

United Good Neighbors Now Under Way

Probably you have noticed the sign near the entrance of Kala Point regarding the annual United Good Neighbors (UGN) fund-raising campaign. That "thermometer" on the sign reflects the participation in Kala Point for this important community service. Please join in.

Why is this important? United Good Neighbors of Jefferson County helps fund more than 30 programs that serve county residents. Most of the funds provide basic services such as emergency health care, food, and shelter to residents of all ages. All UGN supported programs benefit people who have needs they cannot meet without help. Funds distributed by UGN are raised locally and are used within the county. Because UGN has many volunteers, about 85 cents of each dollar raised supports those neighbors in need.

You received a UGN brochure in September. Part of that brochure is a convenient detachable envelope that you may use to send your contribution. You may specify organization(s) you wish to support. Your tax exempt gift will be credited to Kala Point's goal. If you have any questions, please call me, Jim Pate, at 385-9788.

TO and FROM SEATAC

by Sylvia Bowman

Friends and family will be coming for the holidays. Here are a few ways to get them (or yourself) back and forth from Sea-Tac without the hassle of car rental or chauffeuring. What you choose depends on timing, mobility and purse-strings. You can arrange to fly, to van, bus, or ferry - with multiple combinations. Senior discounts are generally available. More information can be picked up at the Sims Way Visitor Center.

Flying: Take a scheduled San Juan Airlines flight from Port Angeles (\$49 one way on most flights). It lands and takes off at Boeing Field, with a shuttle to Sea-Tac, so allow plenty of time. The Port Angeles flight could be a winner, however, if you've taken the guests on a trip to Victoria or Hurricane Ridge. Share a tasty farewell snack at Bonnie's Bakery and then wave good-bye at the Fairchild International Airport. There is a sign for charter flights from our county airport, but the information number has so-far proved fruitless.

Continue "To & From" on page 8

Index is on page 8



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THE OBERHOLZER GROUP:

Congrats & Questions

By Sylvia Bowman

The Task Force for Consultation, staffed by Dwight Oberholzer and Ray Steinberg with Tony Costa as board representative, invites congratulations even before it gets down to serious work. Any effort to bring the board and the membership into consultation can benefit the association. With two such serious thinkers as Oberholzer and Steinberg willing to put their minds to analyzing differences of viewpoint, trust in the governance system will grow stronger.

Yet questions come up about the focus, scope, and the ultimate accessibility of this task force.

1. Concerning focus, these are questions and suggestions I hear: Is this really the "Consultation with Jay Garthwaite Task Force?" Is its major (or single) purpose to defuse potential legal actions that Jay has said he might initiate? Is it going to devote months meeting with Jay and disappear?

The answers to these questions may be "yes, yes, yes!" if the purpose implied in John Snyder's [Kala Pointer](#) article is to get rid of problems before they become legal issues. Jay has a good track

record of being right when he gets action from the FCC, the court, etc., so of course he merits attention. But few other members have the financial means, time (we are rather elderly, on whole), the know-how or the desire to hire lawyers.

2. Concerning scope, does one have to be "unhappy" with Kala Point to be eligible for consultation, as the above-referenced article states? This is a great place. Members love it and are happy with Kala Point.

However, some members may take issue with being denigrated publicly or behind-the back by board members and KPOA committee members or agents. They may take offense at having board and committee members try to put them out of business. They might believe the board should take a stand even against members outside the governance system making "political" attacks on others in the wider community.

Such attacks against certain members have taken place and continue right now. They are ethically wrong, most members would agree. So do the affected members have to declare themselves "unhappy" with Kala Point or be on the brink of suing in order to talk over the issue with the intermediary task force? Let's not limit consultation to those who are litigious or unhappy.

Concerning access, the board offers no procedure for getting on the Oberholzer Consultation Task Force radar screen.

I suggest that an access procedure be written without the pejorative cloud of words like "appeal" or "complaint." Members who want to consult on issues that the board's action may affect should be recognized as KPOA members presenting a viewpoint - not as complainers. Within our small community we should be considered equals.

It is hoped that this fine beginning on talking things out reminds the board that it is composed of members who have no special wisdom or ethical imperative. The Oberholzer Task Force can save time in the "Members' Comments" part of board meetings and it can bring important matters to the board's attention - but only if members can access task force attention.

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I Take Issue With That...

By Editorial Staff

Addiction to Lawyers' Advice:

Kala Point's addiction to seeking legal advice seemed to have started in 2002 when Garthwaite advised the board he'd seek help from the FCC if KPOA denied our right to site antennas as we wanted. Did the board read the FCC regs and adjust KPOA rules accordingly? No. "We need a lawyer," said one board member. "This man is threatening us!" So the board put out money to have a lawyer read the simple FCC regulation. Of course, it turned out that Garthwaite was absolutely right about the rules and our governing documents were rewritten by order of the FCC.

Since then, the board has jumped for legal advice far too often. Were big legal bills necessary to solve the Vogt dispute? No. The board could have stopped Lot 139 construction before forms were poured and made the builder slope the drive downward by 4.5 feet, following the land contour instead of the land-fill contour. The house would have come out at 10 feet above road level - yet with a main floor well above the roof line of the house in front of it.

Could you imagine homeowners associations' politics applied to the national election ?



Point Of View
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"... on the political front, it was announced that the decision for President has been limited to three phone calls and one private meeting between three men, with no public vote or say in the matter."

Did we need lawyers at two annual meetings? Do we need APP revisions, outgoing letters or upcoming plans checked by a lawyer? Obviously, NO. On all of these, the board has expended funds that had not been allocated for legal expenses.

Well, not really. "The board." I.e. inquiries and actions have regularly been initiated by one or two board members. For example, who told the KPOA's lawyer to initiate a lawsuit for harassment against Garthwaite? You can search the board Minutes in vain. No vote is recorded, as it must be - even if preliminary agreement was reached in executive session.

No check-rein is apparent when it comes to KPOA's legal expenditures. It seems as if running decisions past the lawyer is addictive. Particularly if someone else - the general membership - is picking up the bill.

Continue "Issues" on page 5

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Kala Kwips

Submitted by the original shy neighbor et al.

First Day of School

Little Jimmy, in his first day at a new school, asked how to find the boy's room.

After getting directions, he left the classroom. He returned a few minutes later and said to the teacher, "I couldn't find it."

The teacher asked Bobby, who was familiar with the school, to show Jimmy the way.

When they returned, the teacher asked Bobby why he thought Jimmy had trouble finding it, since it was right around the corner from the classroom.

Bobby replied, "He had his shorts on backwards."

Corporate Lesson #1

A man is getting into the shower just as his wife is finishing up her shower when the doorbell rings. After a few seconds of arguing over which one should go and answer the door, the wife gives up, quickly wraps herself up in a towel and runs downstairs. When she opens the door, there stands Bob, the next-door neighbor. Before she says a word, Bob says, "I'll give you \$800 to drop that towel that you have on." After thinking about it for a moment, the woman drops her towel. After a few seconds, Bob hands her \$800 and leaves.

Confused, but excited about her good fortune, the woman wraps back up in the towel and goes

back upstairs. When she gets back to the bathroom, her husband asks from the shower, "Who was that?"

"It was Bob, from next door," she replies.

"Great!" the husband says. "Did he say anything about the \$800 he owes me?"

Moral of the story: If you share critical information pertaining to credit and risk with your shareholders in time, you may be in a position to prevent avoidable exposure.

Overheard At a Cocktail Party

Senator Hillary Clinton was attending a party, when she noticed Governor Arnold Schwarzenegger. She walked over to him, and in a quiet voice said, "If you were my husband, I would poison your drink."

Schwarzenegger smiled, and whispered in her ear, "And if you were my wife, I would drink it."

New Weekly Workout Routine

Monday

Beat around the bush. Jump to conclusions. Climb the walls. Wade through the morning paper.

Tuesday

Drag my heels. Push my luck. Make mountains out of mole hills. Hit the nail on the head.

Wednesday

Bend over backwards. Jump on the Band Wagon Run around in circles.

Thursday

Advise the President on how to run the country. Toot my own horn. Pull out all the stops. Add fuel to the fire.

Friday

Open a can of worms. Put my foot in my mouth. Start the ball rolling. Go over the edge.

Saturday

Pick up the pieces.

Sunday

Kneel in prayer. Bow my head in thanksgiving. Uplift my hands in praise. Hug someone and encourage them.

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“Issues” continued from page 3

KPOA GOVERNANCE

By Lou Martel

There was an interesting comment in the 9/04 Kala Pointer regarding a 7/22/04 Finance Committee Meeting. It stated “Bruno (KPOA CFO) asked the Committee to consider its role. Consensus was that the committee’s function is to back up the general manager.”

The underlined section is surprising because it appears to ignore the fact that the Finance Committee, (under the Board direction and has two Board members), has primary obligations to Board responsibilities and to the membership.

Jefferson County Superior Court Judge Craddock Verser stated in his 7/7/04 Opinion And Order that “The Court takes this opportunity to remind the Board of its statutory obligations to the members of the Association as set forth in RCW 64.38.025.” This law is the WA Homeowners Association Law that was enacted 7/23/95. It is the only WA law that specifically addresses the organization, management, and powers of homeowners’ associations and is the foremost legal authority incumbent on the KPOA Board.

RCW 64.38.025 states “the board of directors shall act in all instances on behalf of the association (ie. represent the membership). In performance of their duties, the officers (including the CFO) and members of the board of directors shall exercise the degree of care and loyalty required of an officer or director of a nonprofit corporation.” Thus, by law, member interests must be considered by the Board; and the Board has fiduciary duties (a relationship of trust) and fiscal responsibilities to the membership. The Board CFO and Finance Committee have key roles in assuring that these responsibilities are met.

The primary responsibility of the Finance Committee would appear to be to the Board and the membership and not to the general manager, although that would not preclude secondary support to the general manager. Professional standards in exercising this primary responsibility

Mabel Campbell, GRI

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would include oversight, transparency, credibility, and accountability as they pertain to the stated mission of the Finance Committee in APP VI, “To protect the assets of KPOA in every respect.”

It should be noted that this discussion refers to the draft 7/22/04 Finance Committee minutes. There is reference in the subsequent 8/26/04 draft minutes that the statement “Consensus was that the committee’s function is to back up the general manager,” was deleted in the approved amended 7/22/04 minutes. There is no explanation given as to why this was done or who requested it. However, there can be little doubt that the “consensus” statement was a belief at the time of the meeting by one or more of the attendees—two of whom were Board Members.

The Kala Pointer is the designated newsletter for the Board to report to the membership. The 9/04 newsletter was apparently in error. Hopefully an upcoming issue will document a correction in which the Board will explain (1.) why the “consensus” statement was deleted; and (2.) what the Board as a whole considers the role of the Finance Committee. It would also be informative to the membership if the Board would make known its views on points made in this article regarding RCW 64.38.025.

The Finance Committee is important to KPOA member financial interests. Good governance, which includes clear and correct delineation of roles and responsibilities, is also important. Both deserve Board and member attention.

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Lecture Series, PT

Six speakers of national renown will lecture in Port Townsend this fall and winter in a new humanities series. The talks will range from species extinction to civil rights, from a love of books to underwater volcanoes, from Chinese scholarship to chimpanzees and cognitive neurology. Talks are scheduled at the Rose Theatre, at 1 PM, every second Sunday, October through April, (except December).

The organizers, a group of local citizens including Rocky Friedman, Rick Kenney, Peter Simpson and Leslie Cox, hope this may become an annual contribution to the intellectual and imaginative life of Port Townsend.

The 2004-2005 series speakers are -

October 10-Peter Ward, Ph.D., paleontologist and University of Washington earth science professor, led new research on a mass extinction that occurred 200 million years ago killing off more than fifty-percent of all species on Earth. Evidence from the extinction was gathered at sites in the Queen Charlotte Islands, off Canada's British Columbia coast. Ward is lead author on a paper detailing the evidence, published in the journal *Science*. He is also author of *On Methuselah's Trail: Living Fossils and the Great Extinction* and was editor for *Global Catastrophes in Earth History* which was sponsored by the National Academy of Sciences and NASA.

November 14-John R. Delaney, Ph.D., marine geologist at the School of Oceanography, University of Washington, studies active submarine volcano-hydrothermal systems. After recovering a unique set of rocks with the submarine ALVIN from the Mid-Atlantic Ridge in 1980, Delaney focused on establishing a permanent seafloor observatory to study submarine volcanoes. His recent publications include *Seafloor eruptions and evolution of hydrothermal fluid chemistry, Philosophical Transactions of the Royal Society of London, 1997: The quantum event of oceanic crustal accretions: impacts of diking at mid-ocean ridges, Science, 1998; Life on the seafloor and elsewhere in the solar system, Oceanus, 1998.*

Other speakers being featured are Nancy Pearl in January, Pramila Jayapal in February, Bill Porter in March, and William H. Calvin in April. More information will be in the next issue of To The Point about these speakers and their topics.

Business sponsors of the 2004-05 series are William James, Bookseller, Skookum, Inc., BaDd Habit/Gray Wolf Ranch, Brent Shirley & Associates, Homer S. Smith, Insurance, Inc., The Rose Theatre, Hildt & Reid, Inc., P.S., Law Offices.

Series tickets are on sale at Quimper Sound for \$50, cash or check only, made payable to School of Athens, Port Townsend Extension.

Individual tickets will go on sale one week before the first lecture.

For more information and links to the speakers see the web site: www.athens-pt.org.

JCGH Gift Shop Reopened

The Jefferson County General Hospital (JCGH) auxiliary gift shop has a new manager/ buyer. Plus, they've spent the month of September redecorating, painting, and generally giving the shop a new face-lift. Now, they are looking for volunteers to work. Now that it is reopened...with new merchandise drop by and see them. While you are there, consider volunteering - it's good for the soul!

Seatac to Mt. Rainier: a Treat for Visitors

By S. Bowman

If you haven't been to Mt. Rainier lately, treat yourself and your visitors who arrive at Sea-Tac. An overnight at 5000 feet in that splendid park will start the visit on a high note. Last week we met our Houston daughter at the airport and drove on up to Longmire Lodge (reservations made ahead). It's more beautiful than we had recalled.

Silent trails through the great forest, and then water rushing over slick rocks — a sound-range from burbling to a roar. You can get right out in midstream on the boulders above Paradise Falls, put your feet in the icy water, snack on sandwiches or snooze in the sun. Up at Paradise, everyone - even your mother - can take the paved one-mile trail through fields of wildflowers up to Myrtle Falls. The path wasn't crowded last weekend. We lingered at the falls, watching a show-off marmot chomp on flowers and pose for a camera shot.

The drive home is tiring, admittedly. Go through Eatonville to 512 West, then up Rte. 5 to the Tacoma Bridge. But the time at Mt. Rainier will have refreshed your spirits.

New Classics Book Club

Anyone want to find out how Trollope's Eleanor outsmarts oily Mr. Slope? Where Lady Chatterley finds love? Why Odysseus spent ten years getting home from Troy?

Join the classics book group now in its formative stage. You can help set our book selection for the winter months. Fiction, nonfiction and dramas that have stood the test of time are being considered.

Starting on November 7, we will meet at the Jefferson County Library on the first Sunday of each month at 2 p.m. to share insights on what we've read. The book we're reading for November is Trollope's *BARCHESTER TOWERS*.

If you're interested in joining or visiting, please call Sylvia Bowman at 344-3897.

New Mail Carrier

Kala Point's mail carrier, Shannon, has been training her replacement. After her stint here Shannon is going on to pursue other work. We wish her well. Remember, folks, these mail carriers are independent contractors trying to deliver mail in a complex layout of mail boxes and stops where people frequently move. Things will land in the wrong boxes....it happens. We still need to be polite and courteous to the carrier just as she is to us. Our new carrier is "Debbie." Please say hello.

Just A Click Away -Designate your donation

by D. Kilburn

<https://www.redcross.org/donate/donation-form.asp> is the link to the on-line donor form for making a donation to the Red Cross's Disaster Relief Fund. The organization's available funds for immediate disaster relief will be wiped out by efforts to provide emergency shelter and care for the victims in Florida, as that state suffered three hurricanes in a month. The web site's plea says "Please help the Red Cross sustain vital feeding and shelter operations for hurricane victims, and thousands of disasters we respond to across the country each year, with a gift to the **Disaster Relief Fund**." Contributions to the American Red Cross, a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code, are deductible for income and estate taxes.

Point To Ponder

We're getting older. By 2025, the share of the population age 65 and above will reach 19%, up from 12% in 2000. The fact that people are living longer is reason for celebration. It is one of the great accomplishments of the past century. In 1900, life expectancy in the U.S. was 47 years. With the population better-educated and healthier than previous generations, the benefits derived from an aging society are greater than the costs. *from BusinessWeek Online, July 15, 2004*

“To & From” cont’d from page 1

Vans: Pennco’s van picks up at your front door well in advance of your flight time. This super convenience is costly, however: \$82.50 round trip to Sea-Tac or \$62.50 one way. An extra passenger pays only \$55. Another van option, the Kitsap Airporter, requires a pick-up or drop-off in Silverdale. It’s comparatively inexpensive - \$30 round trip. Reservations required.

Bus: If it fits their schedule, Olympic Bus Lines gives good service to Seattle and the airport via the Kingston Ferry. It leaves the Park & Ride behind Safeway at 7:25 a.m. & 1:40 p.m. and drops off at Sea-Tac at 10:35 a.m. & 5:00 p.m. respectively. Trips from Sea-Tac at 1:00 p.m. & 4:45 p.m. One-way fare is \$43. Round trip is \$58.

Low cost adventure: Choose the \$4 trip to Sea-Tac, available all day long on public transportation. Take a Jefferson Transit bus to Poulsbo, where a connecting bus will take you to the Bainbridge ferry terminal. Walk aboard the next ferry, and on disembarking, catch the #16 bus to Pioneer Square - or walk. It’s only five blocks. At the southeast corner of Cherry and 3rd, enter the bus tunnel to catch the #194. It leaves every half hour, drops you off right at the Sea-Tac baggage claim. That’s especially convenient for the reverse trip - Sea-Tac to PT. At night or some weekend hours, the #194 leaves from 3rd Avenue, not the tunnel. Check schedules: Jefferson Transit, 360-385-4777; Pennco, (888) 673-6626; Kitsap Airporter, 360-876-1737; San Juan Airlines, 1-800-874-4434.

Index

Featured in this issue of To The Point:

- Book Review, page 8;
- Classic Book Group, page 7;
- Just a Click Away, page 7;
- Kala Kwips, page 4;
- Medical Topics, pages 9 & 10;
- Swiftly Speaking, pages 2 & 3;
- Features & General info, pages 1, 6, 7 & 10;
- United Good Neighbors, page 1.

Book Review

Racing to a Cure, by Neil Ruzic

By Richard Canaan

Neil Ruzic seemed to lead a charmed life. He was brilliant, successful and had a wonderful family. In 1998, he was diagnosed with mantle cell lymphoma, probably the most lethal cancer of the lymphatic system.

This book tells of Neil Ruzic’s successful battle with cancer. Rather than passively accepting the diagnoses and treatment, he became aggressively involved in his care. He became knowledgeable in all aspects of the research and treatment of cancer and the culture and the politics of cancer.

After making sure his diagnoses was correct, the author investigated the available treatments. He wanted to know the rationale of the recommended treatments and did not accept anything that did not make sense.

The author decided against chemotherapy because it seemed much too debilitating. He points out that for the majority of cancers (although there are some remarkable exceptions), treatment often results in only months of life prolongation. He decided to pursue “cancer vaccines.”

Ruzic found the most promising treatment for mantle cell cancer appeared to be cancer immune therapy. But, this treatment was only in the investigational stages, years from clinical trials. Plus, protocol required that chemotherapy had to be tried first. After chemotherapy, patients were not candidates for immune therapy because their immune systems were damaged by chemotherapy.

The protocol dilemma was only one of the problems Ruzic describes. However, the book is not a damning expose of the medical profession. The point he makes is that cancer cures are available, being developed in labs that could cure people now, but most will not be out for years.

Mr. Ruzic is an accomplished author, having written at least 9 books of general interest. He is the publisher/editor of several scientific journals and industrial publications.

This book is available at the Hadlock library.

Medical Topics

Surgical Repair or Replacement of Joints Part 2

By Richard Canaan, MD, Diplomate of American Board of Orthopaedic Surgery.

Last month's issue of To The Point had the beginning of a discussion of joint replacement surgery. The early history of joint treatments and surgical procedures was discussed. This month's article continues with joint replacement specifics.

We want to make it clear that the medical topic articles do not offer you individual medical advice and do not take the place of your personal physician. The purpose of this feature is to help you understand the topic better and perhaps have better questions for your physician.

Surgical Repair or Replacement of Joints

Although other people contributed to the development of joint replacement, nobody disputes that overwhelming credit goes to Professor Charnley. He is considered one of the giants of orthopaedic surgery. In England, shortly after World War II, Charnley started working on the problem of hip arthritis. (Arthritis seems to be more prevalent in the British Isles than other places.

Charnley had to deal with many problems. He had to decide what materials would best work, (stainless steel and a type of plastic were the original materials). The biggest problems were loosening of the components and prevention of infection. Whereas the "Thompson" and "Austin-Moore" hip prosthesis roughly duplicated the size of a normal hip, when Charnley tried to create a total hip replacement using an anatomical sized hip, there always was failure. It was found that trying to duplicate the normal hip did not make a functional hip. Although the artificial hip is different from the natural hip, it does resemble a human hip, but developing a workable model required changes in size, configuration, angles, stress, etc., and took much research, many trials and countless time.

Once the basic design was worked out, the next problem was fixation. Since the hip portion was not anatomical, it had no stability, and the acetabular portion had no fixation. A type of "cement" had to be developed. This cement had to be nontoxic, essentially non-reactive, very strong and not only attach the devices, but attach to the bone interstices.

After a long time, countless failures and dead ends, someone suggested dental cement, which seemed to work. Later, an epoxy material was developed that fit the desired criteria.

The next problem was infection. The surgical infection rate was running about 10%. In any procedure, a 10% infection rate is too high. In orthopaedics, an infection is much more serious than other branches of surgery, but in total hip replacement, surgery infection can result in amputation or death. The infection problem was brought under control by designing a special type of operating room with a constant laminar flow system, an antibiotic regimen, and a specially trained operating team.

In the mid fifties, after years of development, total hip surgery was no longer considered experimental in England. It quickly spread to Europe and was approved for certain American centers in 1969. By the mid seventies, it was well accepted in the United States.

There have been many refinements in technique, instruments, materials, prosthesis, type of fixation, etc., but the principles are still extremely similar to those developed by Professor Charnley.

Total hip surgery is well accepted for several reasons: the success rate is at least 95%; it can be performed well by the average orthopaedist; the results are highly reproducible. Today the **Continue "Joints" on page 10**

“Joints” continued from page 9

average hospital and average staff do not require special training. The infection rate is now no higher than any other procedure, and a patient who was in constant pain and immobile can be made pain free and ambulatory.

After total hip replacement, a patient sometimes feels he/she can do anything, but there should be precautions. Initially total hip replacement was only done in patients older than sixty-five. The age has been steadily lowered, and now there is no real age restriction.

It is thought that every total hip replacement will eventually loosen. It was initially, said that the hip would loosen after five years, then ten, then twenty years. Now no limit is given as a possible loosening time. The older a person is the less likely the prosthesis will loosen. This statement is true because an older person is less active and more likely to die before the hip loosens. The more active a person is, the more likely the replacement will loosen. A person who has a successful total joint replacement is able to do any activity he desires, but he should not. A person can safely do any activity in which he walks. He may play golf but should not play tennis. If a person runs, jumps or skis, the chance of loosening the prosthesis greatly increases, and there is increased incidence of femoral fracture below the prosthesis.

If the prosthesis loosens, it usually is painful. Revision is recommended. A revision is more extensive and should be done by a surgeon who has experience with this surgery. The average orthopedist usually does not have the experience required for consistently good revision results. However, many medical centers do have orthopedists with the required experience.

About 5% of total hip replacements will dislocate in the first six weeks after surgery. Although annoying and painful, it usually can be easily treated by closed reduction. Usually this is caused by too much hip flexion too soon. Rarely, dislocation is frequent and surgery is needed. It is important to avoid hip flexion beyond 90° for the first 3-

6 months, and is important that the patient do the appropriate muscle strengthening exercises.

Almost any joint can be replaced. The most common is the hip, then the knee. Both of these joint surgeries give wonderful results. After these, the number of joint replacements drops dramatically. The shoulder joint is probably the next most common joint replacement. The results are not as consistently good. Ankle joint replacement initially had quite a few problems with loosening. It does seem to give good results in rheumatoid arthritis. The results in degenerative and traumatic arthritis are mixed, and many orthopedists recommend joint fusion, rather than replacement.

An Invitation

The medical articles in To The Point have garnered much interest from the community. We are pleased that you have been enjoying this feature. We understand there are several physicians living in our community. If you are among them and would be interested in writing an article or two for this column, please contact Judith Lewis, 379-8961 or email us at lewis@olympus.net.

Monetary Matter\$ Correction and Update

By Patsy Mathys

“What is the itemized breakdown of each employee’s salary and cost of living adjustment over the past 2 years and next 2 years?” This was the question asked and answered in last month’s column.

Several residents thanked To The Point for diplomatically and concisely addressing this topic. Unfortunately, there was one error in my article that requires correction. The budgeted wage increase for 2003 and 2004 was 4.0% (not 2.0% as stated in the article).

Update: the current draft of 2005’s budget includes a 5.0% wage increase and 6.6% wage and benefit increase. This includes a projected 12.0% medical insurance increase.

To The Point - Business & Service Directory

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"B/S Directory" advertisers have KP references, but this is not a specific recommendation by **To The Point** /staff.

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