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We are getting a new phone system this month which will be easier on all of us (you, too). As I understand it (through a glass darkly) it will operate like a more sophisticated pbx system – giving the caller options to push numbers to reach Pat, Marcie and myself directly... no matter where we are. (The calls can be forwarded without long distance costs anywhere, as can faxes and emails). It is both cheaper and more user friendly than the answering systems we now use, and we can keep our phone number... more later about this as we learn about it. Something has to be wrong with it, doesn't it?

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I am on page 70 of my book Radical Christianity – examining the history of our ideas and traditions about Christianity; going back to its roots to see what rings true and what does not, and proceeding on from there. I'm having a great time doing it, and, according to those who have read it, it's pretty interesting and a good read, despite its somewhat intimidating subject matter...and now I am ready to see if it is publishable.

Any ideas about literary agents out there?

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Covenants not to compete, as most of you know, are restrictions placed on employees and sub-contractors to prevent them from competing with you after they leave your employ. A new Virginia Federal case, *Landmark Technology v Canales* stands for the principal that such a covenant can over-protect an employer and become unenforceable. Judge Tim Ellis of the Alexandria Court held that the language of the covenant restricted Canales from even providing even janitorial services to a competitor (Canales is a technology worker) and was in restraint of trade and unenforceable.

Such a clause has to (1) protect an employer's legitimate business needs (2) be not unduly burdensome on the employee, and (3) be not against sound public policy. Ellis found that this covenant breached all three standards.

Take a look at your covenants and let me know if you have questions

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