



## Delivering Sustainable Success

*Perseverance; the secret to all triumphs.*

Victor Hugo

Our sport emerged from 2007 with a serious mandate to write ourselves a new future. The problems identified in early 2007 presented a powerful message that it was time to change, to evolve, perhaps individually, but most definitely, collectively.

We made some pretty hard decisions. We agreed on change. However, in some ways, that was the easy part. The challenge we now face is doing the hard graft – we agreed on change, now we have to *do* change.

So we face a long road of purposeful and planned evolution. As these changes are implemented and challenges arise, I am most certain that *perseverance* will be a deciding factor in our success: not losing sight of the big picture, of the end goal. I am reminded of Victor Hugo's words.

A key challenge for GSNZ is to lead the transformation process whilst also delivering Business-As-Usual (BAU) to members. Actually there is a very real need to *improve* the value of BAU. So there is a question of balance – between the long and the short game – and a question of "value".

The long game requires discipline, resilience and perseverance yet to produce more value in very short timeframes, it is creativity, entrepreneurship and innovation that is needed. A tricky mix for any organisation.

To address the issue of value, we used the findings of consultation with the membership (August-October 2007) to inform the 2008 business plan. Members were asked to identify and prioritise what services and support they needed from GSNZ. Priorities included a national database, schools programme, club development support and coaching resources and education. We have listened and I will now report on our progress against delivering some of these priorities in this Update.

The reality is however, that our ability to sustain and leverage any short-term gains (in any area) is underpinned by the successful implementation of transformational projects (such as the restructure project and membership fee changes). And transformation means a period of unrest and uncertainty; of glitches and issues to be resolved.

That is why perseverance will be so important. I ask you to stick with the plan (2007-2009) and to persevere with us while we go through this process. This Update provides an insight into progress we are making and speaks to some of the issues which have arisen. We are only one year from the brink of winding up the organisation but we have already come a long way. I look forward to talking further with you when I visit regions in the coming months.

**Catherine Clark**  
Chief Executive

### This Issue

- Highlights– page 2
- Annual Plan– page 3
- National Foundation Skills Programme– page 4
- National Database– page 5
- Events –page 6
- GSNZ Staff- page 7
- Sport Governance– page 8
- Coaching - page 10
- Regulations– page 11
- Sanctioned Events– page 12

### What's on the Web

- GSNZ Regulations
- SDC contact details
- Nationals 2008 Newsletters
- Indo Pacifics info

### Contact Us

office@gymsportsnz.com

## Highlights In Brief

### ★ National Foundation Skills Programme

We have been working hard on developing a National Foundations Skills package which caters for schools and participation programmes. *Foundation Skills* positions GymSports clubs as leaders in the provision of the fundamental movement skills and patterns. The programme is a complete toolkit for Clubs and also involves education, training and club support. *For more information see the section on page 4.*

### ★ Indo Pacific Trampoline and Tumbling Championships

This is a major event on our calendar and Sarah Ashmole and Kay Shaw have been doing a fantastic job leading this project. Their excellent work has led to considerable sponsorship from Rotorua City Council and many other partners. Working with Pam (GSO Midlands) they have developed a programme whereby about 1000 children will have the opportunity to do gym sport activity programmes. Make sure you get yourself to Rotorua in October. More on page 6.

### ★ National Championships 2008

Mystery Creek is going to be a superb backdrop for the amazing movement festival that is Nationals 2008. This year we have all five codes represented as a truly united GymSports event. It is a critical cultural step towards a united sport. We have consulted widely and have two newsletters posted on the GSNZ website, the programme is out and Control Judges appointed. Well done to Jenny, Sarah and our Nationals Steering Group. Special thanks to HEB Contractors for their ongoing support of our National Championships.

### ★ New Zealand Secondary School Championships 2008

GSNZ will host the Secondary Schools Championships at the new Auckland Regional Gymsports Centre in Mount Roskill, Auckland. The event will take place on 6th & 7th September, and will involve secondary school aged athletes competing in all five gymsports and hip hop.

### ★ National Database

Identified as a clear priority in all regions, a national database is a critical part of transformation. Significant progress has been made in four months. We have selected a solution, secured funding from the Lion Foundation and we are now ready to pilot the Database with five clubs. We aim to have the membership information loaded by the end of the second term with a rolling entry of clubs into online use. *More information on page 5.*

### ★ Appointment of New Staff

I am really pleased to announce the appointments of Marcus Lesley (National Education Manager) and Michael Buchan (Finance Manager) to the GSNZ team. Both Marcus and Mike will join us at the end of April.

## Progress against Annual Plan

In January, we shared with you key dates in the Annual Plan. We have now moved through the first quarter and below is a quick update on the main items:

### **Board Meetings**

Given the importance of a successful transition phase, the number of key projects underway and the number of important leadership decisions being made, the Board committed to a significant work plan meeting in January, February, March and April. As we transition into the new structure, the 'sifting down' effect begins and the Board is already engaged in providing direction and advice as the details become apparent.

A good example will be the revision and development of Regulations. Developing and adopting Regulations is part of the Board's role in the new structure and therefore, you can expect to hear more as we progress further into their development.

### **National Leaders Summit (March)**

This Summit brought together the six Inaugural Regional Board Chairs, five Sport Development Committee Chairs, the GSNZ National Board and all GSNZ staff. It was an incredibly valuable Summit designed to help build a 'leadership team' through developing in each of us, individual leadership skills. It was also an excellent forum for building stronger relationships across the various groups. This is essential for improving the quality of communication and decision-making and to improve overall organisational performance.

Summits, like this Leadership Summit, are a critical strategy through which GSNZ demonstrates commitment to supporting and providing development opportunities to the volunteers who work within our sport. We will be hosting many other Summits in the future to support and recognise the importance of volunteers in GymSports.

Below are the key dates in the 2008 calendar

#### **June 27-28 2008**

National Board Meeting, Auckland  
Regional Associations/Regional Service Centers wind up due

#### **August 15-16 2008**

National Board Meeting, Auckland

#### **September-October 2008**

National Secondary School GymSports Championships  
GymSports New Zealand National Championships  
Annual General Meeting

## October 2008

Indo Pacific Trampoline and Tumbling Championships, Rotorua  
GymSports National Leaders Summit

## December 6 2008

National Board Meeting, Auckland

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## National Foundation Skills Programme

### The Concept

*Foundation Skills* is a quality controlled national programme aiming to help children learn the fundamental movement skills and patterns in club, school and community contexts/environments. The content of the lessons and activities is the fusion of traditional Artistic Gymnastic programs which teach basic and intermediate movement skills and patterns with programmes from Rhythmic, Cheerleading, Sports Aerobics, Trampoline and Display Gymnastics. The activities included will also canvas the traditional "run, jump, throw" elements of fundamental movement skills. It will truly be a one-stop-shop for fundamentals.

The Programme structure aligns national, regional and community resources towards a common goal – helping our children realise their potential. Through GSNZ and its partners, clubs will be supported to reach a level of "readiness" to deliver the programme in a way that meets the needs of the club and the community. This will include basic safety conditions through to the ability to recruit paid coaches. Some clubs will almost be ready and others will need more support to get ready. Also, please note that the *Foundation Skills Programme* can be delivered at club and/or school sites.

**Ultimately, clubs that are accredited to deliver this programme will have a stamp of excellence, an externally verified level of capability, access to exclusive partnerships and access to a whole range of exclusive products and branding.** Eventually, members of the programme will also have access to an evaluation and reporting system that will enable clubs to prove the value and impact of their programmes for kiwi kids. A very exciting step forward in the work we do.

### The Programme

Key components of the programme include:

- A resource kit and manual (e.g. lessons plans, certificates);
- Coach education and accreditation;
- Branding and marketing materials;
- Economic modelling information to ensure sustainability;
- Equipment packages;
- A website for schools, clubs, children and parents;

- Partnerships with Regional Sports Trusts to support club development and infrastructure for delivery;
- A partnership model for collaboration with other sporting codes.

## Partnerships

A great deal of work has been put into developing strong relationships with Regional Sports Trusts who are major partners in the provision of Sport and Recreation to our communities throughout New Zealand.

Furthermore, a lot of work has been committed to developing major funding proposals for the first phase of implementation. This will see the School Programme rolled out into the first two regions from July 2008.

## Working Timeline

Project Phase		Timeframe
1	Development, Partnerships, implementation Stage 1 (bring online to 2 regions)	July 2008 – June 2009
2	Review and Implementation Stage 2 (3-4 regions online)	July 2009 – December 2010
3	Review, Implementation Stage 3 and Pathways Component (available to all 6 regions)	January 2011 – June 2012

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## National Database

This was a clear number priority in almost all regions. There are so many important reasons why we need a national database of members and these include:

- Legal requirement under the Incorporated Societies Act;
- Facilitates better communication with members;
- More efficient information management processes;
- Accurate and quality data to inform decision making, planning, budgeting and reporting back to members;
- Reduces double handling of information (club/NSO);
- Core part of commercialisation strategies;
- Essential to attract Sponsorship and Investors;
- Essential step towards reducing membership fees for clubs;
- Streamlined competition process (i.e. registration); and

- Enables GSNZ to provide more and better data to clubs and members for their planning etc

It is critical that we gather as much information on members as we can. From a club perspective, the more data GSNZ has on members the better we can tailor our products and services to meet the needs of clubs. Secondly, the more members that are registered through to GSNZ via the database, the greater the chance GSNZ has of securing greater investment from SPARC and attracting sponsorship.

If we have a large membership database which secures external funding, we can reduce the Membership Fees paid by clubs. However, without Clubs sending through details of their members, we can never achieve this.

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## Events

### **Indo Pacifics Trampoline and Tumbling Championships**

This is a major [and international] event which provides a fantastic opportunity to showcase our sport and celebrate the performance of our NZ athletes. In order to maximise the leverage and legacy value of the event, considerable risk must be carefully managed. However the benefits to the sport if done well are great.

I want to congratulate the work of Sarah Ashmole and Kay Shaw who have been driving the project. Their excellent work has lead to considerable sponsorship from Rotorua City Council and many other partners.

Along with Pam Walters, the team have been working hard to build up partnerships around the event and together with Sport Bay of Plenty (RST) they are organising fundamental skill workshops to align with the release of our National Schools Programme. This means that around 1000 children will have the opportunity to do gym sport activities in a festival movement.

### **National Championships 2008**

In the spirit of continual improvement, we are committed to making Nationals 2008 a better and bigger event than last year.

Mystery Creek allows us to have the space and professional event profile that is needed to deliver a quality event for all gym sports codes.

Jenny, Sarah and Pam have been working hard from early this year to ensure we consult widely, develop plans early and communicate with the membership. We have two National Championships 2008 Newsletters out, the programme has already been circulated and Control Judges are appointed.

Sarah and Jenny have done a superb job on getting sponsorship. HEB and Mystery Creek will be the major sponsors and without their support we

would not realise our dreams of delivering an event of excellence to our members. I must make special mention of HEB Contractors who have long been supporters of GymSports. They increased their sponsorship for 2008 and we thank Bruce Pulman and his team for their ongoing support of GymSports in New Zealand.

## **New Zealand Secondary School Championships 2008**

GSNZ will host the Secondary Schools Championships at the new Auckland Regional Gymsports Centre in Mount Roskill, Auckland. The event will take place on **6th & 7th September**, and will involve secondary school aged athletes competing in all five gymsports and hip hop over the weekend.

The Auckland Regional Gymsport centre is the home of major clubs, Tristar Gymnastics, Extreme Trampoline and Vortex Aerobics. For many secondary school aged athletes this will be an excellent opportunity to benefit from competing at a top venue prior to the National GymSports Championships at Mystery Creek 3 weeks later.

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## National Office Staff

Please find below a complete list of the Staff at National Office:

Michelle Sommerville	National Office Coordinator
Catherine Clark	Chief Executive
Tas Evans	National Development Manager
Natalie Gabites	Membership Services Manager
Sarah Ashmole	Business Development Manager
Michelle Parker	GymSports Officer Manager (Central)
Alana Cramond	GymSports Officer (Northern/Auckland)
Christine Reed	GymSports Officer (Northern/Auckland)
Anita Perkins	GymSports Officer (Southern)
Mike Buchan	Finance Manager
Marcus Leslie	National Education Manager
Helen Warburton	GymSports Officer (Upper South)
Pam Walters	GymSports Officer (Midlands)

We have looked long and hard to find the right people and we are excited to be welcoming Marcus and Michael on board. They will be officially joining the team at the end of April. Please make them welcome and be understanding while they get "their feet under the desk".

*For more details of the GSNZ Staff check out the website.*

## Sport Governance Update

The SDC Chairs, Regional Board Chairs and I met at the recent Leaders Summit (March) and it was a very worthwhile discussion. Communication and coordination has vastly improved and we are continuing to fine tune new processes and systems, particularly under a new constitution this will take time. There will be a high degree of consultation occurring with the Regional Boards and SDCs during the development of many new Regulations.

Please be aware that while we establish new processes and bring greater transparency to all code and regional operations, the necessary consultation will mean that decisions will take time. As we progress through the Regulation development, decisions will happen faster.

Below is a complete list of Sport Governance Members:

### Inaugural Regional Boards

<i>Southern</i>	Jo Miller (Chair), Donna Henderson
<i>Upper South</i>	Dale Todd (Chair), Sue Wallace Tony Quirk, Cara Kilpatrick, Ken Grove
<i>Central</i>	Brent Fry (Chair), Nick Dixie, Jane Sheldrake, Wayne Marsh, Kieran O'Donoghue, Gary MacKenzie
<i>Midlands</i>	Neil Cox (Chair), Murray Charteris, Joann Deane, Shaun Le Bas, Dianne Matenga, Charles Hunt
<i>Auckland</i>	Murray Lockwood (Chair), Anne Yearbury, Hannah Mills-Beale, Toni Bennett
<i>Northern</i>	William Davis (Chair), Karen, Janet McLea, Malcom Haggerty

The Restructure Project is progressing well thanks to the efforts of Regional Associations and the new Inaugural Regional Boards. Meetings have been convened, motions passed and we are busy working through the respective Regional Transition Plans. Thanks to all who have been assisting in this process. Inaugural Regional Boards will be assembling sub committees over the coming months so please get in touch with your Regional Board members if you are interested in contributing.

The Inaugural Regional Boards will lead the regional transition process and continue to work through to the AGM on 25 September. At the AGM members will vote in complete Regional Boards in line with the requirements of the Constitution.

### Sport Development Committees

WAG	Shirley Baker (Chair), Lynne Silcock, Jacqui Godfrey, Michelle Woolf, Clare Adams
MAG	Nick Dallimore (Chair), Gareth Brettell, Stuart Albrey,

	Gavin Snowsill, Mark Jujnovich
TRA	Angie Dougal (Chair), David Williams, Justin Dougal, Ken Olley, Daphne Stringer, John Beckford
AER	Paul Wells (Chair), Emma Oliver, Amy Neald, Diane McMillian, Ernst Bass
RG	Jane Pow (Chair), Margaret Woolf, Carolyn Barrett, Dana McDiarmid, Keita McGowan, Germaine Tang

All official information to the wider code communities will be carried out through or on behalf of the SDCs. They are the official voice for each code and as such I encourage members to check code specific enquiries with SDCs members.

### **Thank You**

Thank you to all SDC members that have contributed to the consultation we have undertaken for organising the 2008 National Championships. We appreciate your time and advice.

### **Rhythmic Gymnastics**

The SDC has been very busy with organising and managing national trials recently and has confirmed the squad selected for the Australian Nationals tour later this year. Congratulations to all the athletes who were selected.

Next Meeting: 4 May 2008

### **Men's Artistic Gymnastics**

I am very pleased to announce that Nick Dallimore has been appointed to the position of Chair of the MAG Sport Development Committee. We are all really looking forward to Nick joining GSNZ, his wealth of experience in MAG in addition to his work with Rotorua District Council and in the field of events and facilities will be a tremendous asset to this group.

Nick will shortly send out an announcement Memo providing some introductions on all the members of the SDC. *For contact details, look under Sport Development Committees on the website.*

Next Meeting: 17 May 2008

### **Women's Artistic Gymnastics**

I have a few updates from the WAG SDC to communicate:

- The WAG SDC has just finished reviewing the WAG Manual and the updated version will be available soon.
- A survey has recently been sent out from Shirley Baker to clubs and coaches. This information will inform the work of the SDC and it is important that you please spend time completing and returning the survey.
- The WAG SDC Bulletin will be in the next Enews, with updates and comments on what the SDC are doing and what progress has been made.

Next Meeting: Top of the South 11-13 July 2008

## **Trampoline**

The TRA SDC has been extremely busy with developing new coaching resources, judging resources and planning trials for the Australian Nationals tour and the Indo Pacific Trampoline and Tumbling Championships in October.

Next meeting: 26-27 April 2008

## **Aerobics**

The SDC has been working on the organisation and running of several trials and competitions for Aerobics athletes. The Committee plus club volunteers are now gearing up for *Aerobic Challenge*, an event held in Auckland.

Next Meeting: June, date to be advised

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## Coaching & Judging

A quick note on the National Education Programme. To date about **470** coaches and judges attended at 31 courses (over 3 months) around the country. 15 new course presenters have been accredited with many on their way and our new look Judging pins were distributed from April.

These figures are an excellent indicator that our Coach and Judge Education Programme is finding broad reach and a good sign in terms of maintaining quality coaching standards. The theory and research around quality coaching has evolved so much and education is critical to ensuring we are offering best practice standards.

Thank you to the many partners who make the National Education Programme happen - GymSports Officers, resource writers, host clubs, SDC members, and participants. Awesome stuff.

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## Policy, Regulations and AGM

### **Regulations**

Our sport has produced a lot of policies over the past 50 or so years and a stock-take performed last year highlighted the need to serious revision. Under the new Constitution some policies will now become Regulations and others will remain policies (more operational and guiding).

Therefore, various Regulations will be developed over the coming six months. Some of the key deliverables include:

- Judicial Regulation
- Membership Protection Regulation
- Judges (Officials) Regulation

- Selection Regulation
- Sport Development Committee Regulation
- Sponsorship and IP Regulation
- Competitions Regulation

## Membership Form

During the consultation of 2007, GSNZ was requested by members to provide support for clubs in terms of templates and guidance around legal issues. An issue was discovered during the review of our existing membership structure, and particularly in mapping our transition to the new structure, these issues must be resolved.

It has come to our attention that some of membership forms currently being used by member clubs may not meet the requirements of various pieces of legislation and also may not provide the necessary legal link between the club members and our organisation.

In line with the request to provide clubs with legal advice and templates, we have reviewed numerous membership forms from across the country and have developed a DRAFT template membership form that, once finalised, can be used by clubs so that all their legal obligations regarding membership and collection of personal information are met and all their members will clearly understand they are members of GSNZ as well as the club.

We welcome feedback on this DRAFT template – please send your feedback to [office@gymsportsnz.com](mailto:office@gymsportsnz.com) by [date]. Once we have finalised the Membership Form we will make it available to all member clubs. We are investigating providing clubs with free access to electronic versions or free Membership Form pads (i.e. hardcopy). We will need to discuss the production process further as Forms will have Club branding/logos in order to personalise the membership forms.

Please remember that other forms can be used along side the Membership Form to collect additional information; however it is essential that members are given the appropriate documentation before they sign up and it is important that they join GSNZ so that they are legally protected as part of GSNZ on a myriad of matters.

## AGM

Please be advised that the AGM will be held on 25 September 2008 in Hamilton. More details will be circulated in the near future.

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## Membership Fees

We are aware that for some clubs the Membership fee has increased significantly and we understand there are cashflow implications around collection of these fees from members. As GSNZ would normally have

collected fees in February and March, we appreciate the situation as we have cashflow issues ourselves to overcome.

It is impossible to set a level and collection methodology that all member clubs will be happy with however we believe this system is fair, transparent and will allow us to deliver the value to members that they have asked for.

The challenge GSNZ faces is to deliver a level of service that provides clubs with a sense of value for money. We cannot deliver the value without a critical mass of "inputs". Once we have a critical mass we can pursue leverage opportunities through investors, sponsorship, and partnerships.

## **Membership Data Collection**

I cannot stress enough how important it is for you to send through details of your members so that we can include them on the database.

Legal Membership of GSNZ will take on more and more importance in the future in terms of membership benefits and membership protection.

Furthermore, by not sending through true membership details, we are only hindering our ability to leverage our numbers to attract sponsors and investment. These two sources of revenue are essential if GSNZ is to be in a position to reduce Membership Fees. Furthermore, with sponsors and new funders we can deliver more value back to clubs. Please help us by sending through a complete account of your membership.

## **Transition**

Thank you for your support and patience while we transition into the new structure. Consult the website for information about the Regulations in the first instance and if there is any clarification required please contact your GymSports Officer. This will ensure communication is accurate, can be tracked and should help us avoid misinterpretations circulating.

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## **Sanctioned Events**

One of the most amazing aspects of our sport is the spectacle of movement which our talented athletes provide. It is the reason that Gymnastics was the most watched sport at the recent Melbourne Commonwealth Games (and I mean watched live!).

Hosting competitions is a relatively untapped area of potential for clubs around the country and there has been a dearth of national support for local and regional events in the past. We want to help more clubs run higher quality events in the future.

The Sanctioned Event programme is a critical strategy for sustainably improving the quality of competitions and to ensure there is an

accountability framework for the qualification process to National Championships. Without accountability, we cannot ensure the appropriate standards of fairness, transparency and technical expertise which we owe to athletes seeking to qualify for National Championships. Without accountability processes, we leave the entire system – coaches, judges, administrators – open to question and dispute.

To be well attended by both athletes and spectators, competitions must be run well. When competitions are well run it has benefits in terms of profile (of the sport and the club), revenue (to the host) and increased participation. On the flip side, competitions and events that are not run well can severely damage the image of the sport, the club and athletes involved.

Funds we collect from Sanctioning domestic events will be spent on providing the national leadership and support which has been lacking. The funds will be spent on the following:

- An Event Manual for Clubs (developing, revising and continually improving the manual as new innovations are discovered);
- Purchasing and making available to clubs marketing, branding and communications materials/signs for use at their events;
- Contributing to covering costs of Judges and Officials at National Championships (unlikely to collect enough funds to actually contribute to these expenses in the short term).

Although it takes significant work, competitions can be extremely profitable for clubs and provide them with funds to resource other club activities. In fact, I would say that there is a direct relationship between clubs that are sustainable (and have growth) and hosting competitions. The funds generated from competitions and/or events have become important revenue streams for some clubs and we would like to increase the capability and capacity of clubs across the country to tap into this potential.

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## No Exceptions

We have been involved in the SPARC No Exceptions (NOEX) Leadership Project. We were one of 12 sports in the project which we worked on during 2007. Thank you to all those clubs and members who contributed to the consultation and gave freely of your ideas and programmes. We really appreciate your sharing.

The excellent work that Tas led was recognised when she was asked to present at the recent NOEX Forum. Tas has developed the Implementation Plan and we are now waiting to hear on the SPARC direction and funding for implementation.

## International Competitions

Just a wee reminder in relation to overseas tours and competitions.

GSNZ works to uphold reciprocal arrangements with other countries (other national federations) which requires that all New Zealand clubs and athletes looking to compete overseas, in competitions run in countries with recognised federations under FIG, need to have approval from GSNZ in order to send athletes. In most cases this is a simple exercise and part of what national office provides for our clubs and athletes. This is a policy that binds all member clubs and we really appreciate your cooperation to ensure our international relationships are as strong as possible.

If you have any questions please contact our National Office.

## Club Visits – building relationships

In the coming two months, I will be visiting regions and I am really keen to visit as many clubs as we can fit in. If you are keen to have a meeting, please contact your GymSports Officer with some possible dates and times. Thanks, and look forward to talking with you soon.

### *Post Script*

The first quarter has been a pretty difficult time but not for the reasons I thought it would be. Before I sign off, I just wanted to mention, to make a personal note (in addition to what has already been said) about the passing of two colleagues, two dear friends, two pretty special individuals.

We lost two amazing people in Kerrin Bishop and Caryl Low. I had the fortune of meeting Kerrin and Caryl and working with them in various capacities from Sport Development Committee members to event organisers and regional representatives. They were sources of immense knowledge and experience.

Apart from an incredible volunteer spirit, these two people had another rare quality in common which always has, and always will, inspire and encourage me. That rare quality is a splendid mix of hope, belief, resilience and a commitment to the greater good.

Both Caryl and Kerrin had served a long time in gymnastics they had seen a lot of things happen, had a lot of energy and experience invested in the past. Yet, they greeted the future with equal measure of enthusiasm. With so much invested in the past, they were the ones stepping up to lead and drive a new future. For their faith in our new future, their ideas given so freely and their "can-do" attitude, I cannot express my thanks enough. From both of these people I gained enormous strength and support for what needed to change. They have been and will continue to be great sources of inspiration for me and I am sure, many others.

Sincerely,

Cath.