Board Meeting Sept. 8, 2018

Clyde called the meeting to order. Rick Gass led the meeting in prayer. This was followed by the Pledge to the Flag.

Beth took roll. The members present: Clyde Camp, Darrell Williams, Becca Roby, Kathy Gibson, Pat Grice, Beth Wolfe; not present: Jeff Hamm

Clyde welcomed all and asked asked any new owners to stand and be welcomed.

Linda and Gary Hackett lot 1

Patty and Brian Carlson Lot 125

Keith and Lynn Johnson lot 174

Clyde promoted Darrell's place in the reports to first.

Darrell's Grounds Report - Darrell thanked everyone who helped at the **cookout last weekend**. From the people who got the pavilion ready to the people who helped with the BBQ, getting it ready to cook, to the ladies in the kitchen and everyone who ate with us. (Applause) Bob's Tree Service has given a quote for 7 **trees** in the park that are dead and need to be removed. Two are on Side 2 and 5 on Side 1. He requested the board vote to approve the work. The price is \$2304. Beth made a motion to approve; Kathy seconded the motion and it was passed unanimously. Scott from Precision Paving will be here this week to give us a price to reseal the **roads**. That lasts 5 years. It's been 5 years since it was done. There are spaces in the roads where water sits that Darrell will have assessed to see what can be done. A couple more boards were changed on the **bridge**. Thanks to Billy Camp who helped with that job. Cornet Bridge Company repaired the bridge in 2005. They are no longer in business. Darrell needs to find someone else to inspect and tell us what needs to be done. He thanked everyone who voted for the **pool** to get it fixed. Tiles are being chosen now and within the next week or two, they will start working on it. It will take 3-4 days to do it. The pool will close as soon as they say that they will be about there to work on it. Darrell thanked everyone for getting that passed. He thanked Clyde for the promotion.

Beth's Secretary's Report - She asked that the **minutes** of the previous board Meeting and Workshop be approved as posted. Darrell made a motion to accept her minutes. Becca seconded the motion. Everyone voted for it and the motion passed. The **results** of the 2018 election are: Kathy Gibson, Pat Grice, and Rory Riff won positions on the 2019 board of directors. She congratulated them and thanked everyone who invested the time and commitment to run. The new board will assume their positions on April 1 per the new by-law amendment. The pool and generator expense propositions were passed as were all covenant amendments. For the exact numbers, please see the bulletin boards or go online to pycoa.com. She also had those numbers available at the meeting as well. There were many people who helped count or supervise. It's a long list but each and every one of them was important. Becca helped verify all the ballots, Lin Ewert was with her every step of the way for the past 7 months preparing as well as all day Saturday! The supervisors were Steve Burnett, Cathy Coleman, Joan Moehring, and Sandy Schulze. The counters were Brian Harris, Kathy Smith, Billy Camp, Bruce Dennis, Lynn Harris, Ro Soucy, Barbara Camp, Alan Szlosek, Jerry Coleman, Lisa Crowe, Cathie Opava, Rene Hebert, Kathe Hyman, Anne Raptis, Joe Cuce, Terri Szlosek and Terry Koretsky who stood by in case we needed her. She thanked and appreciated all the time and seriousness they gave to their task!! She wasn't joking; they were very serious. As people start heading back to their other homes, she asked to be advised of any address changes made in the off-season, or any time, so she can make sure you get any mail that the park sends out!! Any phone or email changes would be very helpful as well. She advertised welcome books and name tags for sale. She invited any new members not previously welcomed to meet with her and Kathy after this meeting.

Becca's Treasurer Report - Becca announced the campground's **balance** sheet as of Aug 31. In the checking/ operating account is \$124,215.57, petty cash is \$300 for current assets of \$124,515.57. Other assets are the Contingency Reserve Fund of \$41,867.64; the Pavilion/Pool Reserve Fund of \$9,614.93; Streets and Bridges Reserve Fund has \$98,475.46, Water and Septic Reserve Fund has \$92,122.64. Darrell made a motion to accept her report. Beth seconded it and all voted in favor and the motion carried.

Kathy's Activities Report - Kathy **thanked** Sandy Schulze for arranging the great trip to Harrah's in Cherokee. It was fantastic. We had a great time. She thanked Beth for Bingo along with Sandy and Family Feud. It was so much fun. Thanks to both of you. Kathy agreed with Darrell that the cookout was the best. She thanked those who helped put the luau decorations up and had lots of help taking them down. After worrying about when they would come down, Terri Darias and Sue Riff had them all down only moments after the luau was over. It brought tears to her eyes thinking what a group, what a team. She thanked them from the bottom of her heart. Thanks to Sue Riff for the coleslaw. She thanked Darrell for the heck of a job on all the butts that were done. (laughter) They were excellent. The pulled pork was excellent. The beans were good (shouted the audience - Kathy made them). She thanked Mayfield for the ice cream. Brownies will make a comeback later. There are a lot of events coming up. They are all listed on the new board. Thanks to Clyde for making it. Thanks to Sue for all the notices. Thanks to Terri for crafts and Lin for posting them. For the **Italian potluck** on Sept. 22, there is a signup for what people are bringing to avoid duplication. After that, **Bunco** is a lot of fun. Players'll work off all the Italian noodles. Bunco costs \$5 to play. Potluck is at 5, Bunco is at 6. On the 24th is **Crafts**. On the 29th is the **Movies**. She asked for people to look online for the events because Clyde wanted her to hurry. (Applause) Darrell made a motion to accept her report, Becca seconded it and all voted in favor and the motion passed.

Someone left their purple glasses on a table at the pavilion.

Pat's Architectural Report - Pat thanked everyone who voted for her and all the things that got passed. Pat reminded everyone that she took over for Jerry due to his illness. She had a prior commitment before that and must leave next Sunday. She is leaving everything in the capable hands of Clyde and her committee Bruce August, John Maske and Phil Matthews. Any requests between now and the first of October can go to one of them. Please remember that the projects must be started by by Oct.1 to be finished by Oct. 31. As of today 46 permits were issued this season. Five adventures in progress and 4 are pending, waiting for materials. It's been a relatively good season. There have been no major conflicts Beth made a motion to accept her report, Darrell seconded it and all voted in favor and the motion passed.

Jeff's Water & Sewer Report - Joe reported he had nothing. Everything was good.

Clyde's President's Report- Clyde addressed the new members and let them know that though we joke around, the board takes its job seriously. Clyde went on and **thanked** everyone who voted. There were 240 or a little more who voted. He thanked all five of those who ran. He thanked them for running. This the the first time he could remember that everything on the covenants passed. It is a remarkable feat. (Applause) On the **pool**, they will be called this afternoon. The contract is signed. Tile has been chosen, which was in stock, and they'll tell us when they can start. On the **well houses**, Clyde will get with Jeff. As soon as he gets more info he will get back to the owners on that.

Clyde asked for old business and there was none. Then he asked for new business and was met with silence. Clyde asked who had read his article in the Pipeline. The board has spoken in meetings about the problem the park is having and the board has decided to take a stand and take care of the park. We are not here to take care of the individual but to take care of the park. There will be three letters going out. One will be ready next week to go out to all owners, some of whom may be affected by it. Clyde then read a letter prepared by our attorney, Martin Welch, for the realtors who do business in PVC. "RE: **Fulltime Occupancy at Paradise Valley Campground**; Please distribute this letter to all realtors in your office. Paradise Valley Campground is a recreational vehicle campground intended for the short term stay only. It is a violation of the Covenants of Paradise Valley Campground for the property to be used as a residence. Not only is it a violation of the Covenants but it is a violation of the water and sewer regulations of White County because the Campground is not permitted for full time residence. When property is purchased in Paradise Valley Campground the purchaser takes title subject to these Covenants and has at least constructive notice if not actual notice of this restriction. Any advice to the contrary or advise on how to avoid these restrictions would be contrary to the best interest of the purchaser and possibly an ethical violation or even actual fraud. We wish to work with all realtors

and owners but we must insist on everyone respecting our Covenants for the protection of all the owners." The third letter will only be sent to the owners who live here full-time. The fines involved will be \$500 plus \$100 a day for breaking the rules. The attorney said that if the park makes the fine less, it will not stop anything. Some people have moved in here for cheap living. They do not get involved in any activities and they are the ones who cause the most problems. That is Clyde's opinion. There will be a caretakers' meeting the first week of October. Anyone can come. Even if an owner is not going to be a caretaker, he/she may attend. There are only x number of caretaker positions. The county allows us that to keep an eye out for everyone's property. If the park were closed down completely, it would be wiped out when we returned. It's a protection issue for the park and owners. 90% of the caretakers are not here all year. They are gone 2-3 months out of the year. But with the rotation of the caretakers that the organization has in place, the park always has someone here. This does not mean an owner cannot come up for a week or so during the winter. They are owners. Clyde's family used to come to the park at Thanksgiving and stay the week. That does not mean an owner can live here full-time. There is a list of documents that can be checked to see if an owner is a resident. This will be explained at the caretakers meeting for everyone. Clyde made a motion to have the fines be \$500 and \$100 a day. Becca seconded it. It was unanimous. It passed 5-0. Clyde does not get to vote unless there is a tie.

Questions from the floor

Gary Hackett, lot 1, asked how many days is an owner allowed to stay per year until the fine kicks in. Clyde replied April 1 to Oct. 31. There will be a thirty-day grace period to start with. The board is not out to beat anyone to death with this. The sewer system is an internal system that is set for only so many people for so many months of the year. It needs time to regenerate itself. If the sewer collapses, the park will close. That is what the board is trying to prevent.

Bruce August, lot 199, asked how many caretakers does the county allow. Clyde responded with 10-15%. It was decided to err on the low side because of the people here who are not caretakers. The other people who are here but not caretakers have to be considered because of the strain on the sewer system. Last year there were 31 people here including caretakers.

Keith Johnson, lot 174, said that they bought last September. They stayed until February. They plan to stay until at least Thanksgiving. Clyde said that that was asked of the attorney. Other owners have done the same. That is fine. They just would not able to be at the park that much during the summer.

Rod Gibson, lot 18, said it was his understanding that there are the caretakers. And then there is a waiting list fo become a caretaker. Clyde inserted that the list does not go by when an owner gets on the waiting list. It goes by how long the owner has owned his/her property. Clyde said he read Rod's mind, to which Rod agreed. Rod said, however, that the policy does not seem entirely fair to him. For example, someone who has been on the list for 3 years or more can then be boosted off by someone who has had a lot for five years and decided they wanted to stay in PVC. Rod does not remember that policy every being discussed by the board. Clyde said it wasn't discussed. It was a board decision. However, if Rod had a better, more fair policy, he would be glad to discuss that with him. Rod stated that he does not remember a board vote on that. Clyde said they have been thinking about it for four years. Rod said that there was no board vote or discussion on that. Rod added that such an issue should be discussed with the membership before a decision was made; that thought needed to go into it. Clyde replied that if the board keeps thinking about it for four more years, there may be no park. Rod referred back to years ago when one person decided things without a board vote to make sure their agenda went through. Clyde said the board did this 7 years ago. White county told us how many we could have. Rod's only issue is decisions being made without the property owners' input. The whole park decided who got to be caretakers 6 years ago. Rod feels more input should be taken. Clyde replied that there was an open forum right now.

Sandy Schulze, lot 212, said it is her understanding that the owners vote for the board of directors and that by that the owners allow the board to make certain decisions in the best interest of the park.

Dianne Maxwell, lot 244, agrees with the cap issue. They have stayed in campgrounds that people have decided to live in. There are dog pens, lean-tos. It is not to be believed what goes on in those parks. They look terrible. Something needs to be tried. She asked what is planned for the owners who are selling to people full-time. Clyde said the owners would have the same rules as realtors. The board would have to get with the attorney on that. That was not addressed at the meeting with the attorney. The attorney stated that when they get their deed, it says that PVC is a seasonal park. Clyde added that there is a map at the county office that is color-coded and PVC is listed as "seasonal living only".

Bill Maxwell, lot 243, said he doesn't want to add fuel to this fire. But this has been discussed many many times. It started about 4 years ago with renters. There were horrible problems with owners just mailing them a gate remote. Then the board came up with the "seasonal recreational RV park". With all the discussion, it doesn't matter how many days an owner is in the campground. Full-time is determined by where an owner has registered his vehicle and is registered to vote as a permanent resident. Here's what's going on with individual owners selling their property and realtors. An prospective owner says, "This looks great, I want to buy here and stay here." They say, "You can't do that, but you can if you use these words. Or if you have a son or daughter in another state. You can use that as your permanent address." No one has ever tried to take everybody out of this park. But if something is not done about this situation the property is not going to be worth a plug nickel. Regarding whether or not it was voted on, he remembers 2-3 conversations standing at the President's podium, running the meeting and asking for a vote from the board. And according to the covenants and the attorney, this is a board decision. He thinks that the fines are probably not enough because it still makes it a very inexpensive place to live. It started at the rental thing, for which he took a lot of flack calling April 1-October 31 the official season. Yet when the owners returned, property was missing. Many propane tanks used by someone else over the off-season. It came down to a renter who lived here full-time. Owners are not supposed to rent their place to a full-time worker in the area. It's a campground, not a work camp. He continued by saying, "Clyde, you are dead on and I appreciate you." (Applause)

Robert Fuda, lot 16, said that anyone who sells a lot and tells people that they can stay here year-round could open themselves up to a lawsuit from the new owner and the park for fraud. Somehow that could be put in writing, which would make people stand back and reconsider. And that may be how to handle sales by owners. Robert lives in a park in Florida. He had to receive and read through everything ahead of time and agree to it before he could buy. When he came here, he did not have to do any of that. What would have happened if he didn't like something after he moved in? Perhaps everyone who wants to move into the park needs to be vetted. (Applause) They should be people that are wanted in the park. Also they should be required to read and sign everything before they buy.

Clyde explained that when Rod and he had their back and forth. It was not anger. He respects him very much. It's nothing personal between them. The back and forth is like brothers.

Linda Hackett, lot 1,asked what a caretaker is exactly and what is the disadvantage or advantage of being one? There were 31 last year. It is unknown how many there will be this year but it won't be more than that. Clyde responded that a there is no advantage to being a caretaker. What they do is they sign up to go through the park for a week and check around to see there's not a water leak, that no one is here so who shouldn't be. It's a security deal. The caretakers are in and out. They choose a week they are going to be here. At any one time there may be only 15 lots occupied. Caretakers also look after the single women in the park to make sure they're ok.

Tom Hutchinson, lot 265, said they bought a year ago and they had to sign a copy of the CC&Rs and that's on file with the county. He said when an owner buys their lot, they should sign a copy of the covenants so there shouldn't be any discussion about that.

Fran Gravgaard, lot 238, asked how many people actually live in the park full-time. Clyde replied that there are about 12 or so who don't leave the park. She clarified that this would then be their residence. Beth interjected

that perhaps she was asking what proves residency. Clyde read part of what is going out to the people who are questioned about their residency because they seem to live here. This list is what determines residency.

Property tax records in your name for property not located in Paradise Valley

A lease or rental agreement in your name for property outside of Paradise Valley

A power bill, gas bill and water bill in your name for property outside of Paradise Valley

A copy of your driver's license

A copy of your vehicle's and unit's registration

For those traveling in the offseason- A copy of receipts of places you have stayed or camped This list was used by another campground that had the same situation. They were about to close them down completely in the off season. They won their case because of the covenants.

Lynn Harris, lot 103, asked if those who live at the park and are not caretakers can be forced to be caretakers. Clyde said he was not going to force anyone. Clyde has been in charge of caretakers for the last four years. This year will be his last. He and others discussed it and they felt that if they were forced and if they didn't do their duty, something could happen. The park did not want to take that chance. He added that anyone who has been a resident in the park for over 2 years is exempt from the fine due to the Statute of Limitations.

Nancy Poling, lot 61, wanted to know how many actual full-time people will remain in the park. She realizes that the caretakers are here, some of them full-time. When she and her husband came back to PVC after three years she was shocked at how many people were here full time and are staying because they were told that they couldn't stay. She wondered, "How did all these people get in here?" Clyde replied that they broke the rules and they probably lied. That's why this board has decided no more because it's getting worse and worse. (applause) Clyde said some of them aren't caretakers, some of them are. Nancy added that she thought they were grandfathered in. Clyde said that in White County there is no such thing as grandfathering in. If they have been in PVC over two years, there is nothing that can be done.

Rick Gass, lot 137, referred to the mention of two years. He asked for a clarification of that. If an owner has been residing in PVC full-time for the last two years, there is nothing that can be done. Beth reiterated the the two years referred to the length of time the person had been a resident, not how long they owned necessarily.

Rod Gibson, lot 18, wanted to clarify things. He said that he is not against the cap, the caretakers in any form. He has been a caretaker since the beginning of the program. All he's asking for is a fair policy for people who want to become caretakers. He wants some barriers to people buying and using PVC as their residence. He can see where someone might have to wait a year's qualifying period after buying before being considered to be on the waiting list.. That would keep people from moving in here for cheap living. He's not sure how long an owner has been in the park should be the criterion considered. He doesn't think that it's the fairest way. He thinks when an owner applies should be taken into consideration. He doesn't think enough thought was put into the procedure. Clyde replied a lot of thought was put into it. A simple way was sought to determine who would fill any vacancies. He added that he and Janice bought in PVC 18 years ago. For 10 years he and Janice came up here for weekends. He would have been upset if he had owned here that long and someone who owned here only a year would take their space on the waiting list. If someone "pays their dues", coming to the park, working in the park, he/she would not appreciate that when they are finally able to retire that an owner with only a few years in could take their spot on the waiting list. That's how the organizers were looking at it. Clyde is happy to look at other recommendations of how the waiting list could be more fair. Lynn Harris said perhaps 3 years, instead of 1, without being able to be on the list. That would alleviate the issue of someone who just wants to buy in the park to be able to live here as a resident. Clyde replied that if someone wants to wait it out 3 years, but an owner has been here 10 years, he feels it is still not fair. An owner can get on the list any time. It's seniority in the park as to which owner is able to fill any vacancies. There is no waiting list now but there will be a waiting list come October at the caretakers meeting.

Lisa Crowe, lot 67, said that about 8 years ago when they came, they worked with their realtor for about a year. She and Dennis asked the realtor if they could reside here full-time. The realtor said yes and pointed out others

who resided here. They asked for the covenants. They were told they were being redone and to wait until they were right. They didn't get the covenants for over 4 months. She doesn't think people lie to get in. They asked their realtor where their property line was. After a survey it was determined that her property line was in Darrell's yard. His electric meter and sewer was on her property. The electric meter had to be moved. There have been a lot of things that happened years ago.

Ted Dietz. lot 176, questioned if he kept his residence in Florida, could he actually reside at PVC. Clyde said that is something that is a loophole that he will need to get back with the attorney on. Ted clarified that this is the way it is but after speaking to the attorney that it will be stopped. Beth responded that in the list of things that need to be submitted to prove residency is a power and gas bill. Some people keep their electric on year-round. However, if an owner is only paying the minimum, then the board would know that he/she is not really residing there.

June Brangham, lot 62, stated that there are a lot of rigs in PVC where the tags are not up-to-date. She asked who takes care of that. Clyde replied that White County takes care of it. Clyde said when Darrell bought his place, the former owner had to pay the back taxes plus interest on all that.

Sandy Schulze, lot 212, said that perhaps a sign at the park entrance that states that PVC is not a full-time residence so that they know already. "Seasonal" does not completely convey that. Clyde responded that putting signs up that are very wordy may have limited effect. If owners can't read the 10 mph sign, they probably won't read one with more words.(applause) He added that since showing the radar gun, a lot of people have been slowing down. There are still a few who need reminding, but some of the more notorious ones have been slowing down.

Robert Fuda, lot 16, showed a sealed bag with 3 sandwich bags full of dog poop inside. His driveway is very long and someone is chucking poop bags into his yard. The baggie is never going away. At first he thought it was a raccoon. He put up a sign, with the three baggies which were collected within a week, stapled to it saying not to do it again. He saw lots of people come along and read it. He then moved one of his cameras to that area of his property. There hasn't been a bag left since. Either they saw the camera or the sign and stopped. He hopes he hasn't offended anyone in the park that they are retaliating in this way, but if he has he would rather they come and talk to him face-to-face. He loves the park. It is clean and well-managed. The poop in the bag is from a very small dog. Kathy asked if it was possible that it came from Paradise Valley Road. It always landed in the same spot and could not be thrown from there. He just want them to stop. If it happens again, he plans on publicly shaming them in the park. (applause) Another thing he'd like to discuss. He moved in May 1. He has had lots of visitors from outside the park in the green space. Not the fishermen or people within the park. They are teenagers in groups of 2-4. He spoke to several people on the board. They park across the street, climb the fence. He spoke to people on the board because of the liability issue of them climbing the fence. Darrell put a no trespassing sign on the fence. That eliminated that, the fishermen included. The erosion and the trash run off that runs from Paradise Valley Road onto his property and into the creek. White County came out and took care of the drainage issue before but the ditch they dug is pouring sediment and trash onto his lot and into the creek. The fence is sinking into the ground at that point and it's beginning to bow in. The bottom panels of it are rotted. It's a big dam. Everything comes down from the road including all manner of refuse. Every couple of weeks he goes and picks up all the trash. It's concerning because of how careful the owners have to be with the creek, yet all this garbage is going into the creek. It's a manmade issue not a natural one. He had asked something be done about it. He wanted a board meeting, which he requested with a complaint/suggestion form. He never got it. He wanted to explain the consequences if this continues. The park is losing land. Everyone else has a green space but his is a brown space. The road drain runoff has made a mudpit, which turns to dirt when it dries. In the corner of the property has not been maintained for years. It keeps growing up further and further. He hoped the board would stop the erosion. It was fixed at the trailer sites. That had lots to do with lots of people but he is only one person but he'd like that fixed. Clyde reported that Darrell and Clyde discussed it. The county is the problem. Darrell spoke to Public Works Director Cangemi, and they came out and looked at it. They said they are not worried about it. He added that they were

so far behind in work, but that they would come by again when it rained heavily again. Clyde said that with the DNR's restrictions and that it's the county land, the board's hands were tied. Robert asked who pays the taxes on the property. Clyde says it's either Robert or the park. Clyde said it doesn't matter who pays the taxes. It took Tom 2 ½ years calling them every day to get the ditch redug. The county does not move quickly. Robert replied that it's three posts away from his property line. When it hits there, Robert will involve his attorney in the matter. Darrell apologized for not getting back to Robert with the results of the county's coming out and all they said.

Rosie Gass, lot 147, said Clyde mentioned "two years". She asked how is this going to impact those people who were probably told by their realtor that they could live here full-time. She inquired if there was a date from which this was being judged. For example, as of 2019, no one is allowed to live in the park full-time. She asked if they were going to tell people what was going to be addressed. Are the owners now going to be instructed to tell prospective buyers they can't reside here. If someone passes away, can they pass their caretaker status on to their beneficiaries. Will these details be addressed? Clyde replied that once this is in place, not living here full-time will continue to be enforced. If someone lives here full time, whoever they leave their property to cannot live here full-time. If they have lived here full-time less than 2 years, they will have to leave. It will be installed once we have all the letters from the lawyer and the board has had time to meet to decide how to proceed so that everyone has time. Rosie says she understands that is in the covenants. She continued by asking legally does the board have anything that would enforce it since people have not lived by the covenants so far. She understands that people live in the park full-time and she doesn't want anything to happen to them. She asked how can the board make that determination. Clyde replied that this board has decided to uphold the covenants. The attorney said that's all we need is to decide to do it. The covenants are legal and binding and can be enforced even though it's been so long. She suggested starting the enforcement in 2019 without impacting those who moved here under the assumption that they could. It won't be decided when it goes into effect until we get the letters back from the attorney. It's not going to be done where people have 3 days to get out. The board will look at that part of it. Rosie added that we are a compassionate park. Clyde agree adding that that's what got us into this problem.

Janice Camp, lot 39, said that if an owner has been sold a lot by a realtor who misled you and you are in this predicament, she suggested he/she take legal action against that realtor. That is the problem; it is not the covenants. It is the realtors who are misleading the prospective owners.

Bruce August, lot 199, said that as part of your due diligence, there was a paper owners signed when they received the covenants. Go sue whoever misled you as fraud.

Robert Fuda, lot 16, suggested an owner can file a complaint with the Realtors Association. The consequences are not good for the realtor. When he moved into a park in Florida, he had to pay \$25. That HOA did a credit check, a background check, and sat down and had a meeting with him. At that time he had to sign all this paperwork stating he had read everything before he bought. If the board instituted that, they would have unbelievable power going forward. Clyde received a text about doing that but he responded that the way the lots are selling, the board would be doing nothing else. Robert replied that there needed to be a committee and the person had to pay the \$25 fee. It could be done with the renters as well.

Darrell made a motion to adjourn the meeting. Kathy seconded it. All voted in favor and the meeting was adjourned.

Respectfully submitted by Beth Wolfe