

### **Record of Meeting**

Meeting: **LPPN Plenary meeting** Those present: List at end of the minutes 10<sup>th</sup> February 2020 Date: **Apologies:** List at end of the minutes

Venue: **Southill Hub, Limerick** 

LPPN = Limerick Public Participation Network DCRD = Department of Community and Rural Development

LCCC = Limerick City and County Council DEM = Directly Elected Mayor

SPC = Strategio	Policy Committee LCDC = Local Community Development	OC = Local Community Development Committee								
Agenda item	<b>Detail</b>	Action	Who	When						
Welcome	LPPN Secretariat Facilitator, John Buttery (JB):			•						
address by	a) Welcomed everyone and thanked them for coming to the meeting despite the weather.									
Facilitator	b) Confirmed that the quorum had been reached.									
	c) Introduced himself and the other 6 Secretariat members, and confirmed that there are no officers or Chairperson in line with the flat structure of the PPN									
	d) Checked if everyone was okay with the agenda, and the items matters arising and AOB were added.									
Minutes of	a) JB invited everyone to read through the minutes for the meetings on 26/09/19 and 10/10/19	Facilitator to	JB/ LPPN	asap						
last two Plenary		sign both sets of	staff							
meetings	, , , , , , , , , , , , , , , , , , , ,	minutes which will be								
		posted on LPPN website								
Matters arising	Education Group is in the Community Pillar (not Social Inclusion)	Draft minutes to	JB/ LPPN staff							
	b) No other matters arising	be corrected								
Tabled	JB went through each of the tabled amendments to the draft constitution and facilitated the		JB/ LPPN							
amendments	discussion on same:	constitution	staff/							
and adoption	1 The management committee (or equivalent) of BGM Community Council has agreed to table the	accordingly	Secretariat /							
of new PPN	following amendment:	and post	Plenary							
Constitution	1. Section 5.2 Principles	adopted								
	2. F) Holding meetings at different times and in rotating or central locations so that a variety of	constitution								



people can attend. Saturdays and evenings tend to suit volunteers. Daytime meetings often
exclude working people. Be aware that a time and place that suits current members may put
new members off coming.

3. Remove reference the following text: Saturdays and evenings tend to suit volunteers. Daytime meetings often exclude working people. Be aware that a time and place that suits current members may put new members off coming.

Proposed by Declan Hehir, seconded by Laura Keane and adopted by the Plenary

## 2 Limerick Seniors Forum wishes to table the following amendment to the draft constitution of the Limerick PPN:

- 1. Section 5.2 Principles
- 2.1. Good governance: implementing the Charities Governance Code as far as possible and applicable to Limerick PPN
- 3. Add the following text to this line: ...to Limerick PPN, *including compliance with all relevant legislation* (e.g. GDPR)

Queried if this is necessary as it is legally required. Proposed by Jim Prior, seconded by Geraldine Minogue and adopted by the Plenary

# 3 The Board of Garryowen CDP wishes to table the following amendment to the draft constitution of the Limerick PPN:

- 1. SECTION: 6.1.4 Registration Process
- 2. Add the following text: Because of the separation of the functions of public representatives and the PPN, Councillors, TD's, Senators and MEPS cannot be a contact person for PPN member groups/organisations

Proposed by Aisling Lohan, seconded by Laura Keane and adopted by the Plenary

## 4 Limerick Seniors Forum wishes to table the following amendment to the draft constitution of the Limerick PPN:

- 1. Section 6.1.4 Registration Process
- 2. Change "Section 5.3" to "Section 6.3"

This is a typo that just needs to be corrected

on the LPPN website

For tabled amendment 5 – Plenary to discuss and decide at next meeting



## 5 The management committee of Saint Mary's Cathedral has agreed to table the following amendment:

- 1. Section 6.2.2 Associate Membership
- 2. Religious organisations whose community activities complement the priorities or activities of PPN members.
- 3. Remove this text and leave religious organisations be full members as per section 6.1.1 as currently written
- a) There was some discussion about this tabled amendment merits and appropriateness of religious organisations being PPN members; why this has arisen; don't at least some religious organisations meet full membership criteria; is it unfair to exclude any groups that meet PPN membership criteria; this is an unexpected situation
- b)It was clarified that the key difference between Full Members and Associate Members is that Full Members have voting rights.
- c) This has arisen as it was copied from another PPN constitution (but is not in the national PPN user guide)
- d)Proposed by Jim Prior that <u>this amendment be deferred and voted on at next Plenary</u> meeting, seconded by Aisling Lohan and agreed to by the Plenary

## 6 The Board of Garryowen CDP wishes to table the following amendment to the draft constitution of the Limerick PPN:

- 1. SECTION: 7.2.4 Criteria for Secretariat Membership
- 2. Add the following: A person who has put themselves forward for nomination to be elected, stood for election or who has been an elected representative on any level of government (local or national) may not be chosen to be a member of the Secretariat for a period of twelve (12) months after the date on which they were advised that their bid for nomination was unsuccessful, or, in the case that they were nominated, twelve (12) months from the date of the election or, in the case that they were elected, twelve (12) months after completing their term of office.
- a) It was clarified that this is in the draft national PPN user guide
- b) It was recommended that the paragraph be broken into bullet points and made more reader-friendly
- c) Proposed by Miriam Duffy, seconded by Breda Casey and adopted by the Plenary



# 7 The Board of Garryowen CDP wishes to table the following amendment to the draft constitution of the Limerick PPN:

- 1. SECTION: 7.2.6 Role of PPN Staff
- 2. It should be made clear in the preamble that PPN while PPN staff are employed and hosted by LCCC, they are managed by the PPN through the Secretariat.

Proposed by Trish Forde Brennan, seconded by Laura Keane and adopted by the Plenary

## 8 The Board of Garryowen CDP wishes to table the following amendment to the draft constitution of the Limerick PPN:

- 1. SECTION: 8.2 Principles Governing PPN Representation
- 2. Add the following: In the event that the original nominating body no longer exists, or the representative is no longer associated with that nominating body, the representative will be deemed to have stepped down from the role and an alternate will be selected in accordance with the Constitution.
- Clarified that the alternative representative will be selected as per the constitution (i.e. from an established panel or though agreed nomination/election process)
- Clarified that while a PPN representative is representing the PPN on external committees, they are in this position because their own group/organisation is a member of LPPN
- Proposed by Trish Forde Brennan, seconded by Geraldine Minogue and adopted by the Plenary

## 9 The Board of Garryowen CDP wishes to table the following amendment to the draft constitution of the Limerick PPN:

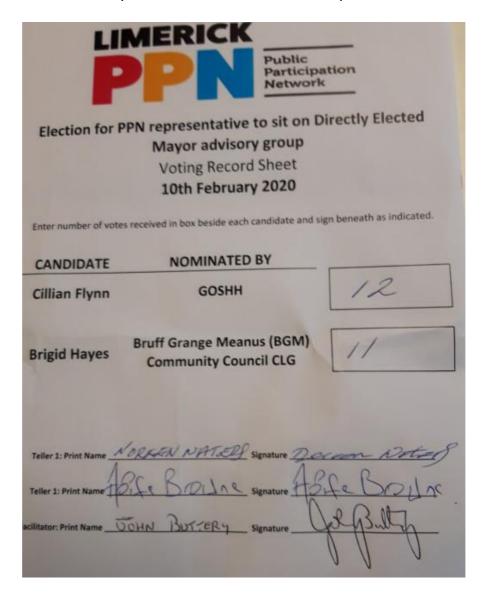
- 1. SECTION: 8.6.1 Criteria for candidates for election to external committees
- 2. Add the following: A person who has put themselves forward for nomination to be elected, stood for election or who has been an elected representative on any level of government (local or national) may not be chosen to be a PPN Representative for a period of twelve (12) months after the date on which they were advised that their bid for nomination was unsuccessful, or, in the case that they were nominated, twelve (12) months from the date of the election or, in the case that they were elected, twelve (12) months after completing their term of office.
- a) It was recommended that the paragraph be broken into bullet points and made more reader-friendly
- b) Clarified that this is not about excluding people from the PPN who may be actively involved



in politics as they can be members of PPN member groups/attend PPN events etc - but they cannot be elected to formally represent the PPN on external committees. This is from the current national PPN user guide and is in the draft one. c) Proposed by Edel Geraghty, seconded by Miriam Duffy and adopted by the Plenary 10 Limerick Seniors Forum wishes to table the following amendment to the draft constitution of the **Limerick PPN** 1. Section 11 Amendments to the Constitution 2. A proposal to amend the Constitution may be made: 1) By the Secretariat. 2) By not less than 10 members in good standing within 10 days of the date the Annual **General Meeting** 3. A proposal in writing to amend the Constitution may be made: 1) By the Secretariat. 2) By not less than 10 full members within eighteen (18) days of the date the Annual General Meeting Keep this amendment but amend wording to: By not less than 10 full members not less than eighteen (18) days prior to the date the Annual General Meeting Proposed by Aisling Lohan, seconded by Rachel Collopy and adopted by the Plenary Following the above discussion on the tabled amendments, adoption of the constitution with the agreed amendments and with the postponement on decision on the one amendment (to the next meeting) was proposed by Trish Forde Brennan, seconded by Cillian Flynn and adopted by the **Plenary** JB gave some background on the PPN seat on the Implementation Advisory Group for the Directly Elected Mayor with Executive Functions. **Election for** There were 3 candidates for the election, however 1 withdrew from the election. Bridget Hayes (nominated by BGM Community Council) and PPN Representati Cillian Flynn (nominated by GOSHH) were introduced and both addressed the Plenary. ve to sit on JB went through the election process including: a) Each PPN member group/organisation who is present for the election is entitled to one (1) vote and one (1) individual will vote on behalf **Implementat** of the member group/organisation. ion Advisory b) The candidate receiving the highest number of votes is elected. **Group for** the Directly c) Where there is only one (1) candidate, this person is automatically elected. d) Candidates who do not attain a high enough number of votes to be elected are transferred to a panel/list. **Elected** Mayor



The result of the election was as follows and Cillian Flynn was announced as the PPN representative on the Advisory Group for the DEM:





### Secretariat's report to the Plenary

JB presented the Secretariat's report to the Plenary as follows (this report was circulated on the night):



### Secretariat Report to Plenary Meeting of 10<sup>th</sup> February

### 1 Background

#### 1.1 Election of Secretariat

Secretariat was elected on 30th October

#### 1.2 Expectations from Plenary

The plenary had 3 Key Expectations:

- Briefing on Local Authority and PPN Structures
- Election of Secretariat
- Nomination onto SPCs

#### 2 Achievements

Through 5 meetings of the Secretariat and intervening work since our election, the following has been achieved

#### 2.1 Constitution

A constitution has been drafted for ratification, considering probable changes in guidelines from government.

#### 2.2 Nomination to the Advisory Group for the Directly Elected Mayor

At the request of the Department of Housing, Planning and Local Government for a PPN representative, the Secretariat sent a member to the first two meetings of this group to maintain a watching brief until an election for a PPN representative could be organised. Members engaged positively in the process to date. The Secretariat stressed the importance of rigorous public consultation at the initial meeting. PPN has been listed as a key stakeholder in the dissemination & PR process as part of the next steps for public consultation.

#### 2.3 Registration

Currently 104 members have been successfully registered. Breakdown of these is:

Municipal District	Number	Pillar	Number
Adare Rathkeale	6	Social Inclusion	38
Newcastle West	10	Community	58
Metropolitan	71	Environment	8
Cappamore-Kilmallock	17		
Total	104		104

#### 2.4 Previous PPN and Secretariat

The Secretariat received advice from the local authority that the Secretariat has no responsibility for any outstanding issues relating to the previous Secretariat, which was a Company Limited by Guarantee

#### 2.5 Relations with the Local Authority

The Secretariat acknowledges:

- The local authority's assignment of Mary Casey to provide additional support
- . Huge amount of work put in by Mary and Mo Foley-Walsh in supporting the PPN
- Support of Seamus O'Connor as the designated Liaison Officer for the PPN
- · Relationship with LC&CC soon to be formalised through an Memorandum of Understanding

### 3 Challenges

#### 3.1 Starting Point

Need to recognise that the Secretariat started with a governance vacuum. Therefore, priority was the constitution.

#### 3.2 Legal Status

- · Received correspondence regarding potential legal action against the Secretariat.
- · Need to clarify legal status of PPN and Secretariat
- Secretariat and PPN depends on working environment based on trust and confidentiality

#### 3.3 Secretariat Membership

- 3 Vacancies:
  - Adare Rathkeale Municipal District X1 (6 members can vote)
  - Community X1 (58 members can vote)
  - Environment X1 (8 members can vote)
- Secretariat members remain committed to the PPN objectives and to creating a better and more efficient working environment.

### 4 Recommendations for Plenary

#### 4.1 Independent Governance Advice and Support

- Clarification of legal status
- Dispute resolution mechanism

#### 4.2 Priorities for Coming Months

- 1. Briefing on Council and PPN Structures
- 2. Elections for SPCs
- Developing mechanism to strengthen relationship between elected PPN reps and membership
- 4. Election of Secretariat members for vacant seats
- 5. Agreement on workplan for the year



### Following the report there was some discussion. The key points are as follows:

- a) It was noted that the number of resignations was high in such a short timeframe.
- b) It was clarified that the resignations of 3 Secretariat members and potential legal action are not related to any legacy issues prior to the election of the current Secretariat.
- c) It was clarified that there is still a representative on the Secretariat from the Environment Pillar.
- a) Priority 4.2.3 (developing a mechanism to strengthen relationship between elected PPN reps and membership): this is about the Secretariat looking at the best ways to support elected PPN members in their representative role and to support strong engagement of the PPN membership. More concrete proposals from the Secretariat will be brought to the Plenary
- b) It was clarified that the Secretariat have been in contact with the Chief Officer of Limerick LCDC and there are current vacancies and possibly near-future vacancies on the LCDC. It is up to the Chief Officer/LCDC to contact the PPN requesting PPN representation and as soon as the Secretariat can action this, it will happen.
- c) It was noted that there are currently 3 PPN representatives on the LCDC who are recognised for being very valuable LCDC members. The Secretariat are conscious that there is currently no supportive structure to come back to. The Secretariat needs to consider options to present the Plenary on how best to do this (eg. Secretariat undertake this role).
- d) It was clarified that the two LPPN staff members are LCCC staff. The resource worker is 'interim' and part-time. The support worker is full-time. There is dedicated funding for two full-time staff. The Secretariat recommended not changing the employment relationship of the LPPN staff, with the PPN/Secretariat not becoming an employer with all the associated responsibilities. However, the PPN through the Secretariat manages the staff. While called an interim role, no time-limit has been set by LCCC on the current resource worker. The staffing situation is one that the Secretariat is actively monitoring.
- e) It was noted that the Memorandum of Understanding is very important for clarifying roles and responsibilities of the different parties to the PPN
- f) It was noted that it is likely to be the May 2020 Council meeting that the PPN needs to have names of PPN representatives for the different SPC's. The Council ratifies the PPN representatives but cannot veto PPN nominations.
- g) Under recommendation 4.1 of the report, JB on behalf of the Secretariat, requested agreement from the Plenary for the Secretariat to pursue any necessary options to clarify the legal status of the Secretariat and PPN, to clarify governance and accountability issues and identify and establish a suitable dispute resolution mechanism. JB clarified that the question about accountability in the event of a legal challenge is likely apply to PPN's nationally, so the DRCD will need to be approached. Essentially, this is about clarifying the roles of LCCC and DRCD and LPPN in the governance and accountability of LPPN and to ensure best governance practice is followed. JB emphasised that this is very important for the Secretariat members who are very committed to their role. Trish Forde Brennan proposed that the Secretariat being approved for this activity. This was seconded by Aisling Lohan and was adopted by the Plenary.
- h) The work of the Secretariat was acknowledged

### **AOB**

Jim Prior brought the following to the attention of the PPN:

- a) because there are no PPN representatives on the SPC's, in particular the Home and Social Development SPC (housing), the recent LCCC rent increases were done with no PPN input
- b) the development of the new Limerick brand did not include consultation with local communities or the PPN, and this is very disappointing Rachel Collopy stated that the training on Council and PPN structures was requested unanimously by the Plenary at the September meeting and



needs to be actioned as soon as possible. Two options were raised: training with Chris McInerney in UL and the Training for Transformation run by <u>Limerick Women's Network (NCCWN)</u>.

**Closing remarks** 

JB thanked everyone for their engagement and the meeting concluded.

Organisation Name	Group Pillar	Group Pillar Municipal District		Name of person who received ballot paper and voting card	Apologies received	
ACM Community Development Society     Limited	Community	Limerick Metropolitan	Breda Casey	Breda Casey		
2. Barnardos Limerick	Social Inclusion	Limerick Metropolitan	Aoife Browne Laura Keane	Laura Keane		
3. BGM community council CLG	Community	Cappamore-Kilmallock	Declan Hehir Brigid Hayes	Brigid Hayes		
4. Doras Luimní	Social Inclusion	Limerick Metropolitan	Donnah Vuma	Donnah Vuma		
5. Down Syndrome Limerick	Social Inclusion	Limerick Metropolitan	Paul Burkley	Paul Burkley		
6. Fresh Film	Community	Limerick Metropolitan	Ciarda Tobin	Ciarda Tobin		
7. Glin Going Strong Club	Community	Newcastle West	Patrick Cummins	Patrick Cummins		
8. GOSHH	Social Inclusion	Limerick Metropolitan	Cillian Flynn	Cillian Flynn		
9. Kantoher Development Group	Community	Newcastle West	Jack O'Connor	Jack O'Connor		
10. Limerick Community Education Network	Social Inclusion	Limerick Metropolitan	John Buttery	John Buttery		
11. Limerick Grow It Yourself	Environment	Limerick Metropolitan	Trish Forde-Brennan	Trish Forde-Brennan		
12. Limerick Mental Health Association	Social Inclusion	Limerick Metropolitan	Patrick Fitzgerald	Patrick Fitzgerald		
13. Limerick Seniors Forum	Community	Limerick Metropolitan	Noreen Waters	Noreen Waters	Oliver Creighton	
14. NCCWN Limerick Women's Network	Social Inclusion	Limerick Metropolitan	Edel Geraghty Amy Brennan	Edel Geraghty		
15. Pallas United Soccer Club	Community	Cappamore-Kilmallock	Noreen Stokes	Noreen Stokes		
16. Rape Crisis Midwest	Social Inclusion	Limerick Metropolitan	Miriam Duffy	Miriam Duffy		
17. Shine	Social Inclusion	Limerick Metropolitan	Rachel Collopy	Rachel Collopy		
18. Southill Family Resource Centre	Social Inclusion	Limerick Metropolitan	Jim Prior	Jim Prior		
19. Southill Hub	Community	Limerick Metropolitan	Aisling Lohan	Aisling Lohan		
20. Southside Women's Group.	Social Inclusion	Limerick Metropolitan	Geraldine Minogue	Geraldine Minogue		
21. St. Mary's Adult Education Group	Community	Limerick Metropolitan	Brian Thompson	Brian Thompson		
22. Tait House Community Enterprise CLG	Social Inclusion	Limerick Metropolitan	Michael Qulligan	Michael Qulligan		



23. The Maigue Rivers Trust	Environment	Cappamore-Kilmallock	Catherine Dalton	Catherine Dalton	
24. Abbeyfeale Community Alert	Community	Newcastle West			Marian Harnett
25. Abbeyfeale Community Council	Community	Newcastle West			Maurice O'Connell
26. EmployAbility Limerick	Social Inclusion	Limerick Metropolitan			Ursula McKenzie
27. Great Southern Trail	Community	Newcastle West			Denis McAuliffe
28. GROW in Ireland	Social Inclusion	Limerick Metropolitan			Rob Stephen
29. Moyross Residents Forum CLG	Community	Limerick Metropolitan			Tracey McElligott Tony Lynch
30. Patrickswell Community Council CLG	Community	Limerick Metropolitan			Mike Ahern Stephen Moore
31. Step Forward Disability Group	Social Inclusion	Cappamore-Kilmallock			Maureen Browne
32. Acquired Brain Injury Ireland	Social Inclusion	Limerick Metropolitan			
33. Adare Business Association	Community	Adare-Rathkeale			
34. Adare Community Trust	Community	Adare-Rathkeale			
35. An Taisce	Environment	Limerick Metropolitan			
36. Anglesborough Tidy Towns	Community	Cappamore-Kilmallock			
37. Athea/Carrigkerry/Old Mill Dev. Ass. Ltd	Community	Newcastle West			
38. Ballinacurra Gaels GAA	Community	Limerick Metropolitan			
39. Ballingarry DevelopmentAssociation	Community	Adare-Rathkeale			
40. Bergerie Trust CLG	Social Inclusion	Limerick Metropolitan			
41. BGM Community Support Services Centre	Community	Cappamore-Kilmallock			
42. Cappagh Farmers Support Group	Environment	Adare-Rathkeale			
43. Cappamore Historical Society	Community	Cappamore-Kilmallock			
44. Castleconnell Project Limited	Community	Limerick Metropolitan			
45. Central Buildings Community Project	Community	Limerick Metropolitan			
46. Community Companions Moyross	Social Inclusion	Limerick Metropolitan			
47. Community Crisis Response Team	Community	Adare-Rathkeale			
48. Dooradoyle raheen mens shed	Community	Limerick Metropolitan			
49. Environmental Trust Ireland	Environment	Limerick Metropolitan			
50. Extern	Social Inclusion	Limerick Metropolitan			
51. Feale Biodiversity	Environment	Newcastle West			
52. Galbally Seniors Alert	Community	Cappamore-Kilmallock			
53. Garryowen CDP	Social Inclusion	Limerick Metropolitan			



54. Headway	Social Inclusion	Limerick Metropolitan		
55. Herbertstown & District Mens Shed	Community	Cappamore-Kilmallock		
56. Hospital Family Resource Centre	Social Inclusion	Cappamore-Kilmallock		
57. Irish Georgian Society - Limerick Chapter	Community	Limerick Metropolitan		
58. Irish Wheelchair Association	Social Inclusion	Limerick Metropolitan		
59. Jigsaw Limerick	Social Inclusion	Limerick Metropolitan		
60. Kilfinane Community Council	Community	Cappamore-Kilmallock		
61. Kilmurry Arts & Heritage Centre	Community	Limerick Metropolitan		
62. Knocklong Development Association CLG	Community	Cappamore-Kilmallock		
63. Knocklong, Glenbrohane and Elton Voluntary Housing Association CLG	Community	Cappamore-Kilmallock		
64. Kurdish Art Nergz Group Ireland, Limerick Branch	Social Inclusion	Limerick Metropolitan		
65. Limerick Autism group	Social Inclusion	Limerick Metropolitan		
66. Limerick Branch of Birdwatch ireland	Environment	Limerick Metropolitan		
67. Limerick City Build (REGEN)	Social Inclusion	Limerick Metropolitan		
68. Limerick City CDP	Social Inclusion	Limerick Metropolitan		
69. Limerick City Community Radio CLG	Community	Limerick Metropolitan		
70. Limerick Civic Trust	Community	Limerick Metropolitan		
71. Limerick Cycling Campaign	Community	Limerick Metropolitan		
72. Limerick Dragons	Social Inclusion	Limerick Metropolitan		
73. Limerick Food Group	Community	Limerick Metropolitan		
74. Limerick Market Trustees - Limerick Milk Market	Community	Limerick Metropolitan		
75. Limerick Regeneration Community Consultative Forum	Social Inclusion	Limerick Metropolitan		
76. Local Link Limerick Clare	Social Inclusion	Newcastle West		
77. Mayorstone Coolraine Residents Association	Community	Limerick Metropolitan		
78. Mid West Deaf Community	Community	Limerick Metropolitan		
79. Monaleen Park Residents' Association	Community	Limerick Metropolitan		
80. Mulcair Men's Shed	Social Inclusion	Cappamore-Kilmallock		
81. NCBI - working for people with Sight Loss	Social Inclusion	Limerick Metropolitan		



82. Novas	Social Inclusion	Limerick Metropolitan
83. Oola Tidy Towns	Community	Cappamore-Kilmallock
84. Order of Malta Ireland Ambulance Corps Limerick	Community	Limerick Metropolitan
85. Ormston house	Community	Limerick Metropolitan
86. Our Lady of Lourdes Community Services Group	Social Inclusion	Limerick Metropolitan
87. Raheen Active Retirement Association	Community	Limerick Metropolitan
88. Rescue the River Shannon Group.	Environment	Limerick Metropolitan
89. Saint Mary's Cathedral	Community	Limerick Metropolitan
90. SMILE SCP	Social Inclusion	Limerick Metropolitan
91. Soroptimist International Limerick & District	Community	Limerick Metropolitan
92. Southill Dining Club / Retirement Group	Social Inclusion	Limerick Metropolitan
93. Southill Men's Shed	Community	Limerick Metropolitan
94. Southill residents	Social Inclusion	Limerick Metropolitan
95. St Marys Athletic Club Rathkeale	Community	Adare-Rathkeale Adare-Rathkeale
96. St. Michael's Rowing Club	Community	Limerick Metropolitan
97. St. Munchins Community Centre	Community	Limerick Metropolitan
98. The GAFF Limerick	Community	Limerick Metropolitan
99. The Limerick Writers' centre	Community	Limerick Metropolitan
100. The Paddy Dakar	Community	Cappamore-Kilmallock
101. Tournafulla Community Council	Community	Newcastle West
102. Vale View residents Kilfinane	Community	Cappamore-Kilmallock
103. West Limerick Athletics Club	Community	Newcastle West
104. Young Munster RFC	Community	Limerick Metropolitan

In attendance: Mo Foley Walsh, LPPN Interim Resource Worker
Mary Casey, LPPN Support Worker



Record of the meeting taken as a fair and accurate reflection of the discussion and adopted at subsequent Plenary meeting:

	John Suttern					
FACILITATOR: Signature		Print Name	John Buttery	Date:	17/12/2020	