

Florida Association of Code Enforcement, Inc.

Board of Directors Meeting

MINUTES

Friday, May 2, 2014

9:03 AM - 4:37PM

Saturday, May 3, 2014

7:59 AM - 10:34 AM

Comfort Suites Universal

5617 Major Boulevard

Orlando, FL 32819

1. Call to Order

2. Roll Call

President, Michael Titmuss

1st Vice President, R. Sam Sullivan

2nd Vice President, Joanne Naumann

3rd Vice President, Leslie Banta

Sergeant-at-Arms, Danny Thompson

Treasurer, James Acosta

Secretary, Lori Troxel

Immediate Past President, Jim Dehne

Also present: Michelle Gardner, IOG

Donna Wisniewski- Historian

Bob Hamilton, Attorney

Mark Caskie - Webmaster

3. Approval of Agenda

Motion to approve the agenda:

R. Sam Sullivan second: Jim Dehne

Motion carried unanimously

4. Approval of Minutes

Motion to approve minutes:

Jim Dehne second: Joanne Naumann

Motion carried unanimously

5. Welcome Visiting Members

Welcome Cindy Drake, City of Wellington; Monica Cole, Oviedo; Debbi Leigh, Seminole County; Ken Jackson, Palm Beach County

- 6. Opening Comments** – The meeting agenda will be out of order to accommodate participants unable to attend the Board of Directors meeting on Saturday, May 3, 2014. If anyone needs any F.A.C.E. Brochures please get with Michael Titmuss and he will get you a stack.

- 7. Membership Issues-** No membership issues

8. Reports

A. Treasurer – James Acosta (May 2, 2014)

- a. Current Budget** – James Acosta supplied the Board with the following documentation: Recap Report, fiscal year budget report, income/expenses by month report, as well as copies of reconciliation reports and statements from the bank, for the record. We are doing very well fiscally. We have only used \$9000.00 of the proposed \$25,000 expected from the fund (checking) account.

Motion to approve the Treasurer Report

R. Sam Sullivan Second: Joanne Naumann

Motion carried unanimously

- b. 2014 Conference Budget** – James advised the Board we are doing real well for conference. R. Sam Sullivan gave James a few additional receipts prior to the meeting which are not reflected on the paperwork, indicating we have received \$12,800.00 for conference vendors to date.

Motion to approve the 2014 Conference Budget

R. Sam Sullivan

Second: Joanne Naumann

Motion carried unanimously

B. President – Michael Titmuss (May 2, 2014)

- a. **General Comments-** No general comments
- b. **Strategic Plan Status Update-** Michael Titmuss went over the top six objectives we need to remain focused on: Obtain State Certification, Continue networking with other professional organizations, explore new technological mechanisms, to recruit new trainers by improving the mentorship program, to increase our members/targeting non-participating jurisdictions, and to define the value of membership and increase if needed.
- c. **Update List of 2013-2014 Accomplishments –** Michael Titmuss sent out an email to the Board which along with the agenda and minutes contained a draft copy of our goals and accomplishments. He requests the Board review as soon as possible and send it back to him with all of our accomplishments in order to update our membership at the annual conference. Michael set the deadline to get this to him by May 15th in order to produce a PowerPoint of our accomplishments that can be placed on the thumb drives distributed to our membership in attendance.
- d. **Code Man YurStore Update-** Michael advised the site is up and running, the conference t-shirt is available at this time. F.A.C.E. gets fifty percent profit from anything sold on the website with the F.A.C.E. logo on it. Michael is unsure if the F.A.C.E. t-shirt will be available for sale at the conference. He reminded everyone you can get any item available through the site with the F.A.C.E. logo. Cindy Drake asked if other chapters can order their chapter logo as well, Michael advised the chapter to email him with the artwork and he will get it online for use. Cindy also wanted to know if items can be ordered with both chapter and F.A.C.E. logo's on it. It was determined there is no rule against using both logos. Mark Caskie asked if we wanted a link on the F.A.C.E. website to drive people to the YurStore website. It was agreed he should. Bob Hamilton advised we do not need a written agreement between F.A.C.E. and YurStore for them to sell items. The topic has been recorded in past F.A.C.E. Board meeting minutes. Cindy Drake requested we put something in the InterFace about YurStore being available to the membership.

- e. **FLGC Coalition- Local Works July 25, 2014 in Orlando-** Several Board members attended last year's Local Works kickoff and Michael wanted to know if anyone was planning to attend this year. Danny Thompson advised the Board that April Hartsell did volunteer at the last Board Meeting and is on the FLGC's legislative committee, representing F.A.C.E. and fulfilling the obligation required for membership. Danny indicated he was going to check with her on how it is going and hopefully April will be able to attend the function as well.
- f. **Florida League of Cities Conference Exhibitor August 14-16 Hollywood, FL-** Michael Titmuss and R. Sam Sullivan are going to be attending this year, and indicated Joanne Naumann would like to go as well. Joanne elaborated on why she is requesting to attend the Conference at the request of the Director of all IOG Directors. Sam Sullivan expressed his support of Joanne attending the conference, and several Board members questioned why the meeting was requested for this particular conference. A few Board members were concerned the meeting is not being held for the Certification Committee to meet with members of the Florida League of Cities, but is intended to just meet with the IOG Directors. Michelle Gardner explained the IOG Directors meet on a quarterly basis, advising although the last meeting was held in Orlando they are typically held in Tallahassee and once at this particular conference. Joanne requested the topic be held and brought back to the table once she has been able to present her report to the Board.
- g. **Invitation to Past Presidents-** Michael advised he was tasked with sending out the invitation, which was send via email, and hard copy. He received a few returned in the mail, and gave one to Donna Wisniewski to see if she could locate the Past President and ensure he gets it. Donna advised she had one Past President decline, as he is not able to attend. Michael indicated he received numerous positive responses from the email that was sent out.

C. **IOG – Michelle Gardner (May 2, 2014)**

- a. **IOG- Letter of Agreement –** Michelle stated the Letter of Agreement was sent out to the Board via email from Marilyn Crotty. She explained that Marilyn advised her she normally sends it out prior to the meeting for questions and feedback, and if it goes forward for approval it normally happens at the business meeting in June. Michelle indicated the Board should have received the agreement and had a chance to review it.

Jim Dehne asked Michelle about the \$500.00 increase which he stated was not mentioned previously that it would be increasing. Michelle explained the scope of services and the fees for everything the IOG does for F.A.C.E. goes up every year, web costs go up, employment costs go up, the State gave them a raise this year, further advising all the IOG's costs go up. Jim Dehne stated he has a problem with this even though this is the lowest raise in a while, he indicated even when our jurisdictions are not giving our members raises we give the IOG two percent every year, and one year ten percent. Jim Dehne advised Michael that at some point during the meeting he would like everyone to leave the room with the exception of Bob Hamilton, that he has something he would like to talk about. Michelle Gardener reminded Jim that this will happen when the Huskey Awards come up. Michael clarified that Jim Dehne was asking for an Executive Session. Joanne Naumann indicated she appreciated that Lori Troxel sent out past Letters of Agreement for reference a few months ago and she thought it was a good starting point, but that she has not had a chance to go into detail on the current agreement, indicating we essentially just got it. Joanne further stated she appreciated being able to review them and seeing the trends, but that she had not fully examined the new one, other than what Marilyn indicated in the email. Michelle advised the board anything on the Scope of Services and Letter of Agreement she can take back with her. Jim Dehne requested this be tabled and discussed later.

- b. **2014 Conference- 25th Silver Anniversary**- Michelle advised the Board that everything is on track, with registrations being up from where they were last year. Last year at this time we had 119 registrations, and this year we have 151, indicating the registrations are up significantly. Several Board members commented that the conference is being held two weeks earlier this year. Michelle advised the conference is being held two weeks earlier, however the cutoff date for early registrations are also two weeks earlier. Michelle explained conference registration fees will be going up in two weeks and the IOG will continue to send out weekly emails reminding members that the early registration opportunity is ending soon.
- c. **2015 Conference Update** – Michelle stated the contracts are signed, and everything is on track. Activity on the 2015 conference will increase once we get through the 2014 conference. Mark Caskie made a suggestion that we set the 2015 conference rate at the June Board meeting to help jurisdictions budget for the following year's conference,

explaining budgets are being drafted at this time, for approval at the end of September. He feels being able to give the membership a projected cost would help them budget for the following year, and possibly increase attendance. A short discussion took place and the board will possibly discuss the suggestion at the pre-conference meeting.

- d. **2014 Conference Scholarships-** Michelle advised only seven (7) scholarships have been received to date. She suggested we extend the dead line by two weeks, in order to possibly increase attendance. A short discussion ensued referencing the deadline, and offering an extension.

Motion to approve all seven (7) scholarships

Joanne Naumann Second: R. Sam Sullivan

Motion carried unanimously

Motion to allow the IOG to approve the next five (5) qualified scholarships applications on a first come, first served basis, for the 2014 conference by close of business Monday, May 12, 2014.

Jim Dehne Second: Joanne Naumann

Motion carried 7-1

May 2, 2014 Executive Session Called to Order at 10:08 A.M.

- e. **2014 Huskey Award-** Michelle Gardner explained the procedure for the Huskey Award Nominations, advising all individuals in the room who are not Board members must leave the room and all documents will be picked up when the decision has been made. The Board reviewed the Huskey Award nominations and made a decision which will be revealed at a later date to ensure secrecy for reveal. The Board discussed from this year forward the 1st Vice President will be the person to order the Huskey Award to maintain only the Board having the information. Lori Troxel asked why F.A.C.E. does not retain a copy of the provided applications for both scholarships and the Huskey nominations for the record. Other Board members weighed in and advised these documents will be provided to the secretary for inclusion in the record as supporting documents from this point forward.

Motion to approve the chosen Huskey Award recipient

Lori Troxel Second: R. Sam Sullivan

Motion carried unanimously

Michelle Gardner left the room and the executive session continued with the following motions having been made:

Motion Michael Titmuss to create and chair a subcommittee for contract evaluations.

Jim Dehne Second: R. Sam Sullivan

Motion carried unanimously

Motion to allow any F.A.C.E. candidate who is unable to be present at a conference to submit a video address in digital format; the video address can be no longer than three (3) minutes, and is to be played during the candidate address portion of the conference for members in attendance.

Jim Dehne Second: Leslie Banta

Motion carried 7-1

May 2, 2014 Executive Session Concluded 11:15 A.M.

May 2, 2014 Regular Board Meeting Reconvened 11:33 A.M.

D. 1st Vice President – R. Sam Sullivan (May 2, 2014)

- a. **2014 Conference Update (June 10th – 13th, 2014 Tampa Marriot Waterside, 700 South Florida Ave. Tampa, FL 33602 Phone: (813) 221-4900)** - Sam Sullivan went over the conference progress, and went over the itinerary with the Board. Joanne Naumann wanted to make sure she had a room for the Trainers Workshop she is planning. R. Sam Sullivan advised a room is being made available to her; the work shop is only open to current Trainers and Assistant Trainers. Sam announced we have almost \$15,000 in sponsors and went over the list of current sponsors who will have a table set up for advertising/presentation of their company. Chapter tables were discussed, PACE would like to have a table to set up their 50/50 raffle, and SWACE may be looking into

having a table as well. Jim Dehne explained in the past Chapters were provided tables at no cost for advertising and promoting, if they had raffles or sales the cost of the table is set at \$200.00. Sam went over the status of the conference pin and the gifts for attendees and sponsors. R. Sam Sullivan suggested the next program committee change the fees by at least a \$1000.00 between platinum and double platinum sponsors due to the gift eating into the profit of the sponsorship.

Motion for PACE to have a Chapter Table for \$200.00 for use as a 50/50 raffle.

R. Sam Sullivan Second: James Acosta

Motion carried unanimously 6-0 w/ Jim Dehne and Danny Thompson abstaining due to membership affiliation with PACE.

- b. **Invitation to Past Presidents +1 to attend Conference Banquet-** Invitation was sent out and accepted by most invited.
- c. **Grand Prize – Spa Donation & Gift Certificate Solicitation-** R. Sam Sullivan explained how the grand prize donation came about and that he understands some board members deemed it an inappropriate gift. He advised the program committee asked Marilyn Crotty to determine if the Waldorf would donate a gift for F.A.C.E. to raffle off, they came back with a two night stay and two spa packages, which exceeded their expectation for the gift. Mike Titmuss clarified the primary reservations were the amount of the gift, and whether it exceeded the amount allowed via our accountant, and that the location of the gift is for next year's conference venue. Mike further explained the discussion started with the request to solicit a few more items for the grand prize package. A discussion ensued whereby Lori Troxel advised she was the one with a problem with the donated gift and why. Several Board members and guests weighed in on the subject with Bob Hamilton advising in the gift was fine to accept since it was done post contract signing and suggested F.A.C.E. provide advertisement in our booklet for the donation. James Acosta stated the accountant also advised the gift amount did not affect our nonprofit status. Jim Dehne advised he spoke with Marilyn about the gift package during the email discussions and he indicated she told him it was industry standard to accept donated gifts from the hosting venue. A discussion ensued about previous Program Committees having been told by Marilyn they could not solicit donations from their venues. Donna Wisniewski and Debbie Leigh advised F.A.C.E. has received

donations in the past from our conference venues. Leslie Banta stated when she was on the Program Committee in Ft. Lauderdale they were told by Marilyn they could not accept golf passes from the venue. Lori Troxel stated Marilyn told her at the Waldorf it was inappropriate to ask for Spa Package Donation for Door Prizes, and Mike Titmuss stated he heard her say this as well. Lori further stated this appears to be a double standard for some and not others. Mike Titmuss advised he would put something in a future agenda for Marilyn to explain when it is appropriate and when it is not for clarification purposes.

Motion to give away the gift solicited by the current program committee of a two night stay at the Waldorf Astoria w/two spa packages, as well as allow the solicitation for a dinner gift certificate donation, and provide a half page advertisement in our booklet for the donated package.

Danny Thompson Second: Joanne Naumann

Motion passed 6-2

May 2, 2014 Recess for Lunch at 12:21PM

May 2, 2014 Reconvened from Lunch at 2:06 PM

E. 2nd Vice President – Joanne Naumann (May 3, 2014)

- a. **Certification Committee Update** – Joanne Naumann advised the Board that the Train the Trainer packets and orientation changes are in the final draft and will be put on the website. The packet will also include an onsite orientation program for AT's (Assistant Trainers). Shawn O'Rourke and Joanne met with the IOG Directors and indicated they were very receptive to them. Joanne indicated the representatives were given an updated copy of the CT (Certified Trainers) List and agreed to use them not continually stick with one or two of the trainers. Joanne advised they discussed the evaluations and it was agreed the evaluation form will be standardized and will be used by all IOG's instead of different ones for each IOG. Joanne stated the topic of State Recognition or Certification was brought up, and the IOG representatives wanted to know why we want this, and indicated we need to be prepared to respond to this question, as she did not get the indication they supported this. Joanne was not comfortable answering this question, and

suggested someone educate the IOG representative in order to have them on Board with State recognition. Jim Dehne stated he did not understand that they have been helping us get recognition for years. Lori Troxel stated there appears to be a conflict, if they don't understand and are not supporting us, yet they are representing us and working with us to get recognition. It was agreed that Danny Thompson will put something together for them, to understand. Sam Sullivan advised to remind them it is based on FLACS (Animal Control Association). Mike Titmuss advised we need to have the Legislative Committee look at other professions that are regulated and the entities that administer their exams by providing them our material and see if they can provide us the information on what it would take to create a State exam based on class material we have. These entities may be able to close our loops. He feels our exams are F.A.C.E. exams and not State exams. Danny Thompson advises the issue is over funding and not the exams right now. Lori Troxel asked if they discussed rotating the trainers. Joanne advised they were excited about using our trainers, and even asked if our trainers would be willing to travel. She stated depending on class size they expressed a willingness to pay travel in order to utilize all the trainers. A short discussion took place on the difference between the IOG's and how much difference between fee's and instructor pay. Joanne advised we need to consider standardizing the pay schedule for the instructors. Joanne advised this topic needs to be brought up during their meetings. Joanne feels there is more ability to negotiate with the IOG's than we previously thought. Jim Acosta provided two cost analysis from different IOG's with a three thousand dollar difference between the two. It was agreed that some standardization needs to be looked at with the IOG contract evaluation committee.

- b. **Train the Trainer Course Annual Conference-** It was suggested by a member to provide the Train the Trainer Course at the conference. Joanne requested Marilyn discuss this with the Train the Trainer facilitator, and was advised this financially may not be a good idea. Joanne does not feel we need to worry about it at the moment but we need to consider trying to have this class in the future to meet our needs. Mike Titmuss would like to urge all members to obtain their CEP, and become a CT, that we can never have to many.
- c. **Central Database for all F.A.C.E. Training Material** – Joanne advises this is a work in progress, and everyone is on board with it. Mike Titmuss wanted everyone to be aware

Mark Caskie has the ability to keep these on the F.A.C.E. website and use the participant option he was discussing yesterday to ensure all trainers are using the same material. Joanne requested a moratorium on online classes until the ADHOC committee sets the criteria. R. Sam Sullivan requested if a moratorium is set, a time frame is required because we can't keep members in limbo. James Acosta advised funding for the committee comes out of the 2nd Vice budget.

- d. **Alternatives to the IOG for webinars; expansion of on-line courses for continuing education hours-** Joanne indicated Marilyn is looking at UCF creating webinars for CEH's. Joanne states we need to step forward and expand our options in this arena. R. Sam Sullivan advised some smaller jurisdictions may not have the bandwidth to handle a webinar, and suggested they consider taking training to areas and setting up an 8 hour class for them annually. Joanne states the committee is being bombarded with CEH requests, the IOG approves a ton and don't have a list, Jim Dehne advised they used to have a list. Mike advised all training is good, and there was a built in factor if their jurisdiction is sending them then this is somehow pertinent to their jobs and should be approved. Lori Troxel advised if the jurisdiction pays for the training then this should be automatically approved for CEH's. A discussion took place on whether or not the IOG has a list of approved classes for CEH's. Joanne is going to ask the IOG if they have a list and provide it to Lori Troxel for the record.
- e. **Travel Reimbursement for AT's in Trainer Mentoring Program-** Joanne would like a determination on who pays for this. Jim Dehne advised we did pay the travel but it came out of the 2nd VP's budget. Discussion took place based on current issues with tandem training, mentors, and trainees. Joanne assured the board this is a rare instance when we will need to pay for travel and overnight accommodations. Jim Acosta advised these AT's are ultimately taking this course and will make \$50 to \$100 dollars an hour and the document which Joanne read from the program guide indicated the IOG will pay travel but not pay them to train. Donna weighed in on the purpose of the training program, and what we need to do going forward to foster trainers.

Motion to allow Assistant Trainers compensation for travel, meals, and lodging as approved by the certification chair, not to exceed two tandem trainings. This will be funded out of the 2nd Vice Budget.

Jim Dehne Second: Joanne Naumann

Motion passes unanimously

- f. **On-Line Training Class Criteria-** Joanne is requesting an ADHOC Committee for evaluating online criteria, and CEH evaluations. Mike Titmuss approved the ADHOC Committee; Joanne is to put this together and submit the committee member names.

May 3, 2014 recess 9:35AM

May 3, 2014 reconvene 9:43AM

F. 3rd Vice President – Leslie Banta (May 2, 2014)

- a. **Membership Committee Update** – Leslie Banta advised the committee continues with their conference calls, the Chapters have been divided up among the committee and the Chapter Presidents should have been contacted in the last couple of days for the membership drive update. Leslie advised our membership in February 2014 was at 1,619 members, this time last year our membership was at 1,459, and as of today our members is 1,683. Leslie advised she needs access to the F.A.C.E. membership database, Mark advised he can provide access, and assign each member to their prospective chapters. He will be setting this up over the course of the next few months.
- b. **First Ever Membership Drive Update** – South Florida has eleven (11) new members, however Leslie indicated she has not been able to reach out to the South Florida Chapter to determine if they are members of the chapter. The South Florida chapter lost their president Carmen Baker. Leslie has not been able to verify if the Vice President has taken over. Mark Caskie is assisting Leslie in finding out who is the Chapter President. The Code Enforcement Officer Association of Palm Beach has five (5) verified with a possible total of ten (10) new members. Cindy Drake is going to verify their final numbers and email Leslie on Monday, and Leslie will be working on attempting contact with South Florida and CEOAPBC to determine their numbers, and announce the winner in the next week.
- c. **InterFace Articles- Deadlines Dates Due on the 8th of the month prior to:**
August 15, November 15, February 15, May 15, and August 15

G. Sergeant-at-Arms – Danny Thompson (May 3, 2014)

- a. **Legislative Committee Update**– Danny Thompson indicated the F.A.C.E. Education bill did not go through this year, however, Florida has a big election year coming up, and the Legislative committee is working on who is going to be elected. Danny indicated Ken Jackson and Mark Caskie had mentioned the Reps for their area that they may anticipate support from. The committee wants to have a sponsor by the end of the year. Danny advised our lobbyist David Shepp is already having Representatives (House) coming to him wanting to sponsor the Education Bill.

HB 593 has showed it passed, and is going to the governor to sign. The Bill is a minor language change for certified mail. Danny advised he will send information to Bob Hamilton. Danny advised the Board, the contract for lobbying services is coming up with new dates commencing on July 1, 2014. He is going to get with David to sign for \$15,000.00 a year and he will bring it to the Pre-Conference Board meeting for discussion and signature. Danny is going to attend the Florida League of Cities again this September.

- b. **Policy Updates** – none

H. **Secretary** – Lori Troxel (May 3, 2014)

- a. **Document Retention Process/Program**– Based on the past Board meetings and the lack of document retention Lori Troxel advised all Board members that file folders have been created on the F.A.C.E. Secretary computer for any documents the Board members feel need to be made pertinent to future Board members. Examples were given such as processes the 1st Vice President creates to run a smooth conference and the guidelines for training from the 2nd Vice President. All items can be stored on the computer and backed up on the external drive.
- b. **Policy and Motion Flash Drives** - Lori explained she is in the process of creating one document that contains the Policies, Procedures, and Motions which will be searchable, it will most likely be a pdf binder file, which we can have put on the F.A.C.E. website for our membership as well.

I. **Immediate Past President** – Jim Dehne (May 2, 2014)

- a. **Nomination Report** –Jim Dehne provided his nomination report, all current Board members will be running for their seats this year with only one contested race for 1st

Vice President. Cindy Drake the City of Wellington, and Hector Garcia the City of Daytona Beach will be running for the 1st Vice Seat.

Motion to Adjourn at 4:37 PM on May 2, 2014 after the Immediate Past President Report.

Jim Dehne Second: James Acosta

Motion carried unanimously

Meeting Reconvened at 7:59 AM on May 3, 2014 (Picked Up at 2nd Vice)

Roll Call

President - Michael Titmuss
1st Vice President – R. Sam Sullivan
2nd Vice President – Joanne Naumann
3rd Vice President – Excused
Sergeant at Arms- Danny Thompson
Treasurer – James Acosta
Secretary- Lori Troxel
Past President – Jim Dehne
Also Present: Donna Wisniewski, Historian

J. Webmaster – Mark Caskie (May 2, 2014)

- a. **ePolk update-** Mark Caskie advised he completed the committee interest application and would welcome a motion to approve or accept further changes. Mark is also in the process of an audit on the F.A.C.E. web infrastructure with ePolk. He also showed us a PowerPoint printout on how to use the F.A.C.E. website which is attached for review.

Motion to accept the committee interest application created by Mark Caskie for use on the F.A.C.E. website and insertion into the InterFace.

Jim Dehne Second: Lori Troxel

Motion carried unanimously

- b. **Website Admin F.A.C.E. 2.0 Training Update** – Mark Caskie presented an elaborate and well done presentation updating the Board on several aspects of the F.A.C.E. Website and the F.A.C.E. Membership system. Mark explained there are

about eight different platforms they work with every day to maintain our systems.
The presentation is attached for review.

Motion based on the extensive presentation, Mark Caskie is authorized to negotiate contracts for bundled web design; will be four RFP's.

Joanne Naumann Second: Jim Dehne

Motion carried unanimously

Motion to approve three more hours to Mark Caskie to go to ePolk to finish the audit he has started.

Joanne Naumann Second: Jim Dehne

Motion carried unanimously

K. Historian – Donna Wisniewski – (May 3, 2014)

- a. **Updates-** Donna went over the presentation she is working on for the conference, which will take place directly after the entertainment planned.

9. Old Business – None

Motion to adjourn at 10:34AM


Danny Thompson Second: R. Sam Sullivan

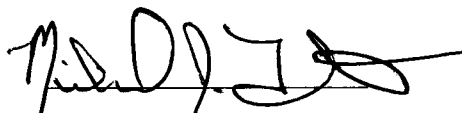
Motion carried unanimously

The next meeting dates will be Monday, June 9, 2014; at the Tampa Marriot Waterside, 700 South Florida Ave. Tampa, FL 33602.

Attest:
Florida Association of Code Enforcement

Approved:


Respectfully submitted by
Lori L. Troxel, Secretary


Michael Titmuss, President