LGLA

LOCAL GOVERNMENT LEADERSHIP ACADEMY

Proudly Presents: EOS 2023 THE ELECTED OFFICIALS SEMINAR SERIES Traditions and Tides

...Leadership in an Uncharted Frontier

LMLGA - Richmond - February 8,9,10 AVICC - Nanaimo - February 15,16,17 SILGA - Kelowna - March 1,2,3 AKBLG - Kimberley - March 8,9,10 NCLGA - Prince George - March 15,16,17



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Welcome to EOS 2023

n behalf of the Local Government Leadership Academy (LGLA), welcome to the 2023 Elected Officials Seminars. The Leadership Academy is very pleased to be offering this series of seminars for both newly elected and returning elected officials and senior staff. We have an interesting and stimulating program planned that we hope will meet your needs and expectations. You will have lots of opportunities for networking with two receptions, several coffee breaks, two breakfast buffets and a lunch included in your registration! Sessions start Wednesday at noon with registraton, and wrap up Friday at noon. Wishing you a successful, memorable event, and the best of luck, energy, health to tackle your term in office!

Gabi Vindisch, Executive Coordinator, Local Government Leadership Academy

Day 11 Wednesday

Session chair, LGLA President, City of Quesnel Councillor, Laurey-Anne Roodenburg will be welcoming the delegates at every venue. Depending on the location, she may be joined by a representative of the local First Nation, the host city's Mayor and/or the Area Association's President.



Laurey-Anne is a proud Quesnel citizen, inspired by her community and driven to further support economic growth, inclusion and communication. Her passionate voice has been recognized by her colleagues and is appreciated by her constituents. Throughout her time as an elected official Councillor Roodenburg has held positions of leadership on various committees and is an experienced City Council Member with 15+ years of service and a demonstrated history of working in the government administration industry. She is also a board member with the Business Improvement Areas of British Columbia (BIABC) and the past-president of the North Central Local Government Association (NCLGA). Laurey-Anne was elected President of the Union of British Columbia Municipalities, 2021-2022. During this time, she has spoken to such issues as housing, climate change, connectivity in communities, supporting the significance of connecting virtually and the importance of economic recovery & business support methods used during and after the Pandemic.

Laurey-Anne has been President of the Local Government Leadership Academy since 2020 and leads an exceptional board that concentrates on creating learning opportunities for Local Government officials that are aimed at improving the competencies needed to effectively manage and lead BC's communities.

City of Quesnel Councillor, LGLA President, UBCM Executive Member, Laurey-Anne Roodenburg

Ice Breaker Intro The Election is Over...What Next UBCM Executive Director, Gary MacIsaac

The workload is immense: returning delegates know from experience, and newly elected officials have come to discover, that the elections were just the tip of the iceberg. The Focus of this session is on moving beyond the campaign into governance. Gary will share the stage with:

> Councillor Jen Ford - UBCM President in Richmond Mayor Maja Tait - UBCM Past President in Nanaimo Director Rhona Martin - UBCM Past President in Kelwona Kimberley TBA Councillor Brian Frenkel - UBCM Past President in Prince George



Gary MacIsaac, UBCM Executive Director

Gary is the Executive Director of the Union of British Columbia Municipalities – a position he has held since 2007. Gary has spent his entire career in local government. He started his career as Clerk-Treasurer of a small town in Nova Scotia, spent five years in the City Clerks Department with the City of Vancouver in the mid-1990s, and spent 9 years as the CAO for a county government in Nova Scotia. Gary has a Masters Degree in Public Administration from Dalhousie University.



The Keynote Address

Day 11 Wednesday

The EOS is fortunate to be working with two excellent presenters. Ian McCormack will be delivering the keynote in Richmond, Kelowna, Kimberley and Prince George, while Andrea Reimer will deliver the keynote address to the AVICC audience for Vancouver Island in Nanaimo.

Ian McCormack



Strategic Steps President *Ian McCormack* has a broad range of experience including work in government, for-profit, and nonprofit spheres. In the past couple of years, he has worked in two US states, three Canadian provinces, two of Canada's northern territories, and in Australia. His areas of interest include local government, ethics in governance, libraries, housing, postsecondary education, health, non-profit organizations and community safety.

He has contributed articles for Canada's national local government magazine Municipal World, on topics as diverse as social media use, business planning for local governments, and how to measure community well-being.

His first book on the principles of good governance, Who's Driving the Grader and Other Governance Questions was published by Municipal World in 2020. His second book, The DNA of Great Leaders is about the attributes of the best functioning mayors, reeves, & board chairs, followed in 2022. Strategic Steps and its associates focus on complex, independent work within the local government realm. The company works on many projects that include governance reviews, strategy development and implementation, council orientations, municipal compensation, policy and bylaw updates, and audits and reviews that help local governments get back on track.

In addition to being nationally accredited as a Certified Management Consultant (CMC) Ian is also certified as a change management practitioner.





Andrea Reimer

Andrea Reimer has been a strong public voice in the Vancouver region for over two decades with a focus on making government easy to access and giving people the tools to hold power accountable. Andrea started her public work as a community organizer on issues of social, economic and environmental justice. In 2002 she was elected to the Vancouver School Board, and went on to be elected to three terms on Vancouver City Council. During her decade on City Council, Andrea spearheaded the City's effort to be the Greenest City on Earth, championed Vancouver's nationally significant municipal framework for reconciliation with indigenous peoples, catalyzed the City's digital strategy, grew the largest municipal childcare program in Canada, and transformed public engagement and open government policies. After retiring from municipal politics in 2018, Andrea was awarded a Loeb Fellowship at Harvard University's Graduate School of Design in recognition of her significant contribution to urban policy and civic leadership. She subsequently was appointed as the inaugural policy practitioner fellow at UBC's School of Public Policy and Global Affairs. In 2020 Andrea founded Tawaw Strategies, a consulting firm that supports courageous leaders taking bold action on the

biggest public policy challenges of our times. She sits on a number of boards ranging from TransLink locally to her international work with the World Future Council and Fossil Fuel Non-Proliferation Treaty.



Codes of Conduct and Roles & Responsibilities

Day 1 Wednesday

The Fine Art of Agreeing and Disagreeing - Codes of Conduct for Councils and Boards

The development and use of Codes of Conduct by local governments is an emerging area of interest in B.C. In 2022, the Province of B.C. made the consideration to adopt or update a Code of Conduct within six months of taking office a requirement for all local governments. This session will explore the experience of a local government in your region with developing and using a Code of Conduct to highlight key learnings and best practices. Paul Taylor, Director of Communications for UBCM, is joined by a local panel.

Richmond: Mayor Armand Hurford, District of Squamish & Linda Glenday, CAO, District of Squamish Nanaimo: Mayor Leonard Krog, City of Nanaimo & Sheila Gurrie, Director of Legislative Services, City of Nanaimo Kelowna: Mayor Alan Harrison, City of Salmon Arm & Erin Jackson, CAO, City of Salmon Arm Kimberley: Chair Worley, Regional District of Kootenay Boundary& Anitra Winje, Manager of Corporate Administration Prince George: Chair Mark Parker, Regional District of

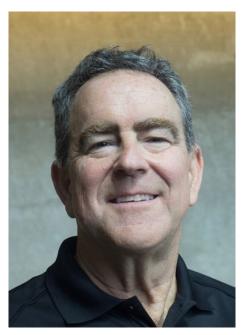
Bulkley-Nechako & Curtis Helgesen, CAO, Regional District of Bulkley-Nechako

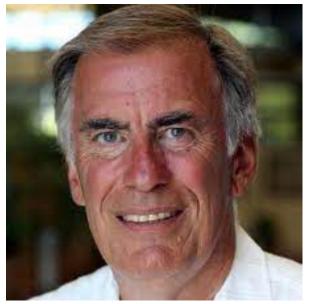


Roles and Responsibilities: The Functioning Council/Board

The CAO model, role clarity and decision making process session is delivered by two excellent speakers with decades of experience to share with delegates.

Dr. Gordon MacIntosh will be speaking in Richmond and Nanaimo and *Frank Leonard* will be speaking in Kelowna, Kimberley and Prince George





Dr. Gordon McIntosh

Dr. Gordon McIntosh provides governance, strategic and leadership consultancy and training services to local governments and municipal associations throughout Canada and overseas. Gordon has over 30 years of executive, consultant and educator roles and received the Professional Award for Excellence in Local Government Administration in British Columbia. He has conducted 1,300 sessions involving 120,000 elected and appointed civic leaders.

Frank Leonard

Frank Leonard was Mayor of Saanich and Chair of the Police Board from 1996-2014 after serving as a Councillor from 1986. While in public office, Frank chaired the Municipal Finance Authority of BC, was President of the Union of BC Municipalities and a Director of the Federation of Canadian Municipalities.

Day 21 Thursday AM - Finance

to 2009, he was an investment banker in New York and London with

BC Assessment Presents: Property Assessment and Real Estate Trends in BC. Join the BC Assessment Team at their presentation, and also in the exhibition space outside the ballroom in the main fover for a deep dive into the assessment process, and what future trends may look like. BC Assessment Assessor Team Presenters: Bryan Murao, Sharon Lalli, Graham Held, Maurice Primeau, Rodney Ravenstein, Teria Penner.

MFABC - Municipal Finance Authority of BC Presentation:

An overview of MFA's role in the local government system, followed by a presentation on how Environmental, Social, and Governance issues are being integrated into MFA's processes and how this will impact Local Governments. The session gives a good general overview of ESG issues that face both Local Governments and MFA.

Presenters: Peter Urbanc, CEO and Shelley Hahn, Chief Services Officer, MFABC.

Peter Urbanc

Local Government

Management Consultant

Local Government Financial Management 101 – Fundamentals of local government revenues and expenses, setting the financial plan, and financial controls and transparency. Linda Tynan - Richmond, Kimberley and Kelowna; Christopher Paine - Nanaimo and Prince George

Linda Tynan has an extensive background in local government management. For over 12 years, she held senior positions including Chief Administrative Officer for the District of Summerland and the Village of Nakusp, and Chief Financial Officer/Corporate Officer for the City of Nelson. She also held a general manager position with the Regional District of Central Kootenay. Currently, Linda is working with local government clients as a consultant providing strategic planning and organizational development services. In October 2021, she was also appointed as a Commissioner with the BC Electoral Boundaries Commission which continues until April 2023. Tynan is a former president of the Government Finance Officers Association of BC and CivicInfo BC, and is a member of the Canadian Association of Municipal Administrators. She holds a Bachelor of Business Linda Tynan BBA, CPA, CGA

Chartered Professional Accountant.

Director of Financial Services and Asset Management for the District of Oak Bay, and director at FIT Consulting.

Meeting Procedures 101 – LGMA – Local Government Management Association - Process,

roles, and rules of order to share perspectives, move discussion along, and make decisions together.

Administration from Simon Fraser University and is a

Richmond Panel: Michelle Martineau, Manager of Legislative Services at the Municipality of North Cowichan; Karla Graham, Corporate Officer/City Clerk, City of North Vancouver: Karen Elliott, former Mayor of the District of Squamish Nanaimo Panel: Frank Leonard, former Mayor of the District of Saanich; Lisa Zwarn, Professional Registered Parliamentarian; Sarah Jones, Director of Corporate Administration, Town of View RoyaL Kelowna Panel: Frank Leonard, former Mayor of the District of Saanich; Lisa Zwarn, Professional Registered Parliamentarian; Stephen Flemming, City Clek, City of Kelowna

Kimberley Panel: Frank Leonard, former Mayor District of Saanich, Janet Prestly, former Director of Legislative and Administrative Services Fort St John; Anitra Winje, Manager of Corporate Administration, Kootenay Boundary RD Prince George Panel: Frank Leonard, former Mayor District of Saanich, Janet Prestly, former Director of Legislative and Administrative Services Fort St John; Maureen Connelly, Manager of Legislative Services, City of Prince George

Peter Urbanc, CEO of the Municipal Finance Authority, has 30 years **Municipal Finance** of experience in global banking and the public sector, having worked Authority of BC as an investment banker, treasurer and executive officer. From 1990

Christopher Paine, FIT CONSULTING

www.flgc.ca



a specialty focus on the debt capital markets. In 2009, Peter joined the Province of Nova Scotia's Department of Finance in Halifax as Executive Director and Treasurer. Mr. Urbanc also served as a Director of the Nova Scotia Pension Services Corporation and Trustee of both the Nova Scotia Teachers' Pension Plan and the Nova Scotia Public Service Long Term Disability Plan Trust. In January 2016. Mr. Urbanc took on the role of Chief Executive Officer at the Municipal Finance Authority of British Columbia. Mr. Urbanc holds a Bachelor of Commerce from McGill University and an MBA from the J.L. Kellogg School of Management.

GFOABC





Day 2I Thursday - Asset Management

Asset Management BC Presents:

Strategies for long term sustainable service delivery in your community. David Allen, Executive Director, Asset Management BC Richmond/Nanaimo Christina Benty, Strategic Leadership Solutions

Kelowna, Kimberley, Prince George

David Allen



David Allen has over 20 years of experience in various local government management and senior administration roles in British Columbia, retiring from a full-time career in 2021. During his career in local government David has collaborated, initiated, and overseen improvements to organizational capacity and structure, corporate culture, and Asset Management for Sustainable Service Delivery. He served as Co-Chair of Asset Management BC Community of Practice from 2011 to 2020, and is currently the Executive Director for AMBC (Asset Management BC)





Transforming B.C.'s energy future

With partners across the province, we're committed to delivering a range of energy solutions to help transform B.C.'s energy future.

We can achieve a lower-carbon energy future with innovative solutions like renewable and low-carbon gases* and new, energy-efficient technologies for B.C. homes and businesses.

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*FortisBC uses the term renewable and low-carbon gas to refer collectively to the low-carbon and carbon-neutral gases or fuels that the utility can acquire under the Greenhouse Gas Reduction (Clean Energy) Regulation, which are: Renewable Natural Gas (RNG or biomethane), hydrogen, synthesis gas (from wood waste) and lignin. Depending on their source, all of these gases have differing levels of lifecycle carbon intensity. All gases would meet the proposed B.C. carbon intensity threshold for low-carbon gases of 36.4 g CO₂e per megajoule set out in the 2021 B.C. Hydrogen Strategy.



Christina Benty

Christina Benty, MA is a strategist and a human systems change agent. She works with leaders and organizations who want to build a culture of excellence in an environment that is kinder. wiser, and more conscious.. As a national speaker, facilitator, published author, and a performance coach for governing bodies and senior management teams, she masterfully uses her lived political experience and her educational background to deliver intellectual content with energy and enthusiasm. Christina has developed and facilitated various leadership retreats, educational sessions, and roundtable discussions across Canada.



Day 2 Thursday - The Legal Angle

Local Government Law 101

An overview of the legislative framework for local governments, authorities and obligations. This core subject will be delivered by the following law companies:

Don Lidstone - Lidstone & Company Law Corporation - Richmond and Kelowna

Ryan Bortolin - Stewart, McDannold Stuart - Nanaimo

Mike Quattrocchi and Joe Scafe - Young Anderson Barristers and Solicitors-Kimberley and Prince George

UBCM President, Councillor Jen Ford The History of UBCM

Jen Ford is serving a second term as municipal councillor in Whistler and serving, as elected by her peers, as Chair to the Squamish-Lillooet Regional District. Since 2018, Jen has been representing Whistler's council at Whistler Community Services, Whistler Housing Authority, Whistler Healthcare Foundation and the Governance and Ethics Committee. As a citizen, Jen became a founding member of the Whistler 360 Health Care Collaborative. Jen holds a Graduate Certificate in Change Management from Royal Roads University and studied Political Science at York University.





Jen Ford

Dynamics and Decision Making Tracey Lorenson



Tracey Lorenson



Learn how to "decode conflict" and significantly reduce the likelihood and severity of unproductive conflict. This session will discuss

proactive governance measures that improve decision making.

Tracey Lorenson is an experienced local government lawyer, who has worked with local governments in a variety of capacities for more than 20 years. After 6 years practicing workplace law in the public sector, Tracey was Executive VP for E-Comm, provider of 911 fire, police and ambulance services for local governments in southern BC. In her current role as the principal in the management consulting firm Paragon Strategic Services Ltd, Tracey improves her clients' ability to perform by working with both elected and staff on areas that include conflict resolution, strategic planning and leadership training. A sought-after lecturer, Tracey has spoken extensively on a variety of topics including leadership, strategics. In addition, she has lectured at UBC's Faculty of Law, Royal Roads University, Capilano University, the Justice Institute of BC, the Local Government Leadership Academy and is a member of the faculty for BC's Local Government Management Association's MATI programs.

Municipalities and Regional Districts (RD) – MUNI

Overview of RD Structure: Roles, Relationships, and Opportunities Ministry of Municipal Affairs Staff is joined by the following panel members: LMLGA – Jennifer Kinneman, CAO & Jason Lum, Board Chair (FVRD) AVICC – Russell Dyson, CAO & Board member TBD (CVRD) SILGA – Corie Griffiths, CAO & Board member TBD (CORD) AKBLG – Stuart Horn, CAO & Board member TBD (RDCK) NCLGA – Jim Martin, CAO & Lara Beckett, Board Chair (FFGRD)

LIDSTONE & COMPANY

Local Government Planning – Beyond the Basics

This session will touch on the basic concepts such as OCP's, Local Area Plans and Public Hearings, and also take a look at the challenges of Community Consultations. Lindsay Chase-Director of Planning, District of Saanich – Richmond and Nanaimo

Ryan Smith- Divisional Director, Planning and Development Services - Kelowna

Ashley Murphey – Planner, City of Fort St. John – Prince George

TBA-Kimberley

STEWART McDANNOLD STUART Barristers & Solicitors

"More Than Halfway, More than Half Of The Time"

The long-term strategy of building meaningful, functioning relationships for local governments and Indigenous Nations working together. Facilitated by Ministry of Municipal Affairs with regional panelists



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Day 2 Thursday - Climate Action and Mentoring

"More Than Halfway, More than Half Of The Time"

The long-term strategy of building meaningful, functioning relationships for local governments and Indigenous Nations working together. Facilitated by Ministry of Municipal Affairs with regional panelists.

Emergency Management

Presentation with the participation of panelists and collaboration by Ministry of Municipal Affairs & Ministry of Emergency Management and Climate Change

Local Government Mentoring Panel

LGLA President & Chair, City of Quesnel Councillor, Laurey-Anne Roodenburg, is joined by a panel comprised of local leaders:

LMLGA

Councillor Jen Ford, Resort Municipality of Whistler Mayor Nathan Pachal, City of Langley Councillor Trish Mandewo, City of Coquitlam Councillor Patricia Ross, City of Abbotsford

AVICC

Mayor Maja Tait, District of Sooke Mayor Michelle Staples, City of Duncan Mayor Aaron Stone, City of Ladysmith Chair John Jack

SILGA

Mayor Al Harrison, City of Salmon Arm Director Rhona Martin, Columbia Shuswap Regional District Mayor Merlin Blackwell, District of Clearwater Mayor Kevin Acton, Village of Lumby

AKBLG

Chair Aimee Watson, Central Kootenay Regional District Mayor Janice Morrison, City of Nelson Chair Rob Gay, Regional District of East Kootenay Director Grace McGregor, Kootenay Boundary Regional District

NCLGA

Councillor Brian Frenkel, District of Vanderhoof Chair Lara Beckett, Fraser Fort George Regional District Mayor Owen Torgerson, Village of Valemount Councillor Garth Frizzell, City of Prince George







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Local Government in the Decade of Climate Action -Community Energy Association-

Maya Chorobik, Director of Climate Leadership Local government roles in climate action, levers and influences, Connecting climate action to other community priorities.



Day 3I Friday - Tourism and Transportation



Beautiful BC

Destination BC Presentation: Richard Porges, President & CEO at Destination British Columbia Jody Young, Senior Program Advisor, Destination Development at Destination British Columbia Emilie Cayer-Huard, Manager, Destination Development – Iconics at Destination British Columbia



Todd Pugh, Executive Director CivicInfo BC CivicInfo Presents: Post-Election Assessment - Results, Turnout and Trends Join Todd Pugh – Executive Director CivicInfo - for this exciting follow up to the elections; large numbers, trends, results, behind the scenes action...

CIVICINFOBC



BC Transit Presentation:

Presentation by BC Transit Managment Staff on one of the most important areas of Local Government LMLGA – Rob Ringma, Senior Manager – Government Relations AVICC – Seth Wright – Manager, Government Relations SILGA – Chelsea Mossey – Senior Manager, Government Relations AKBLG – Daynika White – Manager, Government Relations NCLGA – Lindsay Taylor – Manager, Government Relations

British Columbia Social Procurement Initiative (BCSPI)

Are the dollars you spend supporting your local community? BCSPI is a public sector initiative and shared learning hub for governments that helps make the money they spend create additional benefits



British Columbia Social Procurement Initiative

for their communities. For more information, please contact Rob Fisher, BCSPI Project Coordinator at rfisher@scalecollaborative.ca or visit www.bcspi.ca to learn how governments across British Columbia are making their purchasing go further to benefit people, planet and community.



Day 3I Friday - Communications

MIABC Presents: Loose Lips Sink Townships

Risk Management Tips for Reducing Liability Arising from Communications Megan Chorlton, CEO of MIABC and Steven Gares, Legal Council, MIABC outline the top three ways in which MIABC members can get themselves into hot water for their communications & illustrate the consequences by sharing stories of real claims, and provide practical risk management tips to reduce your liability exposure.





An engaging and popular speaker, Megan is a familiar presenter to local government audiences in B.C. She is also a recognized reciprocal pooling professional who is frequently asked to address trade gatherings across Canada and the U.S. A strong believer in collaboration, Megan lends her expertise on reciprocal pooling to the Association of Governmental Risk Pools through the development of educational content for pool staff, and through her role as Chair of the Annual Members Meeting Committee for the Canadian Association of Insurance Reciprocals.

Megan Chorlton, CEO of MIABC

Steven obtained his B.A. in History from the University of Victoria before obtaining his J.D, from Dalhousie University. Prior to joining the Municipal Insurance Association of British Columbia, Steven worked at a downtown Vancouver law firm and practiced in a variety of legal fields including insurance defence, municipal defence, and professional negligence. He has appeared at all levels of Court in B.C. and has made submissions to a number of tribunals as well.

Steven enjoys the opportunity to work directly with a variety of communities within B.C. and assisting them with their claims and helping them identify and reduce risk through blog posts, webinars, and other educational resources offered by the MIABC



Steven Gares, Legal Council, MIABC



Jan Enns

Master your Media Message: Media Must-Haves for Elected Officials Jan Enns. Jan Enns Communications

Leverage the power of your local media to reach your community on behalf of your Council or Board with a clear, compelling, and consistent message.

Jan has spent most of her career helping local governments and the public sector implement programs that not everyone in a community may want – or want to pay for. This includes mandatory garbage and recycling programs that have netted some of the best results in Canada, province-wide recycling and traffic safety campaigns and helping local governments engage their communities on a variety of topics from water security to referendums. She has worked at the Regional District of Central Okanagan, the Interior Health Authority, the Insurance Corporation of BC as well as being a past Director and VP for the Kelowna

Chamber of Commerce. Jan is also an intrinsic part of the Asset Management BC Team with a passion for Sustainable Service Delivery.



CONSULTING • TRAINING





The LGLA Leadership Certificate Program

THE LOCAL GOVERNMENT LEADERSHIP ACADEMY (LGLA) supports and promotes education and training for local government and First Nations elected officials and senior administrators throughout the Province of British Columbia.

The LGLA Certificate Program is designed to support and encourage elected officials to enhance their leadership skills and knowledge to help enable effective local governance. Benefits of obtaining a certificate include:

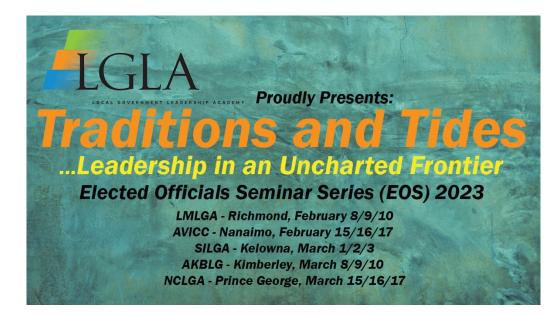
- Development of core leadership competencies essential for effective governance.
- Increased understanding of the nuances of governance. Large picture as well as fine details.
- Recognition of commitment to continuous learning with the goal of excelling in leadership and governance.

LGLA offers three levels of certification for elected officials:

- o Level 1: Certificate in Local Government Leadership
- o Level 2: Advanced Certificate in Local Government Leadership
- Level 3: Certificate of Excellence in Local Government Leadership

Delegates applying for certification, complete an online application (for the relevant level) through a portal on the LGLA website. The application is then reviewed by the LGLA Board. Delegates must show that they have collected enough credit hours to meet certification requirements.

Certificates are traditionally presented to recipients in front of a live audience, by the Minister of Municipal Affairs at the Annual UBCM Convention.



Credit hours can be accumulated by attending LGLA organized events (such as this EOS event, calculated at 15 credit hours).

Additionally, certain courses and events offered by partner organizations may also qualify for credit hours towards certification.

For more information on the requirements to obtain a certificate, and to see the up to date list of certified leaders, please visit <u>"Programs"</u> on the LGLA website.

Special Thanks to the Area Association Presidents Welcoming Delegates and Presenting on Friday of the event:



LOCAL GOVERNMENT ASSOCIATION Patricia Ross, President of LMLGA Lower Mainland Local Government Association



Keith Page, President of AKBLG, Association of Kootenay and Boundary Local Government Association



Aimee Grice, President of SILGA Southern Interior Local Government Association



North Central Local Government Association Steve Forseth, President of NCLGA North Central Local Government Association

Penny Cote, President of AVICC Association of Vancouver Island Coastal Communities

Thank You!

From the Board of Directors of the Local Government Leadership Academy:

> Laurey-Anne Roodenburg Gary MacIsaac Maja Tait Marijke Edmondson Michelle Dann Arjun Singh Renata Hale John Jack Rodney Ravenstein Megan Chorlton Curtis Helgesen

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