

We are called together by Christ as a community of broken but hopeful believers, loving what he loves, living what he taught, striving to be faithful servants of God in our time and place.

- A Song of Faith, 2006 UCC

Crisp and clear cold air. Long, dark, sacred nights. We're pulling out our woolies and cutting down garden stalks for winter rest.

November has been proclaimed National Gratitude month throughout Canada and the United States. Practicing daily gratitude gives us a deeper connection to ourselves, the world around us, and to our Creator. Every single thing in our lives has the potential to improve when we integrate gratitude.

I remember reading a First Nation hunting story. As the aboriginal person came upon the fallen bird, he quickly took a pinch of precious tobacco out of his satchel and pressed it between the duck's bill. A token gift of thanks and acknowledgement for the life passed. Such a beautiful image.

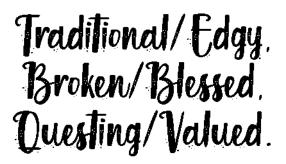
One of my favorite ways to practice gratitude is via celebration. The more we celebrate, the more natural it becomes. Even the first snowfall was cause for celebration! My friend, Joy, sported a rather large, feathery white pearl laden brooch!! What a hoot!!

We give thanks for the place we have to worship in peace. We give thanks for the music, and for all the people who make us laugh and smile. But most of all we give thanks for the precious lives we have been given to live.

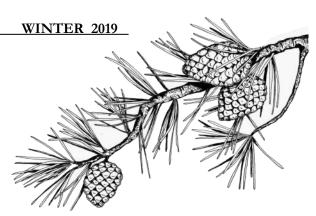
Happy November everybody, we hope you have the most wonderful National Gratitude month ever!!

Maria Adria

Our cover image themes continue to use the words chosen by our DEAP pod as inspiration. These six words were chosen to describe R-W, they come in pairs to show the tension and fluidity that is held here at the church.



This issue features Broken/Blessed, represented by this picture of the clay pot that Laura David Foster created in 2018 for the season of Epiphany, which Rev. Karen Bridges smashed. Laura put it back together to show the process of healing. Though it is whole again, there are now cracks that represent what has happened to the pot, and how the light got in. Finding a way to be honest is not an easy process, but the cracks open our hearts to others in the way that Jesus would want. Jesus said, "I am the light of the world." Remember to let the light of Christ into your hearts.



Affirming Ministries: The Joy of Connection

As the cold summer months began to close and September started to creep up, I knew it was time to start putting all of my summer prep into action. Programs were starting up again, churches and ministries were looking into planning workshops or beginning the affirming process, and people were starting to fill their schedules with groups, supports, and connection. As the Affirming Ministries Coordinator, I provide continual support for congregations who are on the affirming journey while also providing programming, support, resources and pastoral care to LGBTQIA2S+ and allies on their spiritual journey. Once September hit, I knew it was my time to shine!

Over the last two months, I have been helping facilitate and coordinating three separate LGBTQIA2S+ programs: SoulOUTing, Haven, & The Be Group. Within these groups, we have seen a large number of new attendees, all of which are helping to diversify the ages, gender identities, sexual orientations, and ethnicities of those who attend these programs. This is an amazing sight as it was my intent and goal to make these programs safer and more welcoming for all.

Outside of planning and facilitating the monthly programs, the rest of my time was taken up by connecting with and supporting many different people, churches, and organizations. Over the last little while, I have met with over two dozen people, for a variety of reasons: support, theological help, questions, ideas, planning, and even just to get to know one another. I have partnered up with a dozen different networks and organizations such as Rainbow Connection, Rainbow Refugee, The Landing, Iridesce: The living apology project, the Northern Spirit Regional Council, Affirm United and many more. There are plans to connect with even more groups in Edmonton and Alberta and hopefully further out into other places in Canada!

Some of the best connections I have had so far have been my connections with other United Churches in Edmonton and the surrounding area. I have been blessed



with the chance to meet so many amazing, driven, and hard-working individuals who are doing so much important work with regards to the church, but also with regards to LGBTQIA2S+ inclusion.

Places such as Garneau United and their Coffee, Pride, and Connection Events, Grace United as they just started their affirming process, Trinity United as they just celebrated their Affirming Status, Leduc United as they question and ponder where they are at in the Affirming Process, and St. Albert United as they navigate how to continue to learn and grow after being affirming for a little while. Even my connections with people from other United Churches or other places of worship at the Revitalized Conference at St. Paul's United was amazing! I barely got a chance to sit down during the breaks because so many people had questions, ideas, and thoughts that they wanted to share with me.

Over the last two very busy months, I am glad to say that I am blessed to be in this position. The ability to meet and connect with so many different people for so many different reasons, plan and run programs that help people find connection, and even for me to learn and grow so much has been an absolute joy. I cannot wait to see what the next two months bring me!

Shylo Rosborough

Affirming Ministries Coordinator of Edmonton



After 15 gifted and graced years as music director, Robertson-Wesley said farewell to Tammy-Jo Mortensen. We feel sadness, loss, and the uncertainty that accompanies change. We also feel happiness and excitement for Tammy-Jo's new opportunity with Kokopelli Choir, and so much gratitude for all that her leadership here has meant for so many of us.

Your Board and Ministry & Personnel Committee have been prayerfully preparing for the transitions in our Music programming and ministry. We understand how important it is to find excellent, relevant, and faithful musical leadership for our congregation. Our first step was to find interim musicians – their bios will follow this article.

As a community we now enter into a time of discernment. A discernment team will consult with as many people as possible, to hear the vision, values, and goals of music at Robertson-Wesley. While we can't predict the exact timeline for the whole process, your Board plans to hire for the next program year.

Thank you for your patience, your prayers, and your participation as we move through this time of change together.

In Christ, The Ministry & Personnel Committee

Interim Choral Conductor (and overall Music Director)

Erin Craig has been involved in music at Robertson-Wesley since her teenage years, when she first served as alto section leader. She earned a degree in piano performance (Berklee), a diploma in jazz performance (MacEwan), and received her Master of Music in Choral Conducting from the University of Alberta. She is deeply involved in choral music in Edmonton, serving as the musical director for the Accord Ensemble, and singing with both The Richard Eaton Singers and Pro Coro Canada. Erin is excited about programming works from new, emerging, and underrepresented composers, in addition to those that are well-loved classics of sacred repertoire. You will likely hear one or more of her own compositions over the coming months, as she is also a composer. Erin is known for fostering a collaborative, supportive, caring, and high-quality music-making environment, and brings warmth and care to all that she does. Welcome to this new role, Erin.

Interim Organist

Dr. Belinda Chiang has been a fixture at Robertson-Wesley for many years as our substitute organist. She has a Doctorate of Music in Organ Performance, and has a special place for Robertson-Wesley in her heart, prioritizing our church services over invitations to play elsewhere. She is also a lawyer, so music is now her secondary occupation. Belinda has a passion for golf, and can be found on the green as soon as the weather makes it possible. We are so grateful that Belinda is making time in her very busy life to support us musically over the next while.

Interim Bells Conductors

Dr. John Hooper very graciously gave of his time, talent and passion for music to support the Handbell program at R-W. John stepped into the conductor's responsibilities at the beginning of October and has charmed Nova Bells and Ringers into performing their best during worship time at R-W. The ringers, new and experienced, are grateful to John for his steadiness and leadership as they adjusted to changes in the music worship at R-W.

Dr. Hooper is in demand as an examiner for the London College of Music, and offers professional development seminars globally. This work has taken him away from Edmonton from mid-November to the end of December. He established the handbell program at Concordia University of Edmonton, and conducted the Concordia Handbell Ensemble and Jubiloso! with participation from a number of Robertson-Wesley ringers.

Thank-you John for your humour, talent and teaching skills. All of us at R-W, both listeners and performers

have appreciated your presence among us. God go with you on your travels in the next few months.

With the departure of Dr. John Hooper we are pleased to welcome our new Interim bells conductor Isabela Ramos.

Isabela Ramos, a resident of Edmonton, is an aspiring handbell and choral conductor. She holds a Bachelor of Arts degree in Music and Phys Ed from Concordia University. She is a multi-instrumentalist who, for fun, registered in a beginner handbell ensemble, which changed her life's focus. She now holds the honour of being the first student in Canada to graduate with a degree in handbell performance.

She is currently the assistant conductor of Concordia's handbell ensembles, JuBELLation and Jubilosa! Bells of Concordia and has also branched into the role of choral scholar and student assistant conductor with the choir of St. Timothy's Anglican Church. She continues to pursue her love for music at the University of Alberta, where she is currently studying vocal performance.

Contemplative Practices

Are you feeling overwhelmed? Are you searching for answers and direction in your life? Do you need a quiet space in this noisy world? Then come and engage in a time of contemplation.

Come to R-W on a Sunday afternoon from 3:00 - 4:30 PM. This is an individual exploration in a quiet space with others. You will not need to talk to anyone, except yourself and the Spirit if you so choose. Know that when you leave you may experience a sense of peace, calm, clarity, inspiration, rejuvenation. Absolutely anyone can participate, there are no requirements, no charge, and no expectations. You are welcome to simply come and sit in this sacred place in silence.

Jan 12, 2020Labyrinth WalkFeb 23, 2020Meditation with Forms of WaterMar 29, 2020Creative Written ReflectionsMay 24, 2020Mandala Practice

The Hatchback Ice Shack

It has four wheels and no mounted skis Needs no help: it's own engine alive No wood stove, but a fan and heater Windows for sunbathing 20 below Some call it a hatchback But I call it my ice shack

Can't afford a skidoo or a farm With wooden caboose to park with charm Yet circling ice roads, moving with grace Sometimes in traffic I remind 'self That I don't call it a hatchback But my lovely ice shack

It doesn't roar 0 to 60 in small moments of time It stretches out across eons parked in one spot Dr. Who even got jealous He had never quite travell'd as far Some call it a hatchback But I call it my ice shack

I can read a book or sip a hot drink Go for walks like an orbiting lost art Play on a keyboard and make lots of noise Watch a crowd skate or gaze at the sky Some think I'm riding in a hatchback But I'm really lounging in my ice shack

Don't care about getting there Only wishing to park You can't rent or own what is there It's not a home but a respite Like flying a kite lazily on one's back Some call it a hatchback But I call it my ice shack

Melisa Guilbeault



White Gift Sunday December 15, 10:30 am

White Gift Sunday began in 1904 in Ohio where a ministers wife and two daughters came up with the idea of giving gifts to people in need. Gifts were wrapped in white so that they would be anonymous.

Here in Edmonton we gather gifts for children, youth and adults which are distributed to people in need through the Bissell Centre. If you choose to wrap the gifts in white, can you please indicate on the gift what it is. For a full list of needed items please see the back cover of this issue.

Blue Christmas Service of Healing

December 22, 7:00 pm

Christmas is a holy time that is not always happy. It brings up so many memories that heighten our feelings of grief or sadness, pain or loneliness. This is a service of quiet reflection, remembrance and peace. We hope that this service will bring a sense of peace in this sacred season with quiet music, scripture, silence and candle light. Everyone is welcome.

Deck The Holes

On **Sunday November 24** after church from 11:30 - 1:30 pm join the Family Ministry committee for a time of food, fun and festivities. In Memorial Hall we will serve Chili and buns and there will be all age activities. Help us decorate the hall for Christmas and get in the Christmas Spirit. There will be crafts and activities, cookie decorating and more. We hope you will join us.

December's Theme:

Let us find the frame where we are freed.

We are called together by Christ to be a community that loves what Jesus loves.

We are called to find within the stories of Advent and Christmas a frame where we are free - free to listen and to rest, free by forgiveness and grace, free to love and serve others.

As we began a new liturgical year we are given the opportunity to start fresh, to prepare for Jesus – the light of the world.

May this time of Advent be free of unrealistic expectations.

May this time of Advent provide us with space to reconnect with loved ones, space to listen to each other's joys and sorrows.

May it provide us with time to prepare for a new creation, Jesus the word made flesh.



December 8, 4:00 pm

Words and Music for Christmas. A lovely, gentle candlelight service to celebrate the season.

This service is a classic tradition, with a series of scripture readings that take us through the whole story of God's promise, Israel's longing and waiting, and the fulfilment of promise in the birth of Christ. The story is accompanied by a feast of choral music and carol singing.

Christmas Day Service December 25, 10:30 am Christmas Day Service

Robertson - Wesley

Jecember 24th 4:00 pm Family Celebration An interactive celebration for all ages

Christmas Eve

8:00 pm Contemporary Service Christmas Eve for all ages with candlelight

11:00 pm Choral Service Choral music and songs of joy for the Holy night

Robertson-Wesley services are open to all people

Training for Times of Transition

This fall, I began a three-part training program for ministers in congregations in transition. The curriculum is created by an interdenominational, North American network called The Interim Ministry Network (IMN) that seeks to equip and support those who lead during times of transition.

The first part of the training was about the things leaders can do to help be a non-anxious presence to their community when there is a change or transition (in the congregation or in the surrounding community).

All change brings about strong emotions in both the leader and congregation that impact a church's ministry. This three-day course allowed me to review some material I already knew, like Bowen Family Systems Theory, and also introduced me to William Bridges' theories of transition (the emotional processes we all have when change necessitates we let go, be creative, learn and begin anew).

In November, I was at part two of the program, which focused on the work congregations do to be healthy and strong. The whole community of faith needs to:

- come to terms with their heritage
- explore leadership needs
- renew connections with their neighborhood and wider denominational.
- discover or re-discover their identity and mission
- commit to a future vision and direction

This work is not the leaders to do and report back to the congregation. So though I spent time learning these theories, my true learning can only happen with you. Thus part three of this course will begin in January in the midst of Robertson-Wesley. Fieldwork provides an opportunity to apply what I have learned to our community of faith and connect for support with the some of the colleagues I met at these classes.

I am inviting all of you to help me as I go forward. I am going to design ways for us all to listen to the patterns in our heritage. I can't wait to highlight the blessings we have due to amazing legacies (and perhaps find some new habits we want to try out). The congregation's heritage, both shared and individual, is the foundation upon which the present rests. Paying attention to heritage means encouraging and hearing all of the stories about the congregation's past, and embracing the rich variety that makes up this particular congregation. I look forward to us all doing this work together!

by Rev. Leigh Sinclair

Robertson-Wesley Board engages in the Marks of Discipleship.

R-W is exploring one aspect of Christian discipleship each month. In September, we pondered prayer and in October, we pondered worship. In November, we are delving into Scriptures: their place in our daily practice of faith and the many ways they challenge us and call us. In December, we will explore the practice of simplicity and listening for the Spirit.

The Board is practicing and exploring what these marks of discipleship mean for them as spiritual leaders in our community of faith. Each month they are reading and conversing about one chapter from a book called "Power Surge." They have highlighted Foss' words that discipleship "is not an accessory to life. Rather it is a coherent way of life, a way of being in the world. It is the task of the church to teach and support this way of life, this life of the spirit, for the sake of individuals and communities."

All people who participate in the life and ministry of R-W pray, worship, read and listen in a variety of ways. There is no right way to pray and no right order in which to read the Bible. However, all these marks of discipleship (and those we will explore in 2020) are important as we seek to walk in the Spirit of Christ. The Board hopes you will help them empower, encourage, support and challenge every-one in their calling as disciples of the risen Christ. The power of Christ's life surges in the church and wonderful grace-filled and live-giving things continue to happen.

Treasurers Update

At RWUC, we purposefully commit each year to a budget that reflects the work of our congregation and how we choose to live out our faith through our ministry. We then take a faith-based approach to revenues to ensure we are able to meet our financial needs to accomplish what we set out to do. As we reach the end of our year, I want to provide an update on where we are to date and what we need to bring in to match our work for the year.

This year, we committed as a congregation to a budget of \$842,460. This was up about \$50,000 from 2018, when you exclude our major capital project.

From the expenditure side, we are right on track. We have a wonderful new kitchen that was entirely funded by grants and the UCW, we have amazing hard-working staff and volunteers who have ensured we are meeting are targets. As of end of October we are at just about \$650,000 and tracking right towards our goal.

From the revenue side, we fund the work of our church through four broad categories: renting our space, grants, donations, and investment income. Over the last few years, we have been able to significantly increase our rental revenues and this year is continuing that trend, as we had expected. As mentioned, grants successfully covered our kitchen renovation, as well as other key pieces of our ministry – such as the Affirming Ministry position and summer student employment, again, as we had budgeted.

From a donation perspective, we are doing okay. We have had some wonderful fundraisers and we continue to be a generous congregation. We are tracking the same as last year; however, we increased our budget by about \$50,000 from last year, which means we are now running short compared to our budget. Whenever we do not bring in enough revenue, we turn to our investments to fund the difference. Last year we drew just under \$50,000 from our Reserve Fund. If we continue to

track as we are today, this year we will draw just over \$80,000 from our Reserve Fund. Though we do have investment income, it is not enough to cover these continuous draws, so we will pull from the principal.

The year is not over yet and we still have time to grow our givings to meet the great work we have been doing this year. I look forward to the excitement of Christmas and Advent to continue to demonstrate the important work we are doing for each other and our community. We believe we can reach our goal together, every gift of time talent and treasure counts and is a blessing.

Tory Bachmann, Treasurer

EXTREME MESSX WEDNESDAX

Have you always wanted to experience Messy Wednesday, but don't have children? Good News! We have expanded this program to include everyone.

Extreme Messy Wednesday is an intergenerational gathering from 5:00 -7:00ish. As people arrive at 5:00 pm there will be an open space to explore and talk with others. At 5:30 pm we will engage in a worshipful moment which will include, music, story and prayer. At 5:45 pm we will feast together, and then at 6:15 you can choose your own adventures.

There will be activities for you to choose from to explore our monthly worship themes in more depth. This is a free program, and we have volunteers who help to prepare the meal. All we ask is that if you are able to help with clean up that would be wonderful.

The next EXTREME Messy Wednesday is January 20 at 5:00 pm.

Let your light shine–helping at R-W

Magie Pantry

Responding to the needs in our neighbourhood, we provided free bag lunches on Mondays, Tuesdays and Thursdays from 12:00 - 1:00 pm. We need volunteers to prepare and hand out lunches. Sign-up in Memorial Hall.

Santa's Workshop

Donations of warm winter accessories are needed for Santa's Workshop at our December 7 Community Dinner. This includes hats, gloves, mitts, scarves, and socks (300 total, for children, women, and men). As well, donations of small Christmas decorations are needed, and will be offered to our guests. Please drop items off by Wednesday, December 4.

Call for Oranges

We are gratefully accepting donations of Christmas oranges for the December Community Dinner. If you would like to contribute a box we ask that you bring it to the church between December 1 and 6. Please mark your box or bag "Community Dinner" and drop them off in the office.

Christmas Services

We are seeking ushers and greeters for our Christmas services and as these services are quite full, we need teams of 8-12 per service to welcome all of the visitors and regular attenders. There are several services to choose from: Blue Christmas, Lessons and Carols, Christmas Eve Family service, Contemporary Candle light service and Choral Candlelight service, and Christmas Day Worship Service. We are also seeking a couple people to read scripture during our Christmas Eve services. Please sign up in Memorial Hall.

Food Bank

A number of our regular volunteers who unload the foodbank truck, set up tables and assist our guests with their hampers will be away January through March.

We need 4 to 5 volunteers who can replace them through the first 3 months of 2020, or a portion of that time. For information on how you can help please see the sign-up sheet in Memorial Hall.

Readers Workshop 2019

In September, about 10 people joined facilitator Julie Golosky to learn how to read Scripture in a way that allows it to breath and come alive in our hearing. Here are some highlights of Julie's notes to all of us. YOU can read in church too! Please sign up to read Sunday's Scriptures in Memorial Hall.

PRIOR TO SUNDAY

 read your reading(s) ALOUD prior to Sunday morning! When you read aloud, imagine only you are listening.

Notice and make notes on:

- where you want to pause. Many long sentences need pauses.
- what words or names are hard to pronounce. Remember you can call a minister or use the internet to get some pronunciation guides.
- highlight adjectives and adverbs.
- in readings where different people each talk, distinguish each one by having one character speak louder, another quieter.
- find out what sentences sound unclear, look for simple changes that could help. Usually this is the case with pronouns in a long sentence! For example: Jesus said he would heal the man because he had faith. Feel free to say: Jesus said he would heal the man because the man had faith.

SUNDAY

- come to church as rested as you can
- Come early if you want to do a practice run at the microphone
- get the stole from Minister to wear on your shoulders
- there will be a printed copy of the readings in the church office
- read slower than feels natural
- remember to breath. A full breath before and between and after readings...let it sink into the ears of your listeners.

COMING IN 2020

BUDGET INFORMATION SESSION

Sunday, February 9 after church. This will include time to look at the proposed budget for 2020 and ask questions about the 2020 finances to our Treasurer and Finance Committee.

ANNUAL CONGREGATIONAL MEETING

The Annual Congregational Meeting of the Robertson-Wesley will take place in Memorial Hall after the service on Sunday, February 26, 2019. Printed copies of the Annual Report will be available on February 9, 2019.

ANNUAL REPORT

All the groups of our church are asked to report on how they have lived out Robertson-Wesley's mission and ministry in 2019. The deadline for reports from the committees, pods and groups of the church is January 12! Send your information to mail@rwuc.org with the subject line: 2020 Annual Report Submission.

FOR THE BIBLE TELLS ME....WHAT?

A series of three-week classes that journey into the Christian Scriptures. Together we will learn how this Holy library was created, what tools we can use to explore its depth, what are some essential stories to know, and how to wrestle with questions of translation, fallibility, historical contexts and spirituality. Join us for one or more of this series, held in the Club Room, Thursday nights: January 16-30

ROOTS OF ALLYSHIP: A BALM TO BURN OUT: MOVE IT OUT!

Brooke Leifso, Justice Artistic Director will lead a series of workshops that address our current polarized world. If you have been struggling to find a way to respond to what you see in the world, this is a great way to start! All workshops intend to increase our collective ability to move forward building a community of support in our passion for justice and peace. The second workshop **A Balm to BurnOut: Move it Out!** is January 11, 2020 10AM-2:30PM. Are you feeling burnt out? Do you feel drained from advocating for justice in our world? We'll use a variety of art forms to explore the topic of "Burn Out" and seek new possibilities for creating sustainable movements that use our resources wisely and in a manner that promotes a healthy balance in being agents of transformation in our world.

HEALING ART WORKSHOP: TIME TO GET OFF THE COUCH

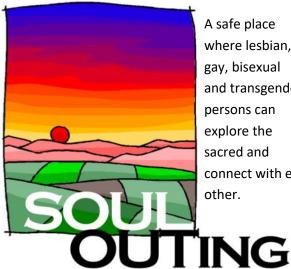
Healing Art Director Laura David Foster is offering a series of workshops hosted by the Spirited Arts Movement. Referencing the work of author Pat B. Allen, in this workshop series, we will support each other in explorative practice through art, imagery, reflections and sharing. No experience in art is required and all materials are provided. This series of workshops are experiential and are facilitated for self-directed learning and spiritual growth. The second workshop *Time to get off of couch!* is January 25, 2020. In these cold months when we often just want to stay on the couch and stay warm, how can we find creative and artistic ways to get more active?

CHURCH TRIVIA & GAME NIGHT

Saturday February 22 at 5:00 pm. Come for a night of Bible Trivia, Name that Hymn, Pictionary, charades, Hidden Secrets of the Church, and more! This event is all ages and the root beer floats are on us! Sign-up sheets will be posted in Memorial Hall.

MARCH DISCIPLESHIP EXPLORATION

A Lenten series (Wednesdays) for those new to R-W and anyone else who is seeking to deepen their discipleship. You can also use this to formalize or reaffirm your membership. This course is designed to be a brief survey of the foundational elements of discipleship with opportunity for discussion and exploration of our faith journeys. In 2020, we will have an exciting program with a mix of worship, learning and other settings to experience Christian community.



A safe place where lesbian, gay, bisexual and transgender persons can explore the sacred and connect with each

The second Sunday of each month at 7:00 PM

Hosted by Robertson-Wesley United church

Deadline for the

Spring (Lent) Edition submissions:

January 26, 2020

Release date: Feb 16, 2020

Did you know? You can donate to the church using PayPal?



Visit www.rwuc.org and click DONATE

Robertson-Wesley United Church

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Follow us:



Between the Aisles is published on Treaty 6 territory, a traditional meeting ground for many Indigenous peoples. We also acknowledge the Métis, who are of mixed Indigenous and European heritage. Edmonton is home to the Métis Nation of Alberta, Region 4.

White Gift Wish List

Infant (0-2)

- Clothes
- Rattles
- Plush Toys
- Musical Toys

Children (3-11)

- Coloring Books
- Puzzles
- Lego
- Cars & Trucks
- Barbies
- Dolls
- Sesame Street Toys
- Toothbrushes & Toothpaste
- Bubble Bath

Teens (12+)

- Gift Cards
- Remote Control Vehicles
- Craft or Science Sets
- Hand Held Electronic Games
- Sporting Goods (Soccer/Footballs)
- Nail Polish, Hair Accessories, Makeup
- Hoodies

Adult Stockings

- Deck of Cards
- Cosmetics (Mascara, Lip Balm, Eye Shadow)
- Travel Mug
- Bus Tickets
- Gift Cards
- Hand Warmers
- Thermal/ Wool Socks
- Small Sweets/ Chocolates/ Gum
- NEW Underwear
- Gloves/Toques/Scarves
- Body Wash/Shampoo
- Razor/ Shaving Cream
- Lotions

Please see page 6 for more details.