

**AMENDMENTS TO THE CONSTITUTION
IF ADOPTED BY A 2/3 VOTE OF THE MEMBERS PRESENT AND VOTING,
THEY SHALL BECOME EFFECTIVE IMMEDIATELY.**

C1 CONSTITUTION, Eligibility for Grand Organist Rev. 12/7/16, page 2, Article VI – Eligibility to Office, Section 1

AS NOW READS: Section 1. “Those who have attained the rank of Worthy Matron, Worthy Patron, Past Matron or Past Patron, and are members in good standing in some subordinate chapter in this Grand Jurisdiction, shall be eligible to any elective or appointive office. Any member elected and installed as Worthy Matron or Worthy Patron shall be considered a Past Matron or Past Patron immediately for purposes of consideration for election or appointment to office in this Grand Chapter, with the exception of the office of Associate Grand Conductress, who must have also appeared before the Board of Examiners, and the office of Grand Sentinel, who must have appeared before the Board of Review.”

CHANGE: Change the last sentence: Delete “and” after Examiners, and add at the end of the sentence “and the office of the Grand Organist, who shall not be required to attain the rank of Worthy Matron, Worthy Patron, Past Matron or Past Patron.”

IF APPROVED WILL READ: Section 1. “Those who have attained the rank of Worthy Matron, Worthy Patron, Past Matron or Past Patron, and are members in good standing in some subordinate chapter in this Grand Jurisdiction, shall be eligible to any elective or appointive office. Any member elected and installed as Worthy Matron or Worthy Patron shall be considered a Past Matron or Past Patron immediately for purposes of consideration for election or appointment to office in this Grand Chapter, with the exception of the office of Associate Grand Conductress, who must have also appeared before the Board of Examiners; the office of Grand Sentinel, who must have appeared before the Board of Review; and the office of the Grand Organist, who shall not be required to attain the rank of Worthy Matron, Worthy Patron, Past Matron or Past Patron.”

RATIONALE: The station of Grand Organist requires a musical skill set, which is not possessed by all members. In many cases, the chapter Organist has chosen to serve in that capacity, due to their love of music, and has not served in the elected position of Worthy Matron or Worthy Patron. Therefore, there are many talented musicians within our chapters that are currently ineligible to serve as Grand Organist, based on the current legislation.

SUBMITTED BY: Peg Oliver, Assoc. Grand Matron; Roger Taylor, Assoc. Grand Patron; Pam Leech, Grand Conductress; Kathy Foster, Assoc. Grand Conductress; John Bergum, Grand Sentinel; Jean Bergum, Past Matron; Nancy Fischer, Past Matron

C2 CONSTITUTION, Combine Appropriations and Finance, page 9, ARTICLE XIV Committees, Section 2, 3. Appropriations

AS NOW READS: (a) A revolving committee of three, each to hold office for three years. Two members shall be Past Matrons and/or Past Patrons. One member shall be a Past Grand Matron or Past Grand Patron.

(b) The duties of the committee shall be to:

1. consider all questions of a monetary nature affecting the Grand Chapter, not otherwise covered by the Grand Treasurer, Grand Secretary, or the Grand Trustees.
2. prepare an annual operating budget of income and expenses for the Grand Chapter, which shall be approved by the Finance Committee, presented at a meeting called by the Worthy Grand Matron of the Finance Committee, Appropriations Committee, Board of Trustees, all elected Grand Chapter Officers and the chairman of the Jurisprudence Committee prior to the Grand Chapter Session (Article XI, Section 1 (Q)), and then presented and approved at the annual Grand Chapter Session by the membership. Line items will be determined by the committee. The committee report shall be accompanied by comparative data covering the past two years.

3. approve, with the Finance Committee, expense items not provided for in the budget or exceeding the appropriated line item prior to payment.
4. review requests and make recommendations to the Grand Trustees and Grand Line Officers for a fund-raising effort on behalf of the Grand Chapter.
5. meet quarterly with the Finance Committee to review quarterly financial reports prepared by the Grand Treasurer covering the previous year's actual expenditures, current year's budget and expenses.
6. meet with the Finance Committee and the elected Grand Chapter Officers within 60 days after the close of the annual Grand Chapter Session to review and discuss the budget.
7. determine, with the Finance Committee, the registration fee for the annual Grand Chapter Session.
8. keep accurate and adequate records which shall be passed on to the incoming Appropriations Committee chairperson annually.

and CONSTITUTION, page 12, ARTICLE XIV Committees, Section 2, 14. Finance

AS NOW READS: 14. Finance: (a) A revolving committee of three, each to hold office for three years. Two members shall be a Past Grand Matron or a Past Grand Patron and one member shall be a Past Matron or Past Patron. The elected Grand Officers shall be ex-officio members and invited to all meetings.

(b) The duties of the committee shall be to:

1. consider all questions of a monetary nature affecting the Grand Chapter, not otherwise covered by the Grand Treasurer, Grand Secretary, or the Grand Trustees.
2. approve, with the Appropriations Committee, the annual operating budget of income and expenses for the Grand Chapter, which will be prepared by the Appropriations Committee prior to the annual Grand Chapter Session.
3. approve, with the Appropriations Committee, expense items not provided for in the budget or exceeding the appropriated line item prior to payment.
4. meet quarterly with the Appropriations Committee to review quarterly financial reports prepared by the Grand Treasurer covering the previous year's actual expenditures, current year's budget and expenses.
5. conduct and supervise, or prepare, the annual audit in accordance with Minnesota non-profit law. An annual audited financial statement must be complete by November 1 of each year.
6. report at the annual Grand Chapter Session the current financial status of the organization with a fiscal year-end forecast. Copies shall be available to the membership.
7. approve, together with the Board of Trustees, the annual audited financial statement and be responsible for the filing of the necessary annual tax returns which will be placed on file in the Grand Chapter office.
8. meet with the Appropriations Committee and the elected Grand Officers within 60 days after the close of the annual Grand Chapter Session to review and discuss the budget.
9. have the committee chairperson sign warrants according to budget and line items.
10. determine, with the Appropriations Committee, the registration fee for the annual Grand Chapter Session.
11. prepare and distribute financial reporting guidelines for the preparation of the audit/financial statement to the chairperson of each committee handling funds.
12. keep accurate and adequate records which shall be passed on to the incoming Finance Committee chairperson annually.

CHANGE: Delete both in their entirety, renumber where appropriate, make committee name change on the following pages – Const. pgs 4, 6, 7, 10, 13, 15, 16, 17, 22; L&R pgs 4 & 6; Misc. pg 16; and replace with: “Financial Management: (a) A revolving committee of five, consisting of three Past Grand Matrons and/or Past Grand Patrons and the two remaining members selected from the following categories: Past Grand Matrons, Past Grand Patrons, Past Matrons and/or Past Patrons, each to hold office for five years, no one member to serve more than three consecutive terms (15 years). The Worthy Grand Matron shall appoint the chairman from the members having served at least three years on the committee. The elected Grand Officers shall be ex-officio members and invited to all meetings.

(b) The duties of the committee shall be to:

1. consider all questions of a monetary nature affecting the Grand Chapter, not otherwise covered by the Grand Secretary, Grand Treasurer, or the Board of Trustees.

2. prepare an annual operating budget of income and expenses for the Grand Chapter, which will be presented for review at a meeting called by the Worthy Grand Matron, not less than one week prior to the Grand Chapter Session (Article XI, Section 1 (R)), of the Financial Management Committee, the Board of Trustees, all elected Grand Chapter Officers and the chairman of the Jurisprudence Committee, and then presented for final approval by the membership at the annual Grand Chapter Session. Line items will be determined by the committee. The committee report shall be accompanied by comparative data covering the past two years.

3. approve expense items not provided for in the budget or exceeding the appropriated line item prior to payment.

4. the chairman shall sign all warrants that have not been approved by the Financial Management Committee or a Line Item addition and after warrants have been paid, the chairmen shall review all other warrants to ensure they are compliant with the budget and/or line item or limits therein.

5. review requests and make recommendations to the Board of Trustees and Grand Chapter Line Officers for any fund-raising efforts on behalf of Grand Chapter.

6. meet quarterly to review quarterly financial reports prepared by the Grand Treasurer covering the previous year's actual expenditures, current year's budget and expenditures to date.

7. prepare for, conduct and supervise the annual audit in accordance with Minnesota non-profit law. An annual audited financial statement must be completed by November 1 of each year.

8. approve, together with the Board of Trustees, the annual audited financial statement and be responsible for the filing of the necessary annual tax returns which will be placed on file in the Grand Chapter office.

9. report at the annual Grand Chapter Session the current financial status of the organization with a fiscal year-end forecast. Copies shall be given to the members at time of registration.

10. meet with the elected Grand Chapter Officers within 60 days after the close of the annual Grand Chapter Session to review and discuss the budget.

11. determine the registration fee for the annual Grand Chapter Session.

12. prepare financial reporting guidelines for the preparation of the audit/financial statement and give to the chairperson of each committee handling funds.

13. keep complete and accurate records which shall be passed on to the incoming chairperson annually."

RATIONALE: There is so much overlap between the two committees it seem logical and reasonable to combine these two committees. Further, it seems reasonable to make the committee five years to coincide with the Trustees tenure and allow the members to learn the duties of the committee. It is the intent of the proponents that the current members of each committee would fill out their years of commitment if they so choose. That would mean on the first two years there may be more than five members.

SUBMITTED BY: Peg Oliver, AGM; Pam Leech, GC; Kathy Foster, AGC; Georgianne Johnson, WGM; Dale Pierce, WGP; Arleen Steele, PGM, Trustee; Jim Morris, PGP, Trustee; Dick McGinnis, PGP, Trustee; Sue Bay, PGM, Trustee; Don Swanstrom, Chm Finance; Curt Speller, PGP, Finance; Roger Schmid, PGP, Appropriations; Michael Powles, GTreasurer

C3 CONSTITUTION, Change required Area Conferences to optional, Constitution, Page 10, ARTICLE XIV Committees, Section 2., 4. Area Conference (b) 1st sentence

AS NOW READS: "In consultation with the Worthy Grand Matron, the committee shall arrange for at least three area conferences each year, in locations to support the needs of subordinate chapters."

CHANGE: Delete "shall" and replace with "may"; delete "at least three"; add "to be held" between "conferences" and "each"

IF APPROVED WILL READ: "In consultation with the Worthy Grand Matron, the committee may arrange for area conferences to be held each year, in locations to support the needs of subordinate chapters."

RATIONALE: Increase flexibility of Area Conference Committee to respond to decreased membership participation by not mandating that Area Conferences be held, or a specific minimum number of area conferences be held, yet maintaining the option of doing so as deemed beneficial to the general membership, rather than eliminating the option of holding Area Conferences entirely.

SUBMITTED BY: Peg Oliver, AGM; Pam Leech, GC; Kathy Foster, AGC; Cindy Saunders, PM; Sandy Driscoll, PM

C4 CONSTITUTION, Change composition of the Benevolent Fund, Constitution, Page 10, ARTICLE XIV, Section 2, 5. Benevolent Fund (a)

AS NOW READS: “(a) A revolving committee of three Past Matrons and/or Past Patrons each to hold office for three years. The chairman shall be the senior member of the committee.”

CHANGE AND IF APPROVED WILL READ: Delete in its entirety and replace with “(a) A revolving committee of three, two shall be Past Matrons and/or Past Patrons, each to hold office for two years. The remaining member of the committee shall be the jr. Past Grand Matron, who shall be the chairman.”

RATIONALE: The jr. Past Grand Matron has the most knowledge of what has transpired during the past year and could lend knowledge and continuity during the application process.

SUBMITTED BY: Georgianne Johnson, WGM; Dale Pierce, WGP; Peg Oliver, AGM; Roger Taylor, AGP; Pam Leech, GC; Kathy Foster, AGC

C5 CONSTITUTION, Delete ESTARL District Chairman, page 12, ARTICLE XIV Committees, Section 2., 13. ESTARL, (b)

AS NOW READS: “(b) A special committee shall also be appointed by the Worthy Grand Matron, and it shall consist of a member from each district to be appointed for one year.”

CHANGE: Delete (b) and renumber (c) to (b)

RATIONALE: District chairmen no longer perform a function.

SUBMITTED BY: Peg Oliver, AGM; Pam Leech, GC; Kathy Foster, AGC

C6 CONSTITUTION, Delete Fraternal Relations Committee, Constitution, page 13, ARTICLE XIV Committees, Section 2., 16. Fraternal Relations:

AS NOW READS: “(a) A revolving committee of three, each to hold office for three years. The Worthy Grand Matron shall appoint the chairman. The Associate Grand Conductress and Grand Sentinel are ex-officio members, to gain familiarity with other Masonic-related fraternal organizations and their goals.

(b) The duties of the committee shall be to:

1. Communicate with other Masonic-related organizations to work in concert for common goals. The Worthy Grand Matron shall direct the committee in identifying areas to promote during her term of office. The committee shall assist in finalizing plans for any activities to be pursued, as determined by the Worthy Grand Matron.

2. The committee shall notify the Grand Chapter Line Officers of the committees’ activities.

3. Maintain a database of Masonic-related organizations that would provide awareness of and information on said organizations to our Grand Chapter Line Officers and members.”

CHANGE: Delete in its entirety and due to the number of changes, allow the Grand Secretary to renumber as required.

RATIONALE: There is very little happening with this committee. All other Masonic related activities are coming via various other means and therefore this committee is without merit at this time.

SUBMITTED BY: Peg Oliver, AGM; Pam Leech, GC; Kathy Foster, AGC

C7 CONSTITUTION, Reduce number of members on the Hospitality for Distinguished Guests Committee, Constitution, page 13, ARTICLE XIV Committees, Section 2., 17. Hospitality for Distinguished Guests, (a), last sentence.

AS NOW READS: "The remainder of the committee will consist of 12 members of which one shall be a brother, each to serve for one year."

CHANGE: Delete "12" and replace with "a minimum of 6"

IF APPROVED WILL READ: "The remainder of the committee will consist of a minimum of 6 members of which one shall be a brother, each to serve for one year."

RATIONALE: In many years 12 members are excessive and placing a minimum number of members, a Worthy Grand Matron may appoint more if necessary.

SUBMITTED BY: Peg Oliver, AGM; Pam Leech, GC; Kathy Foster, AGC

C8 CONSTITUTION, Reduce number of members on Security Committee, Constitution, page 16, ARTICLE XIV Committees, Section 2. 26 Security (a)

AS NOW READS: "(a) A committee of fourteen Past Matrons and/or Past Patrons."

CHANGE: Delete "fourteen" and replace with "at least ten"

IF APPROVED WILL READ: "(a) A committee of at least ten Past Matrons and/or Past Patrons."

RATIONALE: Fourteen members is often too many, but if needed they can still be appointed.

SUBMITTED BY: Peg Oliver, AGM; Pam Leech, GC; Kathy Foster, AGC

C9 CONSTITUTION, Add new committee, Service Dogs

CHANGE, RENUMBER AS NECESSARY AND IF APPROVED WILL READ: "Service Dogs (a) (General Grand Chapter Proceedings 2015) A revolving committee of three, each to hold office for one year. The senior member shall serve as chairman.

(b) The rules, regulations, responsibilities and duties of the Service Dogs Committee shall be governed in accordance with its by-laws."

RATIONALE: Committee to be established following action at the 2015 General Grand Chapter Triennial Assembly making Service Dogs a permanent and primary charity of the Order of the Eastern Star.

SUBMITTED BY: Dick McGinnis, PGP, GGCCM, Service Dogs (2015-2018)

C10 CONSTITUTION, Align fiscal year with Grand Chapter year, Constitution, Page 22, ARTICLE XXV, Fiscal year, Sections 1 & 2

AS NOW READS: “Section 1. The fiscal year of the Grand Chapter shall be September 1 through August 31. Reports at the annual Grand Chapter Session shall be unaudited financial reports. The audited and committee approved annual financial reports will be on file in the Grand Chapter office.

Section 2. The Grand Secretary, Grand Treasurer, Grand Trustees, Benevolent Fund Committee, Masonic Home Committee and all other committees of the Grand Chapter handling funds shall close their books as of August 31 and place them in the hands of the Finance Committee by October 1 for auditing purposes.”

CHANGE: Section 1, change “September” to “June”; change “August” to “May”. Section 2, change “August” to “May” and “October” to “July” and add a new sentence at the end, “The audit shall be completed by July 31.”

IF APPROVED WILL READ: “Section 1. The fiscal year of the Grand Chapter shall be June 1 through May 31. Reports at the annual Grand Chapter Session shall be unaudited financial reports. The audited and committee approved annual financial reports will be on file in the Grand Chapter office.

Section 2. The Grand Secretary, Grand Treasurer, Grand Trustees, Benevolent Fund Committee, Masonic Home Committee and all other committees of the Grand Chapter handling funds shall close their books as of May 31 and place them in the hands of the Finance Committee by July 1 for auditing purposes. The audit shall be completed by July 31.”

RATIONALE: To better align the fiscal year with the Grand Chapter year. It is the intent that if this passes all references to the audit date in the current Finance Committee will also be changed.

SUBMITTED BY: Michael C. Powles, Grand Treasurer; Joyce McCurdy, PGM, Grand Secretary; Roger Schmid, PGP, Chm Appropriations; Neil Hanson, Appropriations; Fred Vihovde, Appropriations; Don Swanstrom, Chm Finance; Curt Speller, Finance; Jim Morris, Finance

**AMENDMENTS TO LAWS AND REGULATIONS
IF ADOPTED BY A 2/3 VOTE OF THE MEMBERS PRESENT AND VOTING,
THEY SHALL BECOME EFFECTIVE IMMEDIATELY.**

L1 LAWS & REGULATIONS, Add 4th of July to holidays where meetings may be suspended, Laws & Regulations, Page 8, Meetings, Section 29 (F)

AS NOW READS: “(F) When a meeting night falls during the Annual Grand Chapter Session, Christmas Eve, Christmas Day, New Year’s Eve, New Year’s Day, Labor Day, Good Friday, Maundy Thursday, Memorial Day, or Thanksgiving Day, meetings may be suspended.”

CHANGE: Delete “night” after “meeting” and add “Independence Day” between “Memorial Day” and “Thanksgiving”.

IF APPROVED WILL READ: “(F) When a meeting falls during the Annual Grand Chapter Session, Christmas Eve, Christmas Day, New Year’s Eve, New Year’s Day, Labor Day, Good Friday, Maundy Thursday, Memorial Day, Independence Day or Thanksgiving Day, meetings may be suspended.”

RATIONALE: There is no provision to suspend a meeting on Independence Day, for those chapters that meet year around or during the summer months. A dispensation from the Worthy Grand Matron cannot be requested for a

meeting that is not eligible for suspension, rather only to change the meeting time and/or date. Therefore, when the meeting falls on a holiday, not on the list in Section F, the chapter is required to meet, assuming a quorum is present. Some chapters are now meeting during the daytime, so it seems reasonable to delete the word “night”.

SUBMITTED BY: Nancy Fischer, WM

THE NEXT TWO ITEMS ARE A PACKAGE and ARE VOTED TOGETHER – A vote for one is a vote for both

L2, LAWS AND REGULATIONS, Add border jurisdictions as part of the residency requirements for petitions, Laws & Regulations, page 9, Section 33 and 33(A)

AS NOW READS: “Section 33. Subordinate chapters shall not receive or act upon a petition for degrees: (A) Unless the petitioner has resided within the jurisdiction of this Grand Chapter for the six months immediately preceding the reception of the petition (2016)”

CHANGE: after “Grand Chapter” add “or a border Grand Chapter (Wisconsin, Iowa, South Dakota, North Dakota, Manitoba and Ontario)”

IF APPROVED WILL READ: “Section 33. Subordinate chapters shall not receive or act upon a petition for degrees: (A) Unless the petitioner has resided within the jurisdiction of the Grand Chapter or a border Grand Chapter (Wisconsin, Iowa, South Dakota, North Dakota, Manitoba and Ontario) for the six months immediately preceding the reception of the petition (2016)”

L2 LAWS AND REGULATIONS, page 16, Section 61, (A), (B) and (C)

AS NOW READS: “(A) The territorial jurisdiction of a chapter shall extend over all territory lying nearer to it than to another chapter. (B) Concurrent jurisdiction means all chapters located in the same city. (C) A chapter may waive jurisdiction over persons domiciled in its territory in favor of some other chapter in another Grand Jurisdiction by unanimous consent of the chapter. If waiver is in favor of a chapter in another Grand Jurisdiction, except North Dakota, it must be approved by the Worthy Grand Matron. No waiver is necessary for those persons residing in Minnesota and petitioning a chapter in this Grand Jurisdiction. The petition of the applicant shall be read in chapter and reasons for request of waiver submitted. The Secretary of the chapter shall then, if reasons be satisfactory to the chapter, ask for waiver of jurisdiction from the chapter within the jurisdiction, in which the applicant resides, giving the reasons therefore which, if granted, the chapter requesting waiver may receive and act on the petition.”

CHANGE AND IF APPROVED WILL READ: Delete (A), (B), and (C) in their entirety and rewrite (C); there will be no letter distinction as it will be the only item under Section 61. Change to read: “A chapter may waive jurisdiction over persons domiciled in another Grand Jurisdiction in favor of Minnesota by unanimous consent of the receiving chapter. Persons petitioning for degrees in Minnesota must reside in said Jurisdiction for six months prior to petitioning or reside in one of the border Jurisdictions for six months without waiver. Border Jurisdictions are defined as: Wisconsin, Iowa, South Dakota, North Dakota, Manitoba and Ontario.”

RATIONAL: (A) and (B) no longer have relevancy in our Jurisdiction. The revised language in (C) allows border Jurisdictions to petition for degrees using their residency requirements vs. Minnesota residency requirements. Minnesota is experiencing requests from border jurisdictions and it seems appropriate that where a Minnesota chapter is closer, we give them an option to join our chapters.

SUBMITTED BY: Jurisprudence Committee: Joyce McCurdy, PGM, Chair; Barb Brihn, PGM; Tracy Keeling, PGM; Bobbie Lampi, PM, Roger Putman, PP

L3 LAWS & REGULATIONS, Delete obsolete language from Petitions, Laws & Regulations, Page 9, Petition, Fees and Ballots, Section 34, (C) and (D)

AS NOW READS: “(C) Petitions for affiliation may be received by a chapter within this Grand Jurisdiction from its former members now residing outside the state.

(D) Affiliated members in this Grand Jurisdiction residing outside the state, may petition for affiliation in another chapter in this Grand Jurisdiction on a certificate of transfer only.”

CHANGE: Delete (C) and (D), re-letter (E) to (C), (F) to (D) and (G) to (E)

RATIONALE: To make the wording for affiliation less confusing and more concise.

SUBMITTED BY: Jurisprudence Committee, Joyce McCurdy, PGM, Chair; Barb Brihn, PGM; Tracy Keeling, PGM; Bobbie Lampi, PM; Roger Putnam, PP

L4 LAWS & REGULATIONS, Add requirement to furnish chapter rosters, Laws & Regulations, Page 15, Returns, Section 60 (A)

AS NOW READS: “(A) Each subordinate chapter shall send to the Grand Secretary, on or before the first day of February each year, a report of its proceedings for the calendar year ending December 31st. This report shall contain the names of all the officers of the chapter for the preceding year, the names of all initiated, affiliated, restored, withdraw, suspended, expelled, stricken from the roll, or deceased. This report shall also state whether this is the member’s home or plural chapter. Any chapter failing to make such a report and to pay its Grand Chapter per capita on or before February 1 of each year, shall not be entitled to representation in the Grand Chapter, unless approved by the delegates at the annual Grand Chapter Session.”

CHANGE: Insert before the last sentence “Chapters must also include with this report a complete roster, including names, addresses, phone numbers, and email addresses (if available) of all current chapter members.”

IF APPROVED WILL READ: “(A) Each subordinate chapter shall send to the Grand Secretary, on or before the first day of February each year, a report of its proceedings for the calendar year ending December 31st. This report shall contain the names of all the officers of the chapter for the preceding year, the names of all initiated, affiliated, restored, withdraw, suspended, expelled, stricken from the roll, or deceased. This report shall also state whether this is the member’s home or plural chapter. Chapters must also include with this report a complete roster, including names, addresses, phone numbers, and email addresses (if available) of all current chapter members. Any chapter failing to make such a report and to pay its Grand Chapter per capita on or before February 1 of each year, shall not be entitled to representation in the Grand Chapter, unless approved by the delegates at the annual Grand Chapter Session.”

RATIONALE: Currently the Grand Chapter has no central membership roster or database; receiving a roster from each chapter annually will facilitate the establishment and maintenance of such a database.

SUBMITTED BY: Line Officers – Georgianne Johnson, WGM; Peg Oliver, AGM; Pam Leech, GC; Kathy Foster, AGC; Jurisprudence Committee – Joyce McCurdy, PGM, Chair; Barb Brihn, PGM; Tracy Keeling, PGM; Bobbie Lampi, PM; Roger Putnam, PP