

**SATURNA ISLAND FIRE PROTECTION SOCIETY
("SIFPS")**

ANNUAL GENERAL MEETING

AT SATURNA ISLAND EMERGENCY SERVICES BLDG. #1

SATURDAY, JUNE 28, 2014 @ 1:00 p.m.

Directors Present: Bernie Ziegler, Lee Middleton, Debbie Fry, Ron Lewis, John Robertson, Al DeJoseph

Fire Chief: Brent Sohler

SIR Chief: David Rees-Thomas

Recording Secretary: Bev Lowsley

1. Call to Order

The meeting was called to order at 1:02 by President Bernie Ziegler

2. Determination of a Quorum

There was a quorum, with 54 members present at the beginning of the meeting.

3. Approval of the Agenda

Motion: Ted Syverson moved to approve the agenda. **Carried**

4. Approval of the Minutes of the Annual General Meeting of June 22, 2013

Motion: Eva Hage moved to approve the minutes of June 22, 2013 AGM. **Carried**

5. Business Arising from the Minutes

5.1. Motion to Increase Quorum at SIFPS Annual General Meeting and SIFPS Special Meetings from 3 to 10 members.

This item is brought forward based on a motion from the 2013 SIFPS AGM.

Motion: John Hutchinson moved to increase the quorum for SIFP AGM's or Special Meetings to 10 members. **Carried**

6. President's Report

President Bernie Ziegler presented his report (attached), which reviewed the 2013 - 2014 term.

7. Secretary's Report

Debbie Fry presented her report (attached).

8. Standing Committees' Reports

8.1. Operations Committee

Al DeJoseph presented the Operations Committee report (attached).

8.2 Corporate and Administration Committee

This report (attached) was presented by Lee Middleton. He emphasized the challenges relating to renewal of the MOA with Parks Canada which was recently signed.

8.3 Financial Reporting Committee

Ron Lewis presented this report (attached). It was noted that the backup Quick-Books pc has been passed from the old treasurer, Ron Hall, to the new treasurer.

8.4 Communications Committee

John Robertson presented this report (attached). Contributions to the Scribbler and informed discussion of issues were highlighted.

8.5 Asset Management Committee

In John Money's absence, Bernie Ziegler presented this report (attached).

8.6 Human Resources Committee

Lee Middleton presented this report (attached). He briefly addressed options for a proposed health and dental plan for volunteer firefighters and SIR volunteers and recommended this be carried over for implementation in the coming year. The membership indicated support for his suggestion to strike a joint committee of SIFPS and SIR volunteers to work with SIFPS Human Resources Committee on options and logistics of a volunteer benefit package.

8.7 Nominations Committee

Bernie Ziegler presented this report. He noted that the committee proposed a full slate of officers for 2014 - 2015 which would be presented later in the meeting as item 14. Election of Officers.

9. Financial Report

Treasurer Ron Lewis reviewed the Field and Company Financial Statements for year ending December 31, 2013 copies of which were available for members.

10. Question & Answer Period

Discussion covered issues relating to:

- vehicle maintenance necessary for readiness to respond in a timely manner. Various strategies were suggested
- issues of transparency regarding hiring and purchasing policies as well as use of all available mediums for conveying information to the public including the SIPOA bulletin board
- financial issues including a contingency for asset replacement, feedback on the proposed benefits plan for volunteers, the CRD process for transfer of taxation funds for SIFPS operations and the fact that SIR relies on separate funding from Island Health rather than funding from the tax role.

11. New Business

There was no new business.

12. Approval of Acts of Directors for the period from 6/22/2013 to 6/28/2014

Motion: Ted Syverson moved to approve the acts of the current SIFPS Directors.

Carried

13. Report of the Nomination Committee

Bernie Ziegler presented the slate of officers for President, Vice President, Secretary and Treasurer as well as five nominees for positions as Directors (see attached report).

14. Election of Directors for 2014-2015

Tom Johnstone explained the process that would be followed then proceeded with the election of the SIFPS 2014 - 2015 Board.

President: Nomination for the position of President was Bernie Ziegler.

A call for further nominations was made. Wayne Quinn was nominated and agreed to stand. Three further calls for nominations were made. There being none, it was determined that an election by secret ballot would take place.

Result: Wayne Quinn received most votes, so was declared elected as President of SIFPS for 2014 - 2015.

Motion: Paul Brent moved to destroy the ballots.

Carried

Vice President: Nomination for the position of Vice President was Lee Middleton.

A call for further nominations was made. Ron Hall was nominated and agreed to stand. Three further calls for nominations were made. There being none, it was determined that an election by secret ballot would take place.

Result: Ron Hall received the most votes, so was declared elected as Vice President of SIFPS for 2014 - 2015.

Motion: John Hutchinson moved to destroy the ballots. **Carried**

Secretary: Nominated for the position of Secretary was Debbie Fry.
A call for further nominations was made. Eva Hage was nominated and agreed to stand. Three further calls for nominations were made. There being none, it was determined that an election by secret ballot would take place.

Result: Eva Hage received the most votes, so was declared elected as Secretary of SIFPS for 2014 - 2015.

Motion: Al DeJoseph moved to destroy the ballots. **Carried**

Treasurer: Nominated for the position of Treasurer was Ron Lewis.
Three calls for further nominations from the floor were made with none forthcoming. Ron Lewis was declared elected by acclamation as SIFPS Treasurer for 2014 - 2015.

Directors (5 positions): Nominated as Directors were Al DeJoseph, Jodi Gilmore, John Hutchinson, John Money and John Robertson.

Al DeJoseph and John Robertson subsequently declined their nominations, leaving three nominees who had confirmed their willingness to stand for election (Jodi Gilmore, John Hutchinson and John Money).

A call for further nominations was made. Nominees from the floor who agreed to let their names stand were Debbie Fry, Ian Gaines and Priscilla Hagar.

As there were six nominees for five positions an election by secret ballot was required.

Result: based on vote counts, the following members were declared elected as SIFPS Directors for 2014 - 2015 Debbie Fry, Jodi Gilmore, Priscilla Hagar, John Hutchinson and Ian Gaines.

Motion: Paul Brent moved to destroy the ballots. **Carried**

New President Wayne Quinn took over as chair for the remainder of the meeting.

15. Resignation of Directors

Resignation of Directors of the 2013 - 2014 Board were accepted with thanks for their service.

16. Adjournment

The SIFPS Annual General Meeting was adjourned at 4pm.

**SATURNA ISLAND FIRE PROTECTION SOCIETY
(SIFPS)
PRESIDENT'S REPORT**

Presented at the Annual General Meeting – June 28, 2014

2013 was a fairly calm year, which nevertheless saw some upheaval on your board. For the most part, though, we were able to concentrate on making sure that the training and equipment of the Saturna Island Volunteer Fire Department and Saturna Island Rescue (SIR) were properly funded, that our debt was being paid down as scheduled and that the taxpayers' funds were spent wisely and within budget.

As a cautionary note, the CRD has informed us that due to falling property values on Saturna, this year's cheque from the BC Surveyor of Taxes will be below previous levels and significantly below our request. Yet most people found that their taxes have increased due to other organizations like the CRD increasing their budgets. SIFPS cannot do that, without going to a new referendum. Whatever the shortfall will be, it will depend on the outcome of property tax appeals and on how much the CRD holds back for its financial handling and legal fees. Last year, that hold-back amounted to \$9,427. In 2012, the hold-back was \$13,047. We have asked the CRD for an explanation regarding this unwarranted tax grab some time ago, but other than stating that it is their prerogative to hold back funds, we are still waiting for an answer from them.

On a more positive note, we were able to pay off our short-term variable rate mortgage in August 2013 and we are on track to pay off our long-term debt with the TD Bank in 2016, unless property values continue to nose-dive further. We will then own both emergency services buildings free and clear. Once this debt is paid off, we have several options.

1. We can reduce our funding requests to pre-construction levels, as was suggested by SIPOA in a recent treatise on property taxes on Saturna, which fretted that, and I quote, "a tax-funded organization as SIFPS ... redirects those now surplus funds to other projects without taxpayers having a say in how those funds are used." In fact, as everyone here could see on their 2014 property tax statement, the SIFPS funding request for this year has already been reduced by \$15,000 or 7.5%, albeit due to falling property values.
2. We might want to consider using those "surplus funds" to start replacing our ageing fleet of firefighting vehicles, two of which, the equipment van and the Suburban, are getting close to losing their certification and need to be replaced over the next two years. Replacement cost is anywhere between \$30,000 and \$70,000.
3. It is essential that we keep the firefighters' equipment updated. All equipment has an expiry date. For example, firefighter's turn-out gear has a shelf life of ten years. In our case, four of our firefighters' turn-out gear has become invalid and six more are about to expire. The cost to replace one set is roughly \$1,850, so that's a \$18,500 tab.
4. It's been suggested by members of this community, including the former fire chief, that one of the best ways to raise morale and to instill pride in our volunteer firefighters and ambulance attendants, now that we have delivered brand new buildings for their use, is to turn our attention to taking care of our volunteers by offering them a medical and dental benefit plan, like those enjoyed by firefighters on the other Gulf islands. The approximate annual cost of such a plan is \$20,000.

Perhaps a combination of all of the above options is the answer. The decision will be up to you. While we'd all like to see a reduction in our property taxes, it is important for all of us to remember that these tax dollars are spent directly for the benefit of our volunteer firefighters and, by extension, for the benefit of everyone on this island. Our tax dollars are spent to keep our fire and rescue departments well trained and equipped to protect us, as well as to keep our insurance rates manageable. This is unlike the portion of our

property taxes collected for the CRD or the Islands Trust, which are of very little direct benefit to any of us. Later in this meeting, we will present details of the various options, as well as what we propose. We will then open the discussion and invite your input.

Your board has tried to run the Fire Protection Society as openly as possible, with all financial reports, meeting minutes and all other pertinent documents published on the SIFPS website (www.sifps.ca) in a timely manner. By the way, I would like to point out that SIFPS is the only organization on Saturna to do so consistently.

Here are some of the matters which were handled by your board in 2013/14:

- Installation of additional water catchment capacity at ESB#2
- Renewal of the MOU with Parks Canada
- Establishment of a long-term capital plan
- Creation of a training budget plan
- Pay-off of \$50,000 variable mortgage
- Reduction of long-term mortgage to \$75,000, as of this month
- Made sure that more firefighters were trained and equipped

More detailed information on the above items will come later in this meeting in the various Standing Committee reports.

We also found it necessary to hire a bookkeeper after our long-time controller, Theresa Howard, moved off-island. Unfortunately, with none of the board members having an accounting background, we found that our books were not in the best of shape without Theresa's knowledgeable input. Chantelle Grolway has taken on this job and has been able to bring order back to our books, with the help of our accountants and our new treasurer, Ron Lewis.

During the year, five vacancies occurred on the board for various reasons. Deb Simpson moved back to Yellowknife. Dan Thachuk resigned due to health problems. Eva Hage quit because she disagreed with the way the board conducted its business. Ron Hall did not state his reasons for resigning. Both Eva Hage and Ron Hall were asked by the board to reconsider their resignations, but they refused. Wayne Quinn quit when he was asked by the Nominating Committee, if he was willing to stand for another term, though it is my understanding that Mr. Quinn will stand from the floor today to challenge for the chair's position. I would like to thank those former board members for their valuable contributions in helping the board fulfil its mandate.

The board's Nomination Committee filled these vacancies in short order and the directors approved the appointments of Al DeJoseph, Debbie Fry, Jodi Gilmore and Ron Lewis, allowing the board to complete its mandate of making sure that the Fire Department and SIR are properly funded. These new board members hit the ground running with Debbie Fry taking on the task of Secretary and joining Lee Middleton and John Robertson on the Human Resources Committee. Ron Lewis took over the Treasurer's job and became part of the Corporate & Administration Committee, along with Lee Middleton and John Money. Jodi Gilmore teamed up with Ron Lewis and Lee Middleton on the Finance Committee and Al DeJoseph stepped up to chair the Operations Committee, with John Money and John Robertson.

As in past years, the SIFPS Board Standing Committees – Operations, Corporate & Administration, Financial Reporting, Asset Management, Communications, Human Resources and Nominations – have worked well for your society. As you may recall, each Director is a member of one or more committees. Each committee has a specific mandate, which has given the board clarity of direction. At each monthly board meeting, the head of each committee reports to the full board on the committee's activities. You will hear from them later in this meeting.

All but one of the current board members have agreed to stand for election to another term. I would like to take

this opportunity to thank all SIFPS board members for their dedication in conducting the board's duties this past year, in particular the new board members who had a pretty steep learning curve and who stepped up to take on their new tasks without hesitation. Even in a relatively quiet year, there seemed to have been a never-ending demand on everyone's time and energies. Our board members have demonstrated over and over that they get things done on time and on or below budget. They deserve your support.

And finally I would like to thank all members of SIFPS, the citizens and taxpayers of Saturna, for their support and encouragement throughout the year, without which none of this would be possible.

Bernie Ziegler

SECRETARY'S REPORT

The journey begun by the Saturna community and its Fire and Rescue teams toward a safer community for all, cannot end with the building of the fire halls 1 & 2. For the safety of our community and our Island's natural resources, it must be an ongoing journey.

Your Board believes it has a responsibility to maintain these services to the best of our ability. As stewards of the services and maintenance of both the Fire and Rescue operations, we must look to the future if these services are to be maintained properly and our safety ensured.

I would like to give you an overview of only some of our concerns and responsibilities, and each committee report will deal with these issues in more detail and answer questions.

Saturna Island Volunteer firefighters do not operate on a budget of \$100,000 per year because they want to, but because they are forced to do so. And it is because these people ARE volunteers that we have been able to keep the operating budget at a minimum in order to deal with other issues. A few facts will explain why this is not an optimal or even sustainable situation.

Our firefighter's gear is not in good shape and many will need replacing in the near future. We recently purchased one set of turn out gear at a cost of \$1,850.00 Four sets have become invalid and six more are about to expire. That gear is only good for 10 yrs. In order to meet (insurance) standards.

All other Gulf Island fire fighters and rescue teams are paid from the moment they arrive on scene; some islands pay them to attend practice sessions at well. Our firefighters and rescue teams are paid for neither and still attend both.

Our fire and rescue teams are required to keep their training current but attending upgrading courses etc. They are dedicated and are willing to do that, but we cannot expect them to bear the costs of upgrading by themselves.

Our vehicles began as 2nd hand and have needed maintenance each year. One fire truck will need to be replaced within the next year. That too, will be 2nd hand but will still cost between \$40,000 and \$60,000.

All equipment small and large must be maintained at an acceptable level at all times. Equipment replacement has often been postponed and expenditures kept at a minimum while we completed building and then paid down the mortgages on both fire halls #1 & #2 We are proud to say that those mortgages will be fully paid by 2016.

It will soon be time to address equipment upgrading or replacing.

It is also now time to address some form of medical dental benefits for our firefighting and rescue teams. All of these people deserve recognition for their dedication and willingness to go to great lengths to provide Saturna with the very best care. Just as an aside.....All other Gulf Island Fire and Rescue teams already have benefit plans.

Therefore, we are currently collecting information and numbers on this and Lee Middleton will share that with you today.

I hope these few facts will give you something to think about as we outline our options and plans for the years ahead.

Thank you.

Debbie Fry

Secretary, SIFPS

SIFPS COMMITTEE REPORTS

OPERATIONS

In coordination with the Fire Chief and Saturna Island Rescue (SIR) Chief, oversees the operational activities of the Fire Department and SIR, including the development and consistent application of an effective training program, as well as the proper maintenance of associated confidential records.

In coordination with the Fire Chief and SIR Chief, develops and submits annual Operations Budgets, both operating and capital, to full Board for review/approval.

Authorizes, in coordination with the Treasurer and Controller, all operations related expenditures in accordance with approved annual budgets – capital item purchases in excess of \$5,000 require full Board approval. Obtains approval from the full Board prior to any expenditure not within the approved budget.

* Al DeJoseph / John Money / Lee Middleton

- In coordination with the Fire Chief and SIR Chief, prepared budget items that pertain to the overall physical operation of the two departments, including equipment maintenance, purchase of new equipment and training
- Made sure firefighters are trained in all firefighting fields.
- Made sure all SIR responders are trained up to EMR.
- Accepted delivery and oversaw installation of two 4,000 gallon water storage tanks at ESB#2
- 2013-2014 Page-outs: Chief pages -3; Brush fires – 2; Ambulance assists – 11; Hydro – 4; MVIs– 4; False alarms -1; Total 2012-2013 SIVFD page outs -21
- 2013-2014 Page-outs SIR: 43

CORPORATE & ADMINISTRATION

Identifies issues requiring new or changed systems, procedures, and/or standards, developing and implementing solutions and/or recommendations for same. Conducts renewal of all Insurances. Ensures the proper documentation of all agreements and/or contracts and the secure maintenance of same.

*Lee Middleton, Ron Lewis, Jodi Gilmore

- Ensured all insurance policies were renewed in a timely fashion, including provision of fire, earthquake and other named coverage for all of SIFPS' fixed assets, as well as provision of liability coverage for the operation of the fire department, rescue group, officers and directors; accidental death and dismemberment coverage for the volunteers was also renewed.
- Negotiated renewal of MOU with Parks Canada and SIFPS and signed for a five year term outlining

remuneration for SIFPS in event the department is called to fight to assist in fighting a fire on Parks land. The MOU is effective May 1st 2014.

- We are currently negotiating an MOU with Parks Canada for reimbursement of costs associated with rescue services on Parks land. This agreement will be modeled after the agreement between Pender Fire and Parks Canada.

FINANCIAL REPORTING

Develops and finalizes Financial Reporting, organizes material for Audit (if necessary). Revises the Monthly Statements to fully integrate SIR, as well as being organized in accordance with the structure of the Standing Committees

*Ron Lewis, Jodi Gilmore, John Robertson

- Maintained Operations Budget for the fire department, with the Operations Committee and Fire Chief
- Maintained Operations Budget for Saturna Island Rescue, with the Operations Committee and SIR chief
- Filed Charities Return with a copy of Financial Statements
- Filed a 5-year budget with CRD
- Filed HST reports to receive eligible rebate.
- Filed an annual Society report
- Filed volunteer roster for WCB insurance coverage
- Produced T4 for fire chief's honorarium and T4 summary for Revenue Canada
- Made loan advance payments in accordance with SIFPS cash flow projections
- Worked with Field & Company to prepare 2013 Financial Report
Worked with bookkeeper on verifications of invoices and accurate record keeping in Quick Books, created financial reports for SIFPS board meetings, the AGM and for posting on the SIFPS web site.

ASSET MANAGEMENT

In coordination with the Fire Chief and the SIR Chief, develops a listing of all of the physical assets of the society, including all equipment (large & small) and facilities used by both the Fire Department and Saturna Island Rescue.

In coordination with the Fire Chief and the SIR Chief, assesses the current condition of each asset, establishes and implements an appropriate repair and maintenance schedule for each – matches financial requirements to the existing Repair & Maintenance Expense lines of the Operating Budget.

In coordination with the Fire Chief and the SIR Chief, identifies the expected timeline for needed replacement of each major asset, submitting an associated 5 year Capital Budget for review/approval by the full Board.

In coordination with the Fire Chief and SIR Chief, develops and submits annual Asset Budgets, both operating and capital, to full Board for review/approval.

Authorizes, in coordination with the Treasurer and Controller, all asset related repair, maintenance, and replacement expenditures in accordance with approved annual budgets – capital item purchases in excess of

\$5,000 require full Board approval. Obtains approval from the full Board prior to any expenditure not within the approved budget.

*John Money / Al DeJoseph / Ron Lewis

The Assets Management Committee has had a good year.

- We are getting close to paying off the mortgage for the Saturna Island Fire Protection Society (SIFPS) with only \$75,000.00 left, leaving SIFPS close to full possession of all of our assets.
- The few bugs, such as electric heat switches not turning off, repairs and cleaning of roof water collection systems at both Fire Halls, and general maintenance in our new buildings and yards, have been ironed out and they are working well.
- We have installed tanks that store 8,400 more gallons of roof water at Fire Hall #2 at East Point and the tanks are full, giving us storage of 16,800 gallons plus 1,800 gallons of water in the tanker truck for a total of 18,600 gallons of water at East Point.
- We have created an equipment and assets list and a schedule for replacing our aging fleet and we have included it on the SIFPS website.

Next on the list for replacement is the Equipment Van in 2015 and we have already started shopping around to source what we need at the best price. We estimate that we will need \$40,000.00 to \$60,000.00 for the Equipment Van. Following the Equipment Van, the Suburban that transports the Fire Fighters, as well as acting as a back up ambulance, if needed, needs replacing and we estimate \$12,000.00 to \$15,000.00 for replacement cost.

There is always a continuing need to upgrade outdated Fire Fighters turn out gear at \$1,850.00 each. We have four outdated turn out gear this year to replace and six more next year, for a total of \$18,500.00, plus we will have to outfit turn out gear for any new recruits.

We have priced putting blinds on the windows of Fire Hall #1 Training Room and Ambulance Training Room for video training sessions at the request of the Fire and Ambulance Chiefs and we will proceed to purchase and install them.

All in all, we have built up assets worth \$1,237,488.50, and more importantly two Fire Halls and equipment that our Fire Fighters can be proud of and confident that they can do a proper job with.

COMMUNICATIONS

Monitors and identifies the community's need for information regarding SIFPS and its activities. Develops and implements information processes designed to ensure that appropriate information regarding SIFPS is available and open to the community. Acts as SIFPS' liaison and public contact point.

*John Robertson / Lee Middleton

Submitted four articles on the financial status of the SIFPS, the property tax system that supports SIFPS, the appointment of new directors and promoting the use of 911. Received feedback from a number of individuals on the articles and believe the articles have been useful in providing necessary financial background information and in promoting the use of 911.

Communications works both ways. I have received comments that have informed my understanding about the

equipment and volunteers of the SIFPS and SIR. Firefighters have told me that the tanker truck is not as reliable as it could be and that this could be a problem under certain circumstances. We have postponed equipment purchases and minimized operating expenses as we completed and paid down the buildings. The volunteers are not paid and receive no benefits and our financial viability is partly attributable to this fact. Our operating budget now is minimal and probably unsustainable as equipment wears down and costs of replacements escalate.

In 2014 I hope to look at the vehicle fleet in detail and inform the Saturna community about some of the issues and time frame for replacement. Community input will be a valuable contribution to our decision making. Our SIR and Fire Department volunteers deserve recognition for their dedication and training. The question of benefits has come up and can best be addressed with facts and comparisons to other Volunteer Fire Departments and articles in the *Scribbler*.

The Fire Department and SIR are keystone institutions and I hope to facilitate the informed discussion about how the SIFPS supports these institutions.

HUMAN RESOURCES

Provides leadership and expertise to ensure all other Standing Committees and/or the Fire Department and SIR consistently apply acceptable human resource standards and practices. Specific areas of involvement include coordinating and liaising with the Operations Committee, the Fire Chief, and the SIR Chief, in the areas of recruitment and performance enhancement.

* Lee Middleton, John Robertson, Debbie Fry

In keeping with the approach of now focusing on maintaining the commendable commitment and motivation of our Fire and Saturna Island Rescue volunteers and now that the new buildings are nearly paid for, we have begun to research the costs of an extended medical and dental program for the volunteers. Traditional benefits packages do not fit our need well and so we are entertaining a product called a Health Savings Account - used by volunteer departments throughout the Province. Unlike all other Gulf Islands, our department does not compensate volunteers for their time in any way and having a benefit package would be a significant motivator and sign of appreciation for our volunteers.

We anticipate calling a working committee together in July comprised of members of SIFPS, SIR and the Volunteer Fire Department to choose a product capped at \$20,000 initial investment for recommendation to the Board with the target of implementing a program in September 2014.

NOMINATION COMMITTEE – BOARD MEMBERS

Develops and maintains an up-to-date list of typical responsibilities of Boards of Directors of Non-Profit, community based, organizations, as well as the attributes needed across the Director group to enhance its effectiveness. Throughout the year, develops and maintains a list of potential nominees for SIFPS Director positions by receiving and assessing interested individuals, as well as proactively seeking out other identified individuals to determine their interest. Nominates those interested individuals who, in the opinion of the committee, will work together most effectively for the betterment of the SIFPS and its constituent community.

*Bernie Ziegler, John Money

- Discussions were held with the current Directors to determine the number of new directors required for nomination at the next Annual General Meeting. All agreed to run with the exception of one member.

- The Nomination Committee met and identified a number of potential candidates for the upcoming vacant Director positions. Four potential candidates were then approached, one accepted and three declined, although two of the decliners suggested they would like to help out on specific projects.
- The Nomination Committee's slate of Directors will be presented at this meeting, for decision by the SIFPS membership.
- The slate being put forward for nominations is:

President	Bernie Ziegler
Vice President	Lee Middleton
Treasurer	Ron Lewis
Secretary	Debbie Fry
Directors:	Al De Joseph
	Jody Gilmore
	John Hutchinson
	John Money
	John Robertson

