



Counselor, Social Worker & Marriage and Family Therapist Board

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Social Worker Professional Standards Committee (SWPSC) Minutes **Thursday, January, 20, 2011**

Members Present: Mr. Tim Brady, Mr. Don McTigue, Mr. Bob Nelson,
Mr. Steve Polovick, Ms. Jennifer Riesbeck-Lee

Staff Present: Mr. Bill Hegarty, Ms. Marcia Holleman, Ms. Tracey Hosom, Ms.
Patty Miller, Mr. Jim Rough, Ms. Tammy Tingle, Mr. Doug Warne

1) Meeting Called to Order

Mr. Nelson called the meeting to order at 9:00 a.m.

2) Discussion/Approval of the January 20 & 21, 2010 Agenda

Ms. Riesbeck-Lee made a motion to approve the agenda. Mr. Brady seconded the motion.
Motion carried.

3) 9:25 a.m. – SWPSC Administrative Denial Hearing

The matter of the eligibility of Ms. Julie Jackson to be registered as a Social Worker Assistant in the state of Ohio came before the Ohio Counselor, Social Worker & Marriage and Family Therapist Board's Social Worker Professional Standards Committee on January 20, 2011. Members present were Mr. Brady, Mr. Nelson, Mr. Polovick, and Ms. Riesbeck-Lee. Mr. McTigue was recused.

A Notice of Proposed Opportunity for Hearing was issued to Ms. Jackson by the Counselor, Social Worker, & Marriage and Family Therapist Board on 11/19/2010. An administrative hearing was held on January 20, 2011 at 9:25 a.m. in Mezzanine Conference Room, 50 West Broad Street, Columbus, Ohio 43215, pursuant to Chapter 119 and Section 4757 of the Ohio Revised Code. The State was represented by Assistant Attorney General Leah V.B. O'Carroll. Ms. Jackson was present and was not represented by counsel.

Mr. Nelson moved that the SWPSC go into Executive Session at 9:25 a.m. to discuss the denial of Ms. Jackson to be registered as a Social Work Assistant. Accepted by a Roll Call Vote – Mr. Brady – yes, Mr. Nelson – yes, Mr. Polovick – yes, and Ms. Riesbeck-Lee – yes.

Mr. Nelson moved that the SWPSC come out of executive session at 9:56 a.m. Accepted by a Roll Call Vote – Mr. Brady – yes, Mr. Nelson – yes, Mr. Polovick – yes, and Ms. Riesbeck-Lee – yes.

The Social Worker Professional Standards Committee reviewed all the evidence. Mr. Polovick made a motion to deny registration to Ms. Jackson on the grounds of poor moral character. Mr. Brady seconded the motion. Mr. Nelson and Ms. Riesbeck-Lee voted no. Motion failed.

After further discussion Mr. Nelson, Mr. Polovick, and Ms. Riesbeck-Lee concluded that Ms. Jackson does possess the qualifying good moral character requirements on the date of her application to be registered as a Social Worker Assistant in the state of Ohio based on the Ohio Revised Code 4757.29(A) and the Ohio Administrative Code section 4757-19-03.

Mr. Nelson, Mr. Polovick and Ms. Riesbeck-Lee voted to grant Ms. Jackson's registration as a Social Work Assistant. Mr. Brady voted to deny Ms. Jackson registration. Ms. Jackson was granted registration as a Social Work Assistant.

4) Approval of the November 18 & 19 Minutes

Mr. Nelson asked if there were any changes or discussion of the November, 2010 minutes. Mr. Brady made a motion to approve the minutes. Seconded by Mr. Polovick. Motion carried.

5) CEU Ad Hoc Committee Report

- a) Mr. Polovick discussed the proposed draft for program and provider fees that Mr. Rough compiled and will present at the Executive Directors Report.
- b) Ms. Miller presented concerns.

A. Lapsed Providers:

The list of approved providers has been reviewed in order to update the data. Agencies that have expired have been removed, and contacted. Many have expirations dating back to March, 2009, but the majority expired in 2010.

The Board was sending reminder postcards and calling lapsed CEU providers. This has had little effect on renewal of provider status. If the Board implements a fee for the violation of lapsed program/provider status, it should be a significant amount.

- a. Out of 60 providers many were offering programs under their lapsed provider status.
- b. There are 580 current providers.
- c. There are 407 providers that have been removed from the list of current providers.

Examples:

- Positive Education lapsed in March of 2009 but continued to offer about 40 programs during their lapsed time.
- Bluffton University lapsed March of 2010 and was still offering programs.
- Laban Trainings is approved by ASWB but was advertising on their website CSWMFTB provider numbers for counselors and social workers, they expired in March of 2009, previous renewals were submitted late.

-On Good Authority continued to advertise the CSWMFTB's provider number on their website but had expired in March of 2009. They now work jointly with another agency approved under ASWB.

The SWPSC heard Ms. Miller's concerns.

B. Ms. Miller presented concerns regarding the Boards current policy of blanket approval of all ASWB and NASW continuing education:

NASW has a different approval criterion. Programs denied by the board are regularly approved by NASW. A question frequently asked is do agencies follow the Board criteria or NASW? I am in the unfortunate position of informing a licensee that the Board denied a program, but will accept it if it is NASW approved.

- a. The Board is holding agencies up to a standard of a five question post-test for home study programs. ASWB/NASW has a lesser requirement. This sends a mixed message.
- b. Counselor and marriage and family therapist approval has a different criterion - with no exceptions.
- c. CME Resources, for example, bypasses the board on almost all their programs for social work since ASWB does not require the five questions post-test and they do not want to accommodate the Board requirement.
- d. INR is likely to have their provider status revoked for offering programs that are too medical oriented. However, they will continue to have the ability to offer approved programs under their NASW approval.
- e. A social worker provider was put in a pending status after the November 2010 meeting. Some of the programs being offered include; Nutrition in Wound Healing, The Essentials of Diabetes, The Diabetic Foot, Bariatric Surgery and Post-Surgery Nutrition, Chronic Obstructive Pulmonary Disease-A Focus on Current and Future Treatment Options. The SWPSC has requested additional information to justify these programs. Regardless of their decision- it will be overruled by the fact that the agency is ASWB approved.

The SWPSC discussed Ms. Miller's concerns. Mr. Polovick made a motion to retract delegation of authority to offer blanket approval of CEU's by ASWB and NASW. The motion was not seconded. After further discussion the consensus of the SWPSC was to leave the current policy of blanket approval of all ASWB and NASW continuing education.

6) Executive Director's Report

- a) Mr. Rough contacted all of the associations concerning proposed statute. OCBHP has provided their input, which includes a request to delete the professional disclosure statements from section 4757.12 of the Revised Code. OAMFT, OCA and NASW Ohio Chapter have provided their inputs. He reported we are looking for a sponsor to introduce the proposed statute changes.
- b) Mr. Rough filed the budget for FY 2012 & 2013 on November 1, 2010. We received the information needed to modify our IT structure and save costs. We are switching from an AT&T T-1 line to a shared Time Warner Cable (TWC) broadband connection at 5MB

with the Engineers Board. There is a modest up front cost to install, but we will pay \$465 monthly split between the boards of \$450 a month each. Additionally, we are opting out of one service they provide, which will result in a reduction of \$315 a month over last FY and \$620 a month this FY. Implementation of this change will reduce our existing IT expense by \$532 monthly compared with last FY and provide better bandwidth for Internet connectivity. The Engineers board will also be using the document management software and share the annual maintenance costs of \$3000. Reducing our future costs by \$1500 annually. We need to continue the discussion of fees for CE programs and provider status at this meeting in order to be ready to write the rule, if that fee is added to the budget bill.

- i) Proposed draft rule changes to implement that change. Rules 4757-1-05 for fees and 4757-1-07 for fines would both change.

The Board needs the following changes to Section 4757.41 of the Revised Code in the budget to implement new fees in paragraph (A):

(8) Approval of continuing education program that meets the requirements for licensure renewal per section 4757.33 of the Revised Code;

(9) Approval of continuing education provider status to provide continuing education programs that meet the requirements for licensure renewal per section 4757.33 of the Revised Code.

And changes to rule 4757-1-05 new paragraphs:

(G) Licensees requesting replacement wall certificates for name changes or any other reason shall pay a fifteen dollar fee for that wall certificate.

(H) Applicants per rule 4757-9-05 for continuing education program approval shall pay a thirty dollar fee for each application.

(I) Applicants per rule 4757-9-05 for continuing education provider approval shall pay a one hundred and twenty-five dollar fee for each application

Proposed changes to 4757-9-05 to implement fees for continuing education programs and provider status.

(B) Guidelines for continuing education program approval:

(2) Approved programs may be sponsored by departments of accredited educational institutions; national, regional, state, or local professional organizations or associations; public or private human service agencies or organizations; private consultants; or individuals. In order to obtain approved status from the board, a program shall meet the following requirements:

(a) through (m)

(n) Applicants shall use the form prescribed by the board for approval of the continuing education program. Applicants shall pay a fee of thirty dollars for each program submitted and any renewals.

(o) Approved programs offered prior to approval or after the expiration date may result in fines to the individual or organization involved and shall be paid prior to renew or approval of a different continuing education program for that individual or organization.

New paragraph (G) existing paragraph (G) will change to (H).

(G) Offering Continuing education courses after the expiration date of the program approval or provider status may result in a fine, which shall be paid prior to renewal of a program or provider status or approval of additional programs or provider status for the person or entity offering the courses. Fines shall be based on the number of weeks after the program or provider status expired that courses were continued to be offered.

(1) Courses offered up to two weeks after the expiration date shall result in a letter of caution;

(2) Courses offered more than two weeks and up to eight weeks after expiration shall result in a fine of two hundred fifty dollars for each course offered;

(3) Courses offered more than eight weeks after expiration shall result in a fine of five hundred dollars for each course offered.

We do not have any data on how often courses are offered after the expiration date and as such have no practical way to estimate the amount of fines generated.

- c) The Auditor of State's office has completed their audit. The audit covered FY 2009 & 2010. Enclosed is a copy of the important two pages of the formal report. The key part states: The Ohio Counselor, Social Worker and Marriage & Family Therapist Board (the Board) is part of the primary government of the State of Ohio. While we have applied audit procedures to the Board, our procedures are designed to detect matters the preceding paragraph describes that could be material to the State's financial statements. Accordingly, these procedures may not detect misstatements, significant control deficiencies, or noncompliance that might be significant to the Ohio Counselor, Social Worker and Marriage & Family Therapist Board. However, the procedures we performed at the Board did not identify
- d) CT & SWT status for foreign students on student Visas: I sent an email to all Counselor and MSW programs in Ohio concerning CT & SWT status for foreign students holding F-1 & J-1 Visas to study in the U.S. The Visa status allows them to participate in Curricular Practical Training (CPT) defined as "an integral part of an established curriculum." We recently approved two CT registrations for foreign students. They cannot get licensed without a work Visa and a SSN
- e) The following rules are pending a Public Hearing on Thursday January 13, 2011 and then JCARR hearing in March.

New:

4757-1-07 Discipline actions that may include fines.

Revised:

4757-3-01 Change to definition of accepted CSWE MSW degrees in paragraph (M).

4757-5-02 Responsibility to clients/consumers of services as to competency in supervision. New paragraph (I) in rule.

4757-5-03 Removes bartering from Standards of ethical practice and professional conduct: multiple relationships.

- 4757-5-08 Removes bartering from Standards of ethical practice and professional conduct: payment for services.
- 4757-5-09 Adds a requirement for independent practitioners to identify a keeper of records in the event of their untimely ability to take care of the records themselves.
- 4757-6-01 Provides more detailed guidance when a licensee with a client involved in a custody, visitation and/or guardianship case is forced into court.
- 4757-9-04 Provides licensees with the opportunity to bank up to twelve hours from a prior renewal for a current renewal.
- 4757-9-05 Changes the continuing education provider section for university programs in counseling, social work or marriage and family therapy to align with other providers.
- 4757-13-07 Removes inappropriate reference to CACREP accreditation standards in the rule.
- 4757-25-02 Defines the examination requirement for a lapsed Marriage and Family Therapist or Independent Marriage and Family Therapist licensee applying for a new license.

- f) Mr. Rough proposed a change to paragraph (G) of rule 4757-5-02 adding a paragraph on diversity to our ethics rules under the existing non-discrimination paragraph. This change would clearly allow the biennial requirement for renewal of 3 hours of ethics CEUs to include training in diversity. This item is on the agenda for the Executive Committee to discuss at this meeting.
- g) Mr. Rough proposed a change to rule 4757-19-01 to change the requirements in the rule for LSW related degree for applicants previously licensed as LSW's.
- h) Mr. Rough highlighted the Executive Order #1 from Governor Kasich.

Highlights: ...

1. d. Develop a process for requiring agencies to determine the real or potential economic impact on small businesses from existing or proposed regulations. The Lieutenant Governor shall have the authority, in her sole discretion, to require the agency to conduct a public hearing to assist in determining the economic impact of any regulation or group of regulations.

g. Conduct, or contract to have conducted, an inventory of existing agency roles and regulations to determine those that economically impact small businesses. This inventory shall serve, in part, as a resource to determine which roles, when subject to five-year review by the Joint Committee on Agency Rule Review (JCARR), will also be subject to review by the CSI Office.

i. Make recommendations regarding the restructuring of and/or the responsibilities of divisions or functions of State government that relate to small business that duplicate the authorities granted to the Lieutenant Governor by this Executive Order.

2. e. Attempt, in all rules and regulations, to properly balance the critical objectives of the

regulation and the costs of compliance by the regulated parties. The agency should consider, as early as possible in the development or review of regulations, the perspectives of small businesses. The agency should promote transparency, consistency, predictability, and flexibility in regulatory activities. All efforts shall be made to choose the regulation that accomplishes the regulatory objective and is least burdensome on small businesses.

f. Provide transparent and measurable outcomes in each regulation to help the agency and the public determine whether the regulation is effective. The agency should continually evaluate its regulatory framework to ensure that it is accomplishing its regulatory objectives.

i) The Executive Director's Work Plan is to review the results of the Planning Meeting and issues for future resolution.

7) **Investigations**

a) **Closed Cases**

Mr. Brady made a motion that the following cases be closed as he had determined no actionable offenses had been found. Ms. Polovick seconded the motion. Motion carried.

2010-162 2010-174 2010-184 2010-198

Mr. Nelson made a motion that the following cases be closed as Mr. Nelson as he had determined no actionable offenses had been found. Mr. Polovick seconded the motion. Motion carried.

2010-183 2010-196 2010-215 2010-218 2011-2

b) **Executive Session**

Mr. Nelson requested that the SWPSC meeting go into Executive Session at 2:45 p.m. for the purpose of discussing investigations. Accepted by a Roll Call Vote – Mr. Brady – yes, Mr. Nelson – yes, Mr. Polovick – yes, and Ms. Riesbeck-Lee – yes.

Mr. Nelson moved that the SWPSC come out of Executive Session at 2:50 p.m. Accepted by a Roll Call Vote – Mr. Brady – yes, Mr. Nelson – yes, Mr. Polovick – yes, and Ms. Riesbeck-Lee – yes.

c) **Consent Agreements**

1) **Ms. Angela Sheets:** In the summer of 2010, while employed as a social worker at a mental health agency in Newark Ohio, Ms. Sheets entered into a sexual relationship with a client of the agency. Ms. Sheets actions constitutes a violation of Ohio Revised Code Section 4757.36(C)(1) and Ohio Administrative Code Section 4757-5-04(A).

Mr. Brady made a motion to accept the consent agreement to allow Ms. Sheets to surrender her social work license in lieu of other potential disciplinary action. This surrender is permanent and precludes Ms. Sheets from applying for a social work, counselor, or marriage and family therapist license in the State of Ohio in the future. Mr. Polovick seconded the motion. Motion carried.

- 2) **Ms. Kimberly Drzal:** On August 23, 2010 Ms. Drzal pled guilty and was found guilty of theft, a violation of ORC 2913.02(A)(3) a fifth degree felony. Ms. Drzal per court documents, did on or about April 3, 2009 through April 8, 2009, with purpose to deprive the owner of property or services \$1870.00 in funds belonging to Blossom Nursing Home residents.

Mr. Brady made a motion to accept the consent agreement to allow Ms. Drzal to surrender her social work license in lieu of other potential disciplinary action. This surrender is permanent and precludes Ms. Drzal from applying for a social work, counselor, or marriage and family therapist license in the State of Ohio in the future. Ms. Riesbeck-Lee. seconded the motion. Motion carried.

- 3) **Robert Sutak:** Mr. Sutak admits he is unable to practice to the standards expected of a licensed independent social worker pursuant to ORC 4757.36(C)(6) and OAC 4757 4757-11-02.

Mr. Brady made a motion to accept the consent agreement to allow Mr. Sutak to surrender his social work license in lieu of other potential disciplinary action. This surrender is permanent and precludes Mr. Sutak from applying for a social work, counselor, or marriage and family therapist license in the State of Ohio in the future. Ms. Riesbeck-Lee. seconded the motion. Motion carried.

- 4) **Stephanie Craft:** Ms. Craft was employed with Southern Ohio Medical Center. While employed on the date of October 23, 2010 Ms. Craft failed to maintain appropriate boundaries by allowing a client's child to visit over night with Ms. Craft and inquiring into the possible placement of this child with Ms. Craft. Ms. Craft did not seek consultation of supervision regarding the situation. Ms. Craft's employment was terminated on October 28, 2010. This inappropriate conduct constitutes a violation of Ohio Revised Code Section 4757.36(C)(1) and Ohio Administrative Code Section 4757-5-03 (A)(1) (a)through(d), (2) and (3). Ms. Craft admits to these allegations.

Mr. Brady made a motion to accept the consent agreement to allow Ms. Craft's social work license to be reprimanded in lieu of any other formal disciplinary proceedings. Ms. Riesbeck-Lee. seconded the motion. Motion carried.

d) Goldman Review (Licensure)

- 1) **Sharon Alston:** Ms. Riesbeck-Lee moved to deny Ms. Alston's application for licensure because on the date of her application Ms. Alston did not possess a qualifying degree in social work as required by Ohio Revised Code 4757.28(B) and Ohio Administrative Section 4757-19-01(C)(2). Mr. Polovick seconded the motion. Motion carried.

- 2) **Kristopher Sines:** Ms. Riesbeck-Lee moved to deny Mr. Sines's application for licensure because on the date of his application Mr. Sines did not possess a qualifying degree in social work as required by Ohio Revised Code 4757.28(B) and Ohio Administrative Section 4757-19-01(C)(2). Mr. Polovick seconded the motion. Motion carried.

e) **Goldman Review (Disciplinary)**

- 1) **Katherine Kobylanski:** Ms. Riesbeck-Lee moved to revoke Ms. Kobylanski's Social Work Assistant registration because she did not comply with a Board audit for continuing education in violation of Ohio Revised Code 4757.36(C)(1) and Ohio Administrative Code 4757-11-01(C)(20)(b). Mr. Polovick seconded. Motion carried.

8) **Correspondence**

Ms. Stephanie Hickman disputed her Independent Professional Employment Reference Form submitted by her supervisor Ms. Joan Neuhaus. Mr. Bob Nelson made a motion to accept Ms. Hickman supervision hours. Seconded by Ms. Jennifer Riesbeck-Lee. Motion carried.

9) **Working Meeting**

The SWPSC proceeded with a working meeting to Review Pending Applications for Licensure, Files to be Audited, CEU Programs/Providers, and Licensure Renewal Issues.

10) **Meeting Adjourned**

Mr. Nelson adjourned the meeting at 4:30 p.m.

Social Worker Professional Standards Committee (SWPSC) Minutes
Friday, January 21, 2011

Members Present: Mr. Tim Brady, Mr. Don McTigue, Mr. Bob Nelson, Ms. Jennifer Riesbeck-Lee

Staff Present: Ms. Rhonda Franklin, Mr. Bill Hegarty, Ms. Marcia Holleman, Mr. Doug Warne, Mr. Jim Rough

Guest Present: Mr. Ilija Atanasovsk, MSW Intern, Ms. Abbey Brockman, MSW Intern, Mr. Glenn Karr, LLC, Ms. Caroline Flanagan, MSW Intern, Mr. Henry Lustig, NASW Liaison, Ms. Danielle Smith, NASW Liaison

1) Meeting Called to Order

Mr. Nelson called the meeting to order at 9:15 a.m.

2) Old Business

a) Teaching Supervision Courses Instead of Obtaining 9 CEUs in Supervision to Obtain LISW-S:

At the November meeting, the SWPSC denied a request from a university professor wanting credit for teaching a course in supervision instead of taking additional CEUs to obtain his supervision designation. Because of this a proposed change to 4757-23-01 was explored. However, after further review of the case Mr. Rough determined that under 4757-9-06(C) and 4757-9-04(C) it is acceptable to obtain a maximum of 10 CEUs for teaching a college course. The university professor was notified of this interpretation of the rule by Ms. Holleman.

There was a consensus of the members of the SWPSC not to make any changes to rule 4757-23-01

b) Guardianship of a Former Client:

The consensus of the SWPSC was that there was not a reason for a rule change since the Board has a rule about multiple relationships and possible exploitation of ex clients (4657-5-03 multiple relationships). Also, guardianships are finalized through a legal process where all issues are presented. In the past this issue has been dealt with on a case by case basis which has not been that often.

3) New Business

a) Emeritus License:

A licensee, Mr. Robert Lovett, ACSW, LISW-S, DCSW, requested the Board consider an emeritus status for licensure that only allowed the licensee to work as a volunteer in an unpaid status and no CEU's would be required to renew this license.

There was a consensus of the members of the SWPSC not to create an emeritus status license.

b) Related Degree Applicants with Prior Licensure in Ohio:

The SWPSC at its November 2010 meeting requested a draft rule change to allow previously licensed Ohio LSW's who had related degrees to be licensed again without a 400 hour field work experience.

The SWPSC reviewed the following proposed draft:

4757-19—1 (2) (a) "A program closely related to social work means a program that shows evidence of coursework totaling twenty semester hours, or thirty quarter hours, in three area from paragraphs (i) through (iv) below and field work required in paragraph (v) with the exception of previously licensed Ohio social workers who let their license lapse, who shall be deemed to have met the requirements for field work in paragraph (v);

- (i) Human development and behavior: The social psychological, and physiological growth of an individual, and effects on the growth of a personality in a social environment;
- (ii) Methods of social intervention: Casework, groupwork, community organization and practice, social research and administration;
- (iii) Social welfare and policy: The history of social welfare and policy;
- (iv) Social work theory: The study of the principles which demonstrate various types of socio-psychological interventions;
- (v) Field work: Not less than four hundred hours of supervised practicum and/or field experience, with a primary focus on social intervention, structured or regulated by a department or program in the behavioral or social sciences.

Mr. Brady made the motion to accept the proposed change to 4757-19-01 (A). Ms. Riesbeck-Lee seconded the motion.

Mr. Brady withdrew the motion to discuss amending the proposed change. The SWPSC revised the draft to read as follows:

4757-19-1 (2) (a) "A program closely related to social work means a program that shows evidence of coursework totaling twenty semester hours, or thirty quarter hours, in three area from paragraphs (i) through (iv) below and field work required in paragraph (v) with the exception of social workers previously licensed by the State of Ohio who let their license expire, who shall be deemed to have met the requirements for field work in paragraph (v);

- (i) Human development and behavior: The social psychological, and physiological growth of an individual, and effects on the growth of a personality in a social environment;

- (ii) Methods of social intervention: Casework, groupwork, community organization and practice, social research and administration;
- (iii) Social welfare and policy: The history of social welfare and policy;
- (iv) Social work theory: The study of the principles which demonstrate various types of socio-psychological interventions;
- (v) Field work: Not less than four hundred hours of supervised practicum and/or field experience, with a primary focus on social intervention, structured or regulated by a department or program in the behavioral or social sciences.

Mr. McTigue made the motion to accept the amendments to the proposed rule. Ms. Riesbeck-Lee seconded the motion. Motion carried.

c) Discussion of SWPSC Administrative Denial Hearing:

The difficulty of defining poor moral character was discussed by the Board members. The issue was tabled for later discussion.

4) National Association of Social Workers (NASW)

- a) Ms. Smith reported on CEU's that NASW is offering and the Advocacy Day at the state house.
- b) Mr. Lustig reported that he plans to leave as liaison for NASW at the end of this year.

5) Approval of Applications for Licensure

- a) A motion was made by Ms. Jennifer Riesbeck-Lee to approve the 155 applicants licensed by staff from November 18, 2010 through January 19, 2011. Seconded by Mr. Tim Brady seconded. Motion carried.

6) Executive Ad Hoc Committee Report

- a) Ms. Jennifer Riesbeck-Lee reported on:
 - i) Planning meeting issues
 - ii) Budget issues
 - iii) Policy reviews

7) Meeting Adjourned

Mr. Bob Nelson adjourned the meeting at 12:15 p.m.

Mr. Robert Nelson, Chairperson