**Loneliness/Social Isolation Coalition**

**Purpose:** The purpose of this group meeting was to discuss updates from each of the workgroups, SHIP updates, discuss the WCESIL website, and discuss coalition membership.

**Standing Goal:**The mission of the Wisconsin *Coalition to End Social Isolation and Loneliness* is to engage diverse partners in reimagining how we can combat the adverse consequences of social isolation and loneliness among older adults and people with disabilities in our state.

**Tuesday, October 18, 2022 | 2:00pm – 3:00pm**

**Agenda/Minutes:**

**Participants: (35)**

Carleigh Olson, Kris Krasnowski, Tim Wellens, John Grothjan, Allison Thompson, Angie Sullivan, Ann Sheahan, Audrey, Carmen Pangilinan, Carolyn Schmidt, Carolyn Novak, Cathy, Cathy Wood, Christina F, Cory Steinmetz, Dan DeValve, Dillon Shiff, Jenna Buchanan, Joey McMahon, Kali Erickson, Karen Tennyson, Kathy Platt, Kristine Burke, Linda Spritzer, Maggie Northrop, Margie Zutter, Marty Bechard, Megan McCormick, Mikael Snitker, Laura Nolan, Shayna Schertz, Michelle Backus, Gayatri Raol

* Welcome
* Coalition Announcements and Updates
	+ Organizational Membership
		- [Join as an organization](https://www.surveygizmo.com/s3/6871557/WCESIL-Membership-Agreement)
		- Map: [https://wihealthyaging.org/initiatives/isolation-and-loneliness/](https://secure-web.cisco.com/1S73i9odFeR3d__1_d2hfOg8ShWKeWKeb7j7-h3K8wc3QsHKK7936oYOWQxd5oEs70aCLcN4hoJ-lPPRMR9ERn5dpnaIEHe0ZBWilG4XTIpbksnl3HGIe2WCI59N2sJBLWDIKJf0vDZWB19FT6LIrDv2KcNodDnkimY0kYp_INRC7r8XSnuShYCihMBc-ddbTdIy0MFa_i0QRTRGGhL-5n55-wjB-LTExV7UMP2oXzskrQNvXxBukpd2EHul0u3n-qWn-5dRxmXO598wM8K4TPpGCo1EQSAykEzXJHMus074bz5GeN4AyovZgcWfw5al7/https%3A//wihealthyaging.org/initiatives/isolation-and-loneliness/)
	+ Work Group Report Outs
		- Policy and advocacy
			* They have divided up goal teams and are working to learn what can be done at the municipal level.
			* Goal areas: increasing equity, improving voting, inclusion in the workplace
			* Now they are looking at continuing the two meetings/month, but having these meetings to make action steps on how to move forward
		- Access and Detection
			* The pilot has been launched! Eight organizations are participating.
			* All data should be collected by mid-December.
			* The goal is to have the whole project wrapped up by Feb 2023 which will include recommendations around this screening tool.
			* Continue to meet e/o week as an open office hours
			* Goal= have standard way to identify older adults and people w/ disabilities who are suffering from the health effects of SI/L
		- Research and Measurement
			* The group has been meeting with a few partners to learn about their approaches to measurement.
			* The co-leads met with Wello out of Green Bay to learn about how they are measuring social connectedness and learned from Amy Marsman at the Office of Children’s Mental Health.
			* Moving forward they are thinking of partnering with the Access & Detection work group. Possibly some evaluation work or supporting analysis of the pilot data.
		- Health Equity
			* This workgroup is set up as a liaison group to connect the workgroups to this work
			* Serving as a technical system support to this work
			* Supporting coalition partnerships and relationships
			* We’re looking at restructuring the workgroup so it can be better attended and better support the work of each of the workgroups. Still dreaming up what that looks like, but for now, the remaining members have stopped meeting, but the lead of the workgroup is still engaged in the coalition.
		- Raising Awareness
			* Previewing Social Isolation and Loneliness Awareness Week Materials
				+ See attached PowerPoint.
				+ Tools & Resources being developed for SI/L Awareness Week

Press Release and Letter-to-the-Editor can be customized and used by you locally

Raise awareness that there is a physical cost to SI/L

You can talk about your community specifically

Goal to get these sent out is November 1st

“Tip for Building Connections”

How’s Your Neighbor?

Volunteer

Getting Around is a Game-Changer

Make Your Hobby Your Happy Place

Webinars on Nov. 15 & Nov. 17 (12:00-1:30)

Creating Meaningful Connections

Engaging the community and volunteerism

What Can You Do?

How can we continue to keep making a larger impact?

* Group Brainstorming and Connections
	+ What does it look like to use these resources in your work?
		- Leveraging the trishaws to offer rides to people in the community
		- People could do a walk audit and share what they find with their transportation leaders in their community
		- Wood County Health Department developed infographics and a presentation that PATCH can present to students in the county.
		- What does it look like to use these resources in your work?
		- How do you plan to engage with SI/L Week?
			* Angie (GWAAR):
				+ Will discuss during quarterly webinar on Nov. 8
				+ Most aging plans have SI/L goals in them
			* Email blasts to our listservs
			* Posting to ADRC Facebook page
			* ADRC newsletter? (might be too late for November)
			* Set up ‘stuff’ at dining sites
			* Post at senior centers and diners
			* Community connections programs
			* Libraries
			* Senior living facilities
			* Increase volunteerism between seniors and youth
				+ Ex: monarch habitats constructed at Mequon senior centers
	+ How do you plan to engage with Social Isolation and Loneliness Awareness Week?

**Tuesday, September 20, 2022 | 2:00pm – 3:00pm**

**Agenda/Minutes:**

* Welcome
* Coalition Announcements and Updates
	+ We're planning to do a SI&L Awareness week - November 13 - 19, 2022 with a Gov. proclamation
		- We're planning (not exhaustive - just what we know right now):
			* Earned media (Letters-to-the-editor, press releases, radio, etc)
			* Social media
			* Webinars:
				+ Community Voices: Listen to and learn from people who have experienced loneliness and social isolation
				+ Showcase of Interventions: What are communities doing to tackle the problem of loneliness and social isolation and how did they implement those efforts
	+ Leveraging our listserv
		- wcesil@googlegroups.com
	+ Mini Grant Opportunity
		- Additional information here: https://www.socialhealthlabs.com/microgrants
		- Apply here: https://docs.google.com/forms/d/e/1FAIpQLSeY5b6xZPvQYYHWuBlGWSuA8l6GO8ep5mtsbUvcIbSNDTuVkw/viewform
		- The mini grants are for up to $1000.
		- You are eligible to apply if you are:
			* Based anywhere in the United States and your project is local
			* An individual community member (not applying on behalf of an organization)
			* Willing to have your project story shared publicly
			* Examples of the kinds of projects we might fund include organizing and hosting events that unite neighbors (in pandemic-safe ways) or refurbishing a derelict lot into a shared community space. But we hope you’ll surprise us with unique ideas that are tailored for your community!
* The Coalition to End Social Isolation and Loneliness
	+ Pre-presentation resources:
		- Health [report](https://secure-web.cisco.com/1IY-2YiwTbM9sNwAtxtbJFC88EQ-AZE7ocvCWKXL3TMCWVrHWc2X3AIhoXExrxMwiAiARMh8F8e5CE-ojAbjEZiOEiGKmAMwtroteMR6KK6QLIDIUxykBsy9FpoA3BY8GWN_i--OQCtEeINXTZF6kUNIv0iSWeFyCqgYXRAYp3t9KByjDfLO7YepxR3FQ7XE5YPvK-gxXi490W_1_Nfb457r9J78ckIV-oqlAy6SgDGyc2DrLj0BDs0TVVgVFW5hfXWg4Ym9l9bFXQLNbCGruvUV_FI8IPH4Oc2YFtR886kHFt6RjuGig_NCft2Er6uZX/https%3A//static1.squarespace.com/static/5f88a8ff36438d732d1c962c/t/628f89ca1b241432581d244b/1653574090384/SOCIAL%2BFramework%2B-%2BHealth%2BSector%2B5%253A24%253A22.pdf)
		- Education [report](https://secure-web.cisco.com/1i1hsXcCCLxPArose5sEKAx5L1A_KDCoC5qzpKosf1YmBiVKLvRdl40nBmaZMfMJ4BAuyzOhtqnyBDJBw5UXnPW00MCODygRB09Po1RKxD0acM4am9mX2DUnGpvdHSj2cPbSpcEKyPECx7G8C_sDTbNA9br8be9rZZwY9UUWwtYkBPPA4-RZaZIe8mRvLtuPS_IgYNBpdseYzaC6N8-s79KoIS3cA3Gh6iw9ApFSx2xGAQvciaaLjIUE14oMrpAsg6_5oS9B2zfxxydeIS-HL18_mODHKn8c35xoLFilsy1r11j4m6gcQNfpHhrE_ozou/https%3A//static1.squarespace.com/static/5f88a8ff36438d732d1c962c/t/62ffb01a0c072f3a3ae21e04/1660923931213/SOCIAL%2BFramework%2B-%2BEducation%2BSector.pdf)
	+ See [the recording](https://vimeo.com/752164142/a4acc1cabe) and slide deck!

**Tuesday, August 16, 2022 | 2:00pm – 3:00pm**

**Agenda/Minutes:**

* Welcome
	+ Pop your intro into the chat/rename yourself with your organization
* Coalition Announcements and Updates
	+ Upcoming events:
		- Healthy Aging Conference, La Crosse, September 9, Theme: Social Isolation and Loneliness
		- Register: [http://foundation.gundersenhealth.org/2022-healthyagingconference-registration](http://secure-web.cisco.com/1jZfyLVxs5feji11soQcVkSZ79K0f7ZWdbrJeDG62cGyFOVhuq1FZoUctPe_XHPEZ0A4Tu3347GfZ2Y_Bp_ZshmIY2qVBOIvVEuBpwmeqdrDcOpAdaukK-RbzM80h363Wa25dNJegaRKTo7aFpC0Tp9fWcNY57ZcA1pn0AxZ1ofXAMAUKGfzKweRMZGe9JPoVgIpVguPRP-xzmxZQeGFwPNoXO1cVQiHn3fublUest_-ReCuP6O5kf-aWSrR5ZzSDFzZTz3Ks_iEadETYibM2qokW0R2Ui7rmkNAToPVW6hDbc1DMsfzFz7xOSh09IHbV/http%3A//foundation.gundersenhealth.org/2022-healthyagingconference-registration)
	+ We're planning to do a SI&L Awareness week - November 13 - 19, 2022 with a Gov. proclamation
		- We're planning (not exhaustive - just what we know right now):
			* Earned media (Letters-to-the-editor, press releases, radio, etc)
			* Social media
			* Webinars:
				+ Community Voices: Listen to and learn from people who have experienced loneliness and social isolation
				+ Showcase of Interventions: What are communities doing to tackle the problem of loneliness and social isolation and how did they implement those efforts
	+ Leveraging our listserv
		- wcesil@googlegroups.com
	+ Mini Grant Opportunity
		- Additional information here: https://www.socialhealthlabs.com/microgrants
		- Apply here: https://docs.google.com/forms/d/e/1FAIpQLSeY5b6xZPvQYYHWuBlGWSuA8l6GO8ep5mtsbUvcIbSNDTuVkw/viewform
		- The mini grants are for up to $1000.
		- You are eligible to apply if you are:
			* Based anywhere in the United States and your project is local
			* An individual community member (not applying on behalf of an organization)
			* Willing to have your project story shared publicly
			* Examples of the kinds of projects we might fund include organizing and hosting events that unite neighbors (in pandemic-safe ways) or refurbishing a derelict lot into a shared community space. But we hope you’ll surprise us with unique ideas that are tailored for your community!
* Building our community
	+ We will spend most of our meeting time learning about each other. Please be prepared to share the following in 2 – 3 minutes:
		- Your name and preferred pronouns
		- What your organization/representation does
		- Your role
		- The concerns your organization/representation has on our topic (social isolation, loneliness, and community connectedness)
	+ Tim Wellens
		- Bureau of Aging of Disability Resources as a Regional Quality Specialists
		- Been a part of this coalition since it’s inception
		- Tim has been helping out with the coalition to help it function
	+ Dawn Paterson
		- Advocap – runs the Nutrition department (Fond Du Lac area). Organization works with homeless and meal delivery. Really important because of COVID and folks being isolated in their homes. Drivers have been given extra time so they can connect with the people they deliver meals for. They have worked to implement technology solutions for older adults.
	+ Becky Wetter
		- Previously supporting the coalition but now with TMG as the Director of Growth and Community Engagement. TMG is an IRIS consultant agency. Many of their clients are impacted by social isolation and loneliness.
	+ Debi Green
		- The Women’s Community in Marathon County. Abuse in later life advocate. The Women’s Community works with people of all ages.
	+ Kris Krasnowski
		- Wisconsin Institute for Healthy Aging. The work to implement evidence based solutions. WIHA has been a part of the coalition since its inception. Co-chair of the Raising Awareness work group. SIL is part of WIHA because they have become aware of its public health implications as people age.
	+ Molly Mata
		- Community Relations Coordinator at Fresh Meals on Wheels of Sheboygan County. They make and deliver meals each day from volunteers. Serve elderly, disabled and homebound folks. They also do wellness checks and serve as connectors. As they try to pick back up their community based meals, there is a lot of fear related to mixing too much with general public and need to be safe. They’ve been trying to protect their pets as well by coordinating supplies.
	+ Jeff Szmanda
		- Each Ear, LLC. Just retired in October from fitting hearing aids. Looking to contribute by bringing the hearing community into our coalition. Promoting his invention called Groove Button technology which allows people to move their hearing aid to hear better. Launching a couple of initiatives. One is Hearing Health Care is a Smart Move to move from stigma to being a smart choice. Launched a hearing aid training for caregivers. This teaches them the basics about hearing aids.
		- Resources shared:
			* www.eachear.com/media-pitch-1
			* www.hearingaidtraining.com
	+ Margie Zutter
		- RSVP of Dane County, Executive Director, program has been around for 50 years. It is a two-fold benefit. Volunteers serve community needs but the volunteers also stay heathier by serving their community. They have a foster grandparent program. Probably best know for the Vets helping Vets program. They have volunteers deliver meals, groceries, and food from food pantries. They have a computer buddy program that is intergenerational. They started a pen pal program this year.
	+ Sally Flaschberger
		- Wi Board for People with Developmental Disabilities (BPDD). They have been doing a lot of work around Social Isolation and Loneliness. This is an issue that isn’t new for them but has been highlighted due to COVID. Social isolation and loneliness are a strong predictor for abuse and neglect.
		- Resource shared:
			* https://wi-bpdd.org/index.php/2022/07/12/living-well-toolkit-and-online-bpdd-resource-order-form/
	+ Megan Timm
		- SSM Health. Regional Director of Community Health. Mental health is a priority in all their regions and are trying to prioritize strategic initiatives across the lifespan.
	+ Nathaniel Lentz
		- Assists the self-advocates from the Living Well grant. They work to make sure they are able to get what they need and if not, they connect with People First Wisconsin.
	+ Laura Nolan
		- University of Wi GB – Continuing Education – works with DHS on the home and community-based setting side. They are dealing with a lot of social isolation and loneliness in home and community-based settings. One of the university’s missions is to work in the community.
	+ Jenny Fitzgerald
		- ADRC of Door County – Assistant Director.
	+ Emily Hickey
		- Waisman Center
	+ Michelle Bachaus
		- Bike Fed/Cycling Without Age
	+ Sara Riche
		- UW Extension
	+ Cathy
		- Village of Greendale Public Health Department. Supports several programs for older adults. Greendale has a large population of older adults.
	+ Jill
		- Metastar. Got involved with this as a quality improvement advisor.
	+ Ann Sheahan
		- Inclusa. Works on process improvement projects at Inclusa.
	+ Linda Spitzer
		- Elder Services Supervisor at Sheboygan County.
	+ Marty Bechard
		- Care Giver Coordinator in Waushara County.
	+ Cindy Piotrowski
		- On the policy work group for WCESIL. Director of the ADRC in Portage County.
	+ Beth Roberts
	+ Joey McMahon
		- Public Health Specialist at North Shore Health Department. They are conducting their Community Health Assessment. Seeing mental health as a huge need in their area.
	+ Randy Kohl
		- Manager at the ADRC of Walworth County. Implemented a couple of programs. One is a telecare and a friendly visitor program. They also have a cycling without age program.

**Tuesday, July 19, 2022 | 2:00 pm – 3:00 pm**

**Agenda/Minutes:**

* Welcome
	+ Pop your intro into the chat/rename yourself with your organization
* Coalition Announcements and Updates
	+ We're planning to do a SI&L Awareness week - November 13 - 19, 2022 with a Gov. proclamation
		- We're planning (not exhaustive - just what we know right now):
			* Earned media (Letters-to-the-editor, press releases, radio, etc)
			* Social media
			* Webinars:
				+ Community Voices: Listen to and learn from people who have experienced loneliness and social isolation
				+ Showcase of Interventions: What are communities doing to tackle the problem of loneliness and social isolation and how did they implement those efforts
	+ Mini Grant Opportunity
		- Additional information here: https://www.socialhealthlabs.com/microgrants
		- Apply here: https://docs.google.com/forms/d/e/1FAIpQLSeY5b6xZPvQYYHWuBlGWSuA8l6GO8ep5mtsbUvcIbSNDTuVkw/viewform
		- The mini grants are for up to $1000.
		- You are eligible to apply if you are:
			* Based anywhere in the United States and your project is local
			* An individual community member (not applying on behalf of an organization)
			* Willing to have your project story shared publicly
			* Examples of the kinds of projects we might fund include organizing and hosting events that unite neighbors (in pandemic-safe ways) or refurbishing a derelict lot into a shared community space. But we hope you’ll surprise us with unique ideas that are tailored for your community!
* If you had a magic wand and could change one thing in our world tomorrow, what would it be and why?
* Measurement work group spotlight
	+ Social/Ecological Model of Loneliness
		- Goal of the model is to show how the individual, relationship, community, and societal factors fit together
		- Shows what groups are at higher risk of SI/L and is an upstream thought process
		- The model shows this is bigger than just the individual
		- Helpful model is seeking solutions and getting feedback from our partners
		- Shows how people are at the intersections of multiples of those risk factors
		- We need to seek more comprehensive solutions so we can address different vulnerabilities
		- This can go beyond societal…. Looking at national or global SI/L issues
			* The news can weigh heavily on people in terms of depression, which feeds into SI/L
	+ Loneliness Impact Model
		- Corresponds similarly to the layers within the Social/Ecological Model
			* One-on-one at the top of the pyramid all the way down to structural at the bottom
		- 1-on-1
			* Befriending, mentoring
		- Group
			* Support groups, health education groups
		- Service Provision
			* CHWs, programs that support multiple generations
		- Neighborhood Context
			* Age-friendly communities, accessible/inclusive public spaces
		- Structural
			* Caregiver-friendly workplace policies, broadband internet access for all
		- Examples from the group:
			* Lisa B: Telephonic friendly visitor programs; caregiver support groups; 1:1 and group areas; interfaith programs, health care, Meals on Wheels programs, universities
			* Tammy A: Here is Washington County we are piloting an intergenerational program with local schools, it will be starting up this fall. This would be in service provision.
				+ We also have 2 high school students who would like to teach older adults about technology, offering them a 6 week program to teach them about their phones, keeping them better connected to family, friends and supports.
			* 1:1 and group areas
			* Emily D: Within the Marshfield System we have an "idea" to do a students-to-elders digital health literacy program ("service provision")
			* Carmen P: Wauwatosa is an AARP age-friendly community. We are working collaboratively to ensure the new park that is being proposed is fully accessible.
			* Janet Z: The policy workgroup is addressing accessible transportation issues, and other policy issues at the neighborhood and structural level.
			* Nathaniel L: Living Well, WPDD for 1-1 mentoring through each of the pilot sites that the self-Advocates teach.
			* Michelle and Neisha: Cycling Without Age, offering intergenerational connections and getting folks outside. 1-1, neighborhood, service (transportation), Structural (accessibility)
				+ Local gov't, DOT, local electeds make requests for accessibility. Completed Streets will help this be part of the process. WI is the only state without a statewide Complete Streets program
				+ The bicycle program comes from a social aspect/social outlet as well as a neighborhood context, being able to access public spaces
* Pilot Project update (Angie)
	+ Workgroup has researched different screening tools
	+ Workgroup is about to pilot the UCLA screening tool with ADRCs and Aging Units
	+ Info session for all Aging Units that identified SI/L in their 3-year aging plans, which is about 41% of all aging units across the state.
		- 90% of all Aging Units responded stating they want to participate in the pilot.
		- This will be kicking off in mid-September 2022 and conclude mid-December 2022
			* More data will be provided to the WCESIL group after the pilot
		- Scoring the tool and then doing training on motivational interviewing, plus training on how to administer the tool
		- Providing different interventions when people identify as SI/L
	+ If you are interested in learning more about the pilot, you are welcome to attend one of the information sessions. These sessions will be recorded.
		- On behalf of the Access and Detection Work Group of the Wisconsin Coalition to End Social Isolation and Loneliness, we would like to invite you to a 30-minute webinar to learn more about a pilot project to implement the UCLA 3-Item Loneliness scale into existing workflows. Loneliness impacts 20 million older adults and can go hand in hand with social isolation. Social disconnectedness puts adults at greater risk for underlying health issues such as dementia, heart disease, and even premature death. As we learn more about interventions and identifying those experiencing loneliness, it’s important that we establish a consistent, reliable measuring tool such as the UCLA 3-Item Loneliness Scale.
		- Register for the date and time of your choice: (The webinar will be recorded and made available to those who are interested)
		- [Thursday, August 18th from 9:00 – 9:30 a.m.](https://us06web.zoom.us/meeting/register/tZwoceGgpzovHNy1GRkobTEKLZu6zyJgssO_)
		- [Wednesday, August 24th from 2:00 – 2:30 p.m.](https://us06web.zoom.us/meeting/register/tZ0sc-ygqDgiHNwanBNiM43UQWIdAj2xgKLi)
		- If you have any questions, contact Angie Sullivan at angela.sullivan@gwaar.org or Sara Richie at sara.richie@wisc.edu
	+ Pilot Project Work Group Members include:
		- Co-Chair Sara Richie, University of Wisconsin-Madison, Division of the Extension
		- Co-Chair Angie Sullivan, Greater Wisconsin Agency on Aging Resources Inc. (GWAAR) – Health Promotion
		- Sally Flaschberger, WI Board for People with Developmental Disabilities
		- Barb Michaels, Aging & Disability Resource Center of Brown County
		- Christine See, Office for Resource Center Development, WI DHS
		- Pam VanKampen, GWAAR – Nutrition Specialist
		- Allison Butler, GWAAR – Community Health Worker

**Tuesday, June 21, 2022 | 2:00 pm – 3:00 pm**

**Agenda/Minutes:**

* Welcome
	+ Pop intro in the chat / rename yourself with your organization
* Wisconsin Coalition to End Social Isolation and Loneliness Overview and Progress to Date (see powerpoint)
	+ Brief coalition overview
	+ Work Group Highlights
		- Advocacy/Public Policy
			* Five goals
			* We meet as a whole group as well as smaller subgroups
		- Detection and Access
			* Piloting a 3-question screening tool (from UCLA) within the state with ADRCs and Aging units to help identify people who are suffering from SI/L
				+ How does the tool work in these settings?
		- Research and Measurement
			* Developing framework to understand risk factors and interventions
			* Social Ecological Model: Took inspiration from literature. Personalized it to our areas of interest.
			* Now that we know what risk factors we have, we can look at the Intervention Pyramid to know what we can do about it.
		- Health Equity
			* Improve social connectedness to marginalized and underserved/underrepresented populations
			* Reviewing resources & best practices that can inform our work
		- Raising Awareness
			* Messaging & Delivery subgroup
				+ Looking at what messaging is out there and working
				+ Then looking at what messaging we want to use
			* Initiatives & Events subgroup
				+ Governor’s proclamation

Webinar in late Oct./early Nov.

Letter-to-the-Editor

Making connections with people in your community

* + - * Review of WCESIL website
				+ <https://wihealthyaging.org/wisconsin-coalition-to-end-social-isolation-loneliness>
			* Review of “Feeling Disconnected?” flyers that can be used by anyone
	+ Ways to Get Involved
		- Offer for members to join a work group
		- What does it mean to join a work group?
			* Working meetings to best utilize your time
			* Sometimes there may be time for tasks outside of these workgroups, but this is not frequent
		- Drop your name/work group preference/email in the chat
		- Attend our monthly WCESIL meetings!
		- Make sure your email is on the WCESIL listserv
			* Contact Carleigh if you are not on the listserv.
* Organizational Membership Agreement
	+ Great opportunity for your organization to align with the efforts and mission of the Coalition
	+ Being part of this movement
	+ <https://www.surveygizmo.com/s3/6871557/WCESIL-Membership-Agreement>
* Thank You!