



Coffs Harbour Basketball

Adopted October 2024

2024

CHBA Junior Representative Regulations



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1. INTRODUCTION

Coffs Harbour Basketball has a very proud and successful history within the representative program and is considered the most successful Country Junior League Association in the North. Players should be proud to be a part of an extremely successful basketball association and representative program but must always remember no one is bigger than the association. Much of the success of the CHBA Representative Program is due to the many hours of work our volunteers provide towards the development of Coffs Harbour Basketball.

2. PROGRAM OBJECTIVES

- To improve the overall quality of our players, coaches and referees
- To provide ongoing development for both players, coaches and referees
- To build and promote team and association unity
- Developing an association style of play making for a much more efficient transition of players throughout the program under the guidance of different coaches
- Providing effective communication channels so that the expectations of all participants in the representative program are managed
- Provide a safe and friendly environment to allow consistent high- level performance by all program participants

Key aspects of the program include:

- Constant skill development
- Fostering a desire and effort to improve
- Instilling a commitment to the association, the team and the individual
- Developing a positive attitude towards teammates, coaches, referees and the opposition
- Enjoying the game of basketball

As an association we will focus on the aspects of the game which give our players the greatest chance of developing as players and achieving at the highest possible level, the goals of the Association, team and individuals. These are inclusive of:

- Constant and committed focus on basketball fundamentals
- Motion principles
- Work ethic

3. PLAYER SELECTION

The aim of the Program is to encourage each individual player to improve their skills and assist each team to achieve its highest possible level.

CHBA have excellent, qualified coaching staff who are all volunteers. CHBA is extremely proud of and thankful for the efforts of our coaches who dedicate immense time, personal and financial sacrifices to assist your child in achieving the best outcome and it is important that all CHBA families are supportive of them.



How many players will be selected?

Teams generally consist of 10 players. It is recognised that Premier League is at an elite level and players must be of like capabilities and be able to consistently compete at a high level. At the conclusion of trials, coaches will have the discretion, in consultation with selectors, to name a reduced team if they are unable to finalise 10 suitable players. Coaches will have the discretion as to how they fill the remaining positions in their team, if they wish, after consulting with the Representative and Coaching Directors.

CHBA will strongly encourage teams to participate in Country Champs on the June long weekend as the premier competition in BNSW. Where there are not enough players available, coaches and teams may combine within their age group and communicate with the representative director and coaches director. CHBA will endeavour to have at least one team representing CHBA in each age division. Divisions teams compete will be discussed closer to the date of nominations.

Registration

All players must be registered or affiliated with CHBA to participate in Premier & NEJL and it is the responsibility of the player and/or their parents to ensure their registration is current. Registration/affiliation is not covered under representative fees and is an additional cost to participants.

- Registered players selected to play for a CHBA Premier League team are unable to participate for any other NEJL team as you are a player at the highest level for your age group.
- Whilst playing representative basketball for CHBA, players are to remain a registered or affiliated member of CHBA for the duration of the representative season.

Selection Information

While every effort is made to be constantly refining selection processes, subjectivity remains an unavoidable element of selection to a CHBA Representative Team. Please be aware that selection is one of the most difficult times of year for CHBA.

The following are factors that will be considered during the selection process:

- Ability to compete at BNSW Premier or North Eastern Junior League.
- Demonstrated high level of performance at selection trials (except where the athlete is exempted from attendance at selection trials by CHBA).
- Athletic ability, desire and dedication to become a player at the highest possible level.
- Potential to be socially compatible and display a sense of “team ethic” within a group.
- Highly receptive to coaching and highly cooperative within the team coaching environment.
- Demonstrated attitude displaying excellent self-discipline and standards of personal behaviour.
- Outstanding desire and commitment to working hard at improving mental, physical and basketball skills.
- Any other criteria that the selectors see fit to apply in helping them to select the teams that they believe will be the best able to represent CHBA at Premier League & North Eastern Junior League.

Eligibility Of Players For Selection

To be eligible for selection players must:

- Acknowledge that they are prepared to operate within CHBA rules and regulations by signing the Player Trial Application.
- Attend the open trials as determined by CHBA (Any *absences must be explained, communicated to and approved by CHBA)
- Pay the advised trial fee (2 or 3 trials may be required)



Selection Panels & Processes

- The selection panel for each team will consist of minimum three selectors. Wherever possible, this will be the Division Head Coach and independent selectors. Wherever possible the independent selectors will not be related to any player trialing for that age group, and we endeavour for them to be a current representative coach. If the Head Coach for Division 1 has not been appointed at the time of trials, a minimum of three independent selectors will form the Selection Panel.
- Selectors will attend selection trials. In cases where agreement cannot be reached the final decision will rest with the head coach of the Division who will then submit the selected team to the Coaching and Representative Directors.

Selection Attendance

Any athlete who believes that they have a legitimate reason for being unable to comply with any part of the selection eligibility, selection criteria and/or procedures may appeal to CHBA Junior Representative Director to be considered in the selection process along with the other athletes. CHBA reserves the right to consider each case on its merits and the decision of CHBA will be final.

Legitimate reasons could include such situations as:

- Being unable to trial because of injury (medical evidence must be provided)
- Inability to gain release from an elite sports program. Written evidence would be requested.
- Inability to gain release from a school event. Written evidence would be requested.
- Inability to gain release from a family commitment. E.g. Wedding, family holiday.
- Other circumstances – will be considered by the Representative Director on a case-by-case basis with reference to the timing and impact of any decision.

Athletes are required to stand for selection in their own age division. A junior athlete is able to stand for selection in a senior division if over the age of 16 when the season commences however the athlete must ensure that their first commitment is always with the junior team, in both training and competition. Junior players are not permitted to represent at senior level without fulfilling junior representative commitments.

If a coach feels a player is not meeting the required commitment or responsibilities to the team, the coach will outline the concerns to the Representative Director and a player may be withdrawn from the team and replaced by a suitable candidate.

Any athlete that provides a medical exemption to trial will require clearance from a medical professional prior to attending any further trials, or training or games.

Other Special Circumstances

CHBA may choose to provide team selectors with a list of approved players who are unable to attend selection trials but who will be considered for selection along with the athletes attending trials. Selection will then be undertaken based on the merits of all the eligible athletes to the best of the selectors' ability and knowledge. It is not intended that being on this list will either enhance or prejudice athletes' chances of selection. Nor is it intended that not being on the list will enhance or prejudice the chances of the athletes in attendance at trials.

Teams are to be named before the Christmas break and will be posted on the CHBA website and Facebook page. Head Coaches may apply to the Coaching Committee to vary these timings but will need to explain the reasons for the variation.



4. PLAYER RESPONSIBILITIES

Your main responsibility is to represent CHBA with distinction, both on and off the court. Whenever you wear the CHBA uniform you are representing the club, and all those who have played for, and been part of the club since it first started. This is a big responsibility – do your best!

- Be prepared to work hard in order to improve. Good players accept responsibility for their own performance. There is no benefit in blaming other people and don't make excuses.
- Respect the people willing to help you reach your goals. Listen and learn from your coaches, give them your undivided attention and remember they are there for your benefit, not theirs.
- To support your team at all times whether you are on the court or on the bench, both verbally and with positive body language
- To conduct yourself in a manner worthy of the association at all times. Any instances of inappropriate behaviour, consumption of alcohol, substance abuse, or attitude detrimental to the team or the association may result in disciplinary action or expulsion from the representative program.
- Be a good team-mate first and foremost – every team is bigger than any individual.
- Play for your team first, while doing your best to be the best you can be. Being selected to play for CHBA is a significant privilege and you should be proud of it – however, no-one is bigger than the association.
- Basketball will develop you as an athlete but it, like all sport and especially team sport, presents you the chance to develop as a person.

Player Court Time

With the exception of Under 12's (where all players must play in both halves), players have no guaranteed court time. Representative basketball is considered an elite development program and as such does not operate to all the same guidelines as domestic competitions, with a basic premise being that court time is not guaranteed for any player. Court time will be allocated at the coach's discretion.

Other Player Expectations

- Support your team-mates at all times both on the court and on the bench. Negativity toward team members will not be tolerated.
- Players are expected to conduct themselves appropriately at all times. Our club is worthy of your best behaviour.
- It is important that you communicate with others.
- Do not argue with referees during a game. If you have any problems tell your coach so that they may approach the referees if necessary.
- A coach may request a withdrawal of a player from their team and a suitable replacement to be found if the coach believes a player is not meeting the required commitment or responsibilities to the team. The coach will submit in writing to the Junior Representative Director outlining the details and actions taken to address the issues initially with the player. A decision will then be made to approve such a withdrawal when all information from all parties is taken into consideration. The decision Junior Representative Director will be final.
- Any player who is unable to attend training or attend games due to injury must provide a medical certificate to the Junior Representative Director prior to the training or round/s they will miss.
- Any player who has an injury will require a clearance to return to training/games a medical certificate/Clearance is to be provided to the Junior Representative Director prior to the commencement of training or rounds.



Domestic Requirements

All representative players are required to play in their local Basketball NSW endorsed domestic competition. Players can apply to the rep director for exemption to this rule.

5. PARENT GUIDELINES

We know and appreciate the sacrifices you make in order for your son or daughter to represent our association as many involved in association's administration also have children in the Representative programs. It is essential that you not only support your own children but you must also support the coaching staff, team manager, other team members and the association administration. It is particularly important that you support the coach. They have to make hard decisions every day concerning the welfare of the association, the team and the individual players.

UNLESS YOU DEMONSTRATE 100% FAITH IN YOUR CHILD'S COACH, IT IS UNLIKELY THAT YOUR CHILD WILL DEVELOP AND PROGRESS AS THEY SHOULD.

Being part of a team means giving your all. Your attitude towards games and even practices will rub off on your children. The importance of practice is a lesson you must help us teach your children. **Parents must understand that all of our coaches are volunteers.** They are the best coaches that we can make available to your children. The association will offer assistance to all coaches and players who want to improve. Parents must understand also that coaches are given the task of making objective decisions in regard to your son or daughter with respect to what is best for the team and association. We do understand that there will be some mistakes made. Effective communication between yourself and the coach is the key to addressing any issues you may have with the coaches' decision. If you have positive feedback this may be brought up at any time. However, if you have issues that need resolving then please follow the appropriate process (outlined below).

Parent Enquiry Procedure

- Do not approach the coaching staff or manager in front of any players or supporters at a game or training.
- Wait 24 hours before talking to the coach. Most problems will seem lesser after some time to think through the issues first.
- If both parties agree the team manager may be included in the discussion as an objective opinion.
- If a solution cannot be reached then the matter should be referred to the Junior Rep Committee.
- Should a suitable outcome not be reached, the issues may be referred to the CHBA Board.
- Working with Children Check (WWCC) is compulsory for parents directly involved with their child's team.

Please follow the above process. It will ensure that everyone communicates with each other honestly and openly. CHBA will not look favourably on your situation if you have not attempted to follow the correct procedure.

Please support the whole team during games and trainings, not just your son or daughter individually. **The Coach is to be the only source of technical feedback to the players.** Coaching from the sidelines is never appropriate regardless of your knowledge of the game. Parents also need to be careful about discussing team issues in front of their children. If you speak negatively about a coach, player or referee and your child hears this they may adopt the same negative attitude. We are looking for positive players and positive support from parents. We do encourage you to be vocal in your support for our teams. However, do not make negative comments to the opposition, the referees or other team members, as without these parties we don't have a game.

Are parents required for Bench Duty?

Yes, they are. During the round and finals for all representative games each team is required to provide 2 bench personnel. This is to be shared equally among all parents in all teams, CHBA will undertake courses prior to the 2020



season commences to assist in this area and at least one parent must nominate from each player to attend this course if this is your child's first season. The perfect place to practice is in our local domestic competition and handouts are available in the office for you to read through.

6. FUNDRAISING/SPONSORSHIP

CHBA has approved the use of "self-help" fundraising and seeking of sponsorship through various packages. The guidelines surrounding this will be released before the commencement of the 2023 season, to allow teams and individual players to seek assistance with costs involved in representative basketball.

All fundraising and sponsorship must be given approval by the Board of Management (BOM).

The CHBA representative uniform (including logos) is not to be altered in any way. All sponsorship proposals must be lodged with the Junior Rep Director to present to the Board of Management. No unauthorised additions or alterations are to be made to any apparel used by CHBA Representative Players, managers or coaches. Similarly, the use of any CHBA logo or the words 'Coffs Harbour Basketball Association', 'Coffs Suns' or 'Suns', can only be reproduced on clothing, uniforms, stationery, letters, or any other products with the prior permission of the Coffs Harbour Representative Director/s.

7. FEES & EXPENSES

CHBA operates the Junior Representative program as a self-funded program; the association does not make any profit from the junior program. The expenses will vary and no exact figure can be provided at the beginning of the season, as it will vary depending on travel and accommodation costs of each team and how far they progress in the competition. Every team will have a different cost, so please be aware that if you have children in different teams, your costs will vary.

All players are required to pay upfront fees of \$660 inclusive of GST before the commencement of the season; this is a deposit to cover estimated Team Nomination and Game Fees to BNSW for competition rounds, referee fees for competition rounds, playing uniforms, CHBA administration fees and a contribution towards court hire for the season. If all upfront fees have not been paid in full by 11 February 2025 the player will be deemed unfinancial and unable to play until it has been paid in full.

This fee is to be paid via Basketball Connect by 11/02/2025 in the following automatic instalments.

Instalment 1	\$110	12/11/2024 to secure your position in the REP Program
Instalment 2	\$110	26/11/2024
Instalment 3	\$110	10/12/2024
Instalment 4	\$110	14/01/2025
Instalment 5	\$110	28/01/2025
Instalment 6	\$110	11/02/2025

These instalments are **not to be deposited directly into the CHBA bank account



Other costs will need to be paid to the manager during the season. These will be required for court hire fees for training sessions, additional rounds for Finals or Tournaments (if attended) and travel expenses. Each year, early in the season, team managers will provide the players and their families with an estimated budget to help families with planning for the costs of the season.

'No Pay - No Play' Policy

The assumption is that all fees will be paid by the allotted time. A 'no pay – no play' applies to all competition basketball at CHBA. Should payment not be received by the specified date, CHBA will remind the individual. If payment is not received within 14 days, the player shall be deemed 'un-financial' and suspended from all local and representative fixtures.

Hardship

Cases of genuine financial hardship can be brought to the attention of the CHBA BOM. These requests must be made in writing and will be dealt with in strict confidence.

Managers will do up a budget of costs early in the season to give to parents, so that parents can prepare financially, with payments for round games generally due 2 weeks prior to each weekend. Parents do need to be aware that there may be changes to this budget throughout the year and this is only a guide to help them plan. Payment for weekend will be paid directly to the manager of the team. Players are required to pay all fees/costs for the season whether they are in attendance or not at every designated training/weekend.

8. TRAVEL

It is customary for teams participating in Junior Representative Basketball for CHBA, when travelling away, will stay together as a team.

When travelling away, the nature of accommodation is to be decided upon by the team manager, coach and parents. Accommodation can be either:

1. Players staying together in team rooms with a house parent Or
2. Players staying with parents, all at the one venue.

Transport

Travel to representative venues will be by private transport. Managers may help to organise car-pooling if this is acceptable. If players travel with other drivers CHBA has a recommended rate of payment for petrol contributions. Petrol contributions are paid directly to the driver with whom the player travels. Parents taking extra children should not have to ask for the petrol contribution, it should be offered. Ultimately it is the parent's responsibility to arrange transport for their player to all carnivals, once a player is committed to the junior rep program.

If CHBA arranges for bus travel eg: to a pre-season match—it is compulsory for ALL PLAYERS and MANAGERS to travel on the bus. The only exception to this is a medical condition/certificate.

9. TRAINING

TRAINING- All representative teams are required to train twice a week; one session will be on club training day on a Saturday (8am-12:30pm) and the second session will be held during the week (the coach will inform you of your time).



Where applicable the coach may ask players to undertake a home training program and may also look to implement further fitness sessions as the season progresses. Any coaches wishing to vary this may put a proposal to the Representative Director and Coaches Director for consideration. All bookings for training are coordinated through the Association Administrators, if you need to cancel or change your booking you are to inform the representative and/or coaching director, and they will liaise with the administration team.

Training requirements

- Players must be on time and in appropriate training uniform
- As a general rule, all players must be at practice 10 minutes prior to commencement of training unless there is a valid reason. If, for some reason, you may be late for practice, please notify the Coach or Manager.
- Any injuries or illness must be reported to the coach prior to training. Ensure you have stretched before taking the floor.
- Listen and follow instructions - Listen carefully to the coach's instruction so you fully understand what is required in the execution and objective of the drill. If you don't understand something, ask. When your coach or one of your teammates are trying to explain something to you, give them your full attention get eye contact "A good player learns from their mistakes, a great player learns from other's mistakes"
- Work Hard. When it comes to being successful there are no shortcuts. Success takes work and lots of it. Don't cut corners or cheat in drills. Let's put in that little extra effort and give 100% all the time. BE CONSISTENT.
- Be coachable; learn to handle both praise and criticism. You must be able to accept constructive criticism and realise it is not an attack on you as a person. A player must understand that coaches criticise because they care. They are only trying to help you improve and make you become a better player. Try not to be oversensitive and take things personally.
- When injured you are still expected to attend games and training (unless you are receiving treatment for your injury). If you are sick and could pass it on to others then you should not attend games or trainings.
- If you cannot attend training or are running late for training, the coach or manager must be contacted directly (not through someone else) before the session commences.
- Be positive, encourage and support your teammates throughout practice. Acknowledge a good pass or a great defensive play. Every chance you get to show your appreciation for a teammates effort, example by applauding or high five someone in recognition for a job well done
- Remember – to achieve success, it is the team that will achieve this outcome

10. UNIFORMS

Playing singlets are supplied by CHBA and remain the property of the Association. Team managers will collect the singlets at the end each weekend and at the completion of the season return to the CHBA office.

Your Coffs Harbour representative apparel is our branding, when wearing your Coffs Harbour Suns clothing in public or public places you are reminded that you are representing Coffs Harbour Suns and your behaviour reflects on all of your teammates and representative players.

It is recommended that you only wear your Suns uniforms for training, competitions, and attending trials for basketball NSW academy's/camps/events and/or whilst attending Coffs Harbour Basketball functions and events.

Players are to wear the approved Coffs Harbour Basketball training singlets to training.

All CHBA Representative Players are required to have the **compulsory** team uniform

- Representative Shorts
- Reversible Training Singlet



- Warm up Top

The following **optional** items are also available for purchase;

- CHBA Socks
- CHBA Bag
- CHBA Water Bottles
- CHBA Jumpers
- CHBA Tracksuit bottoms

It is compulsory for all players to be in CHBA uniform when representing CHBA, including when players are sitting on benches unable to play due to injury etc.

11. TEAM MANAGER

Each team requires a team manager, whose role it is to liaise with the team, coach, parents and CHBA management. The team managers' role is to provide direct administrative support to the players, parents and coach.

It is the responsibility of the Head Coach to organise a manager for their team and submit to the Junior Representative Director for approval. Once approval is given, the Manager will be provided with a Team Managers handout. Team managers may be required, from time to time, to attend managers' meetings.

All managers involved in the CHBA Representative Program will be required to sign a manager's code of conduct, and a prohibited employment declaration form.

Manager's Responsibilities

- Implement and enforce CHBA rules and regulations
- Roster parents for bench duty
- Distribute, collect, wash playing singlets after each weekend, players are not to take playing singlets home in any circumstances
- Provide assistance as defined by the coach to the team
- Collect all payments required from players and ensure all fees required to be paid to CHBA are paid promptly.
- Complete the scoresheet on arrival at venues prior to game commencing
- Organise trips away and abide by CHBA rules and regulations. Managers will be required to seek and book accommodation for the team and coaching staff. Managers are not required to undertake this for the parents of players, however they must ensure information is forwarded on to parents regarding venue to allow parents to book at the same venue if they so choose. If required, managers are responsible to seek suitable person/s to assist as house parents on away weekends.
- Assist with the promotion and distribution of relevant information
- As part of CHBA's commitment to player welfare, and to meet Duty of Care obligations, managers are required to advise CHBA of any injuries sustained to players at practice and games (i.e. via email), and players must be advised to contact CHBA to complete an injury report form.
- A team manager will be responsible for players of the team on away weekends, inclusive of providing accommodation/meals and general wellbeing. At the venue, managers are responsible for ensuring players are on time and in the correct uniform. Once players commence training and playing on the court they are the responsibility of the coach.




- Managers must provide CHBA Administration with a Current Working with Children Check before the season commences.

COFFS HARBOUR BASKETBALL ASSOCIATION VALUES- S U N S


Whether you are a Narwhal, Seahorse, Manta, Barracuda or a Sun, our new values system is one we would like all members and players to be aware of. We have developed four pillars that we felt were important for our club to follow into the future. They are

- Strength
- Unity
- Nurture
- Sportsmanship

Under these pillars we have outlined our goals and expectations and hope we can all work together to make sure we are providing the best opportunities for our community. We are building some wonderful club culture and programs and envisage a stronger club into the future who works together to tackle the challenges that may arise and celebrates the successes all as one!



CHBA VALUES



S U N S

STRENGTH	UNITY	NURTURE	SPORTSMANSHIP
<ul style="list-style-type: none"> • We strive for high performance and always seek improvements to the way we do things. • We encourage players to build endurance, resilience, and inner fortitude both on and off the court. • We acknowledge that basketball is a family commitment and embrace players and their families equally. 	<ul style="list-style-type: none"> • We abide by the association rules and show pride in our club. • We promote cooperation, mutual support, and a collaborative spirit among all members of the club. • We provide participation opportunities for all and work closely with our community members to create inclusivity and togetherness. 	<ul style="list-style-type: none"> • We make decisions for the betterment of the association and our members, and are transparent in our words and actions. • We encourage continuous learning and development across all levels. • We nurture the individual talents and skills in our players, referees and coaches. 	<ul style="list-style-type: none"> • We play the game in the right spirit and with integrity at all times. • We respect all players, coaches, team managers, officials, volunteers and our opposition. • We value the contributions of many and acknowledge the importance of all officials, without them we simply cannot play.





Annexure 1

COFFS HARBOUR BASKETBALL ASSOCIATION

Player Code of Conduct

- That you will abide by the policy and guidelines of the NSW legislation to child protection and BNSW's sports rage guidelines.
- Play by the Rules
- Never argue with an official. If you disagree, have your captain, coach or manager approach the referee during a break or after the game in an appropriate manner.
- Control your temper. Verbal abuse of officials or other players, deliberately distracting or provoking an opponent is not acceptable or permitted in basketball.
- Work equally hard for yourself and for your team. Your team's performance will benefit and so will you.
- Be a good sport. Acknowledge all good plays whether they be your team or the other team.
- Treat all players, as you would be treated. Do not interfere with, bully or take unfair advantage of another player.
- Co-operate with your coach, teammates and opponents. Without them there would be no competition.
- Have respect on and off the court for yourself, your teammates and all of those around you.
- Play for the 'fun of it' and not just to please parents and coaches.
- Avoid use of derogatory language based on gender, race or impairment.
- Be prepared to lose sometimes. Everyone wins and losses at some time. Be a fair winner and a good loser.
- At the end of the game, all team members to come together in centre of court and give three cheers to the opposing team and three cheers to the referee.



Annexure 2

COFFS HARBOUR BASKETBALL ASSOCIATION

Parents/Spectators Code of Conduct

- Parents/Spectators will abide by BNSW's Parents/Spectators Zero Tolerance Policy and guidelines on Sports rage.
- Encourage children to participate if they are interested. If they are not, don't force them.
- Focus on playing the game and your child's efforts and performance rather than winning or losing
- Teach children that an honest effort is as important as victory, so that the result of each game is accepted without undue disappointment.
- Encourage players to always play by the rules.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Do not criticize children in front of others, but reserve constructive criticism for more private moments.
- Remember children are involved in sport for their enjoyment not yours.
- Remember a child learns best by example. Applaud good play by all teams.
- Accept decisions of all referees as being fair and called to the best of their ability. Do not raise issues of disagreement publicly.
- Do not criticize opposing team members or supporters by words or gesture, including foul language, sledging or harassment of players, coaches or officials.
- Set a good example by your own conduct, behaviour and appearance.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Avoid use of derogatory language based on gender, race or impairment.
- Dress standards should be appropriate and project a positive image

A breach in either code could result in up to a 12 month ban on attending events conducted by Basketball NSW.



Notes: _____

2024 Representative Season Important Contacts:

Representative Directors:

Draws, Teams, Players, Managers, Referees

rep@coffsharbourbasketball.com.au

Coaching Director:

Rep Coaches, Training Assistance, Guidance

coaches@coffsharbourbasketball.com.au

General Enquiries

President

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Secretary

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