

# WALK

# CLIMB

# SKI

Winter hill walking



Winter climbing



Scrambling



Hill walking



Ski touring



Bouldering outdoors



Roped climbing outdoors



Roped climbing indoors



Bouldering indoors



**Welcome!**

# Mountaineering Scotland 2023 Members' Gathering & AGM

**Chair:** Brian Shackleton

**Company Secretary/CEO:** Stuart Younie



**CLIMB  
SCOTLAND**

 **sport  
scotland**  
LOTTERY FUNDED

# 2023 Members' Gathering & AGM

- 10am**      **Welcome** - Brian Shackleton, President  
**Presentation of the 2022-23 Annual Report**  
**AGM formal business**
- 11.30am**   **Break**
- 11.45am**   **A Manifesto for the Mountains**  
**Guest speakers** - Bob Reid, Mike Daniels (JMT), Ros Bryce (UHI)  
**Members Q&A session**
- 1pm**        **Lunch**
- 1.45pm**    **Birnam Hill walk**
- 4pm**        **Finish**

# 2023 Members' Gathering & AGM

## Questions:

- There will be time allocated for questions at the end of each section of the meeting.
- Zoom users – please use the chat box to ask questions at the relevant times

**Please note:** The meeting will be recorded to aid the preparation of the minutes.

# Annual Report 2022-23

# OUR YEAR 2022-23



## PRESIDENT'S INTRODUCTION BRIAN SHACKLETON



Mountaineering Scotland has made a good start to implementing our new strategy for 2022-25 during its first year 2022-23, with an increasing membership alongside a renewed funding agreement from sportsScotland. Delivery of the strategy with its four pillars of REPRESENTING, PROTECTING, INSPIRING and DEVELOPING is underpinned by the need for the organisation to remain relevant and forward looking in at times challenging areas, whilst always willing to engage positively with our members, clubs and the wider community. During our Equality, Diversity and Inclusion (EDI) policy consultation, we have followed this imperative and listened to our membership so as to proceed in the right way but at the right pace for the organisation on this important but sensitive issue.

On more familiar ground, a priority from members' surveys consistently identifies the paths we all use as a key access & conservation issue; so we were delighted to work with the Outdoor Access Trust for Scotland (OATS) to secure the £100k Diamond Award from the Scottish Mountaineering Trust (SMT) to show our determination to make a difference and find a sustainable future for maintaining our paths alongside the other Access & Conservation work we do related to our special landscape.

The basic safety and training courses we provide through our Mountain Safety advisors remain popular with members whilst our work with other organisations through the Mountain Safety Group now allows more longer term strategic planning to take place with our partners.

The ClimbScotland programme for young people is an important way to introduce new people to our sport and along with other initiatives, such

as Going the Extra Mile and Sofa to Summit, looks to widen our offering to those from underrepresented communities. ClimbScotland also opens an opportunity to engage with clubs seeking to increase and widen their membership and offer those new to the sport a perspective that is wider than indoor climbing walls. Within ClimbScotland we have been looking to improve the talent and performance pathway for young athletes in competition climbing within Scotland but also towards national level through our work with GB Climbing and the BMC. At short notice, we supported the relocation of the IFSC World Cup event to Ratho in September 2022 alongside The City of Edinburgh Council and the BMC when China, the original hosts for the event, dropped out. The final of the men's and women's lead climbing event on the last day were enjoyed by a packed Ratho and the event judged a great success by all.

The day to day delivery of all Mountaineering Scotland activity is led by CEO Stuart Younie with his hardworking team and saw significant personnel changes in 2022-23 with the retirement of Neil Reid as Communication Officer and Jane Anderson as Membership Officer. We welcome Fiona McNicol and Karen McVeigh to the team whilst wishing Neil and Jane our best wishes for the future. We also welcome Jack Davis to the new post of Talent and Pathways Officer in ClimbScotland. At Board level Pete Crane took over as Director for Access & Environment from Ron Neville, who retired at the Nov 2022 AGM, whilst Jo Dytch was confirmed as Director for Clubs for a further 2 years and Andrew Walker joined as Director for Member Services and Communications following Kat Jones' retirement last year. Mountaineering Scotland depends on the hard work, enthusiasm and dedication of our staff

but also the guidance and support of our volunteer directors so my thanks go to both staff and directors on behalf of members and clubs.

In my introduction to last year's Annual Report, I cautioned on the challenges ahead due to increased insurance and other inflationary cost pressures in the organisation. We entered a new three year agreement for public liability insurance at the start of 2023 which confirmed a final figure of £108k for 2022-23 compared to just under £80k for last year. Accordingly, we ended 2022-23 with a £25k loss though this was less than originally forecast in this 3rd and final year of the 3 year period since membership subscriptions were increased at the start of 2020-21. Taking all 3 years together, however, we still achieved a healthy surplus of over £40k. Looking ahead, the subscription increases agreed at the 2022 AGM will go some way to offset ongoing inflationary pressures on insurance, salary and other costs but further options are being explored actively to keep the organisation on a sustainable path in this challenging financial climate.

This introduction is my fourth and final contribution to an Annual Report as I will complete my 4 year term as President at the AGM this November but I remain positive on the future for Mountaineering Scotland and the opportunities ahead with the goodwill and support of members alongside the hard work of our directors and dedicated staff. The organisation remains in good hands!

Brian Shackleton  
President, Mountaineering Scotland



# ANNUAL REPORT 2022-23 OUR YEAR IN SUMMARY 1<sup>ST</sup> APRIL 2022 TO 31<sup>ST</sup> MARCH 2023



## ROUND UP OF THE YEAR

- JANUARY**  
Members of staff and board attended a parliamentary reception hosted by Mountaineering Scotland to mark the 20-year anniversary of the Land Reform Act. New guidance and an infographic on the new guidance was released, being widely shared and gaining high profile press coverage.
- FEBRUARY**  
CEO Stuart Younie hosted the first online meeting of the Mountaineering Scotland Equality, Diversity & Inclusion Network. Our Member Services & Communications team attended the Fort William Mountain Festival and new Winter Skills for Women courses took place in Glencoe.
- MARCH**  
ClimbScotland officially welcomed four new talent coaches to support young athletes on the climbing talent pathway. The ClimbScotland Fun Comp Finals also took place at Edinburgh International Climbing Arena, with 71 young climbers taking part.
- APRIL**  
Our new Mountain Safety Team, Ross Cadie, Ben Gibson and Kirsty Pallas started and we launched Going the Extra Mile, providing low cost skills training for 18-25 years supported by the Sarah Budd Legacy Fund.
- MAY**  
We marked Mental Health Awareness week with a blog post from Ross Cunningham, and Mountaineering Scotland joined with partners to write Scottish Environmental Scotland over access issues at Holyrood park in Edinburgh.
- JUNE**  
The summer got off to a busy start with the Scottish Youth Climbing Championships, Scottish Youth Speed Climbing Championships, Peadarclimb Scotland Festival and Scottish Lead Climbing Competition.
- JULY**  
Over 3,700 people took part in a survey asking about using mobile phones for navigation and we launched a series of Women's Leady to Rock climbing courses.
- AUGUST**  
The board agreed that Mountaineering Scotland should join the Scottish Rowing Alliance as a full member and sign up to the Protect Our Waters Pledge. The annual Mountain Writing Competition was launched using a new online platform to streamline the entry and judging process.
- SEPTEMBER**  
Mountaineering Scotland welcomed Karen McVeigh in the role of Membership and Events Officer, and said a fond farewell to Jane Anderson who retired after 16 years at Mountaineering Scotland.
- OCTOBER**  
Fiona McNicol joined the team as Communications Officer as we said a fond farewell to Neil Reid, who retired after nine years in the role. CEO Stuart Younie and Senior Mountain Safety Advisor Ross Cadie spent a day in the mountains with ebony hikers, a group created to support those with Black Ancestry who hike.
- NOVEMBER**  
CEO Stuart Younie and Dougie Bald, CEO of the Outdoor Access Trust for Scotland, accepted the Scottish Mountaineering Trust Diamond Grant award of £100k to kick start its up to US a three year campaign to highlight the lack of funding for mountain paths in Scotland.
- DECEMBER**  
ThinkWINTER, the annual winter mountain safety campaign with our Mountain Safety Group partners, was launched on International Mountain Day and board members enjoyed a chilly get together on a festive walk up Kinross Hill in Perth.

# OUR ORGANISATION

- **Staff changes** - retirement and recruitment
- Adoption of our new **Strategic Framework 2022-25**
- **External development audit** – structure, governance, HR, finance
- **Continuation of hybrid working** for staff



# OUR COMMUNICATIONS

WEBSITE VISITS PER MONTH  
37,800

E-NEWS SUBSCRIBERS  
19.6K

YOUTUBE SUBSCRIBERS  
3,400

FACEBOOK PAGE LIKES  
34,600

TWITTER FOLLOWERS  
21,500

INSTAGRAM FOLLOWERS  
11,600

## SEASONAL CAMPAIGNS



Sofa 2 Summit



#RespectProtectEnjoy



#ThinkWINTER



TOTAL MEMBERS

16,254

+4%

INDIVIDUAL MEMBERS

8,074

+2%

CLUB MEMBERS

8,180

+6%

# MEMBERSHIP

Grew to over **16,000** but slower than previous year:

Individual members **+2%**

Club membership **+6%**

**Total membership** **+4%**

Year end total **16,254**

## ENGAGING OUR MEMBERS

Consultation on the future of Scottish Mountaineer magazine

Interactive exhibition stand at Fort William Mountain Festival

Hybrid AGM attracting 31 members in person and 51 online

Mountaineering Scotland Awards resumed for the first time since the pandemic



# CLUB MEMBERSHIP

## CLUB SKILLS TRAINING

25

TRAINING DAYS

11

AFFILIATED CLUBS

114

CLUB MEMBERS

## UNIVERSITY & COLLEGE CLUBS

248

STUDENT MEMBERS

ST JOHN SCOTLAND PROGRAMME

104

STUDENTS

SMART WEEKEND

70

STUDENTS

STUDENT WINTER SKILLS

60

STUDENTS

STUDENT WINTER CLIMBING

14

STUDENTS

“Many thanks for the training day yesterday. I thoroughly enjoyed it, learned lots, and have much more confidence for scrambling, and down-climbing.” Aberdeen & Shire Hill Walking Club training day

## SUPPORTING CLUBS

Post-Covid increase in club membership continued

Student clubs back to full activities

‘Club month’ in April 2022

Club survey in February 2023 highlighted the challenges and successes of clubs over the last year

# PROTECTING ACCESS & ENVIRONMENT

## Planning:

72 Windfarm proposals

27 Powerline connections

20 Forestry proposals

6 Telecom masts

3 Hydro proposals

2 Hill tracks

## Emerging challenges:

- Earba pumped hydro storage scheme
- Shared rural network
- Car parking or 'accessing the access'

## ACCESS

84 Access enquiries

Radical Road closure

Leanachan Forest access  
to Aonach Mor resolved

Reiff parking

Strathfarrar winter  
access agreed!

# INSPIRING MOUNTAIN SAFETY & SKILLS

**806**  
PLACES

ON 82 MOUNTAIN  
SKILLS COURSES

**289**  
MEMBERS

LEARNED BASIC  
NAVIGATION  
SKILLS

**193**  
ATTENDED

WINTER SKILLS,  
WINTER NAVIGATION  
OR AVALANCHE  
AWARENESS  
TRAINING

**52**  
YOUNG  
PEOPLE

ATTENDED 9 GOING  
THE EXTRA MILE  
SESSIONS FOR  
PEOPLE AGED 18-25

**2**  
NEW

WOMEN-SPECIFIC  
WINTER SKILLS  
COURSES

# #SMARTNAV

## USING YOUR PHONE TO NAVIGATE?

### CHARGE

Fully charge your battery before you start. Take a power bank for charging on the go.

### PROTECT

Make sure you have some way of protecting your phone from the elements while using it.

### DOWNLOAD

Download all the maps you need onto your device before you go so you don't rely on data signal.

### EXTEND

Switching your phone to 'Flight Mode' will make your battery last longer. You can still use it to navigate.

### HAVE A BACKUP

Have another way to navigate if your device stops working.



# DEVELOPING PATHWAYS & POTENTIAL

**13.2K**  
DOWNLOADS

OF THE  
SCOTROCK  
PODCAST 220+  
REGULAR  
LISTENERS IN  
42 COUNTRIES

**118**  
YOUNG  
PEOPLE

PEOPLE  
LEARNED TO  
CLIMB AT 25  
REALROCK  
SESSIONS

**103**  
ADULTS

LEARNED  
CLIMBING  
SKILLS AT  
17 READY  
TO ROCK  
SESSIONS

**53**  
PEOPLE

ATTENDED  
10 FUNDAS  
WORKSHOPS

**16**  
YOUNG  
ATHLETES

IN THE  
SCOTLAND  
TALENT  
SQUAD

**4**

TALENT  
COACHES

RECRUITED  
(FREELANCE)

**30**

PARTICIPANTS

AT THE  
SCOTTISH  
PARACLIMBING  
FESTIVAL

**198** competitors in the Scottish Youth Bouldering Championships  
**115** competitors in the Scottish Youth Climbing Championships  
**38** competitors in the Scottish Youth Speed Climbing Championships  
**80+** young people took part in the regional rounds of the YCS  
**22** Scottish youth climbers attended the YCS Grand Final

## CLIMBSCOTLAND HIGHLIGHTS

Inclusive climbing workshops  
with **ABLE 2 ADVENTURE**

Training volunteers to support  
sessions for people with  
mental illness with **COMMON  
WHEEL**

Recruitment of Talent &  
Pathways Officer and Talent  
Coaches to support aspiring  
young climbers

Supporting indoor walls  
through the **Scottish Climbing  
Wall Network**

# SNOWSPORTS TOURING

Photo: Al Todd

## Snowsport touring and ski resort areas



»» A CODE FOR OFF-PISTE/BACKCOUNTRY SKIERS & BOARDERS ««



Pay attention to warning signs and stay out of roped areas



Avoid travelling across or up pistes on foot or ski



Be aware of downhill skiers/boarders who have right of way



Keep dogs under control and in your sight at all times



Stay clear of grooming machines – they operate 24 hours a day and can have very long cables attached

IF YOU ARE UNSURE WHERE TO GO, CHECK WITH A MEMBER OF STAFF FOR INFORMATION ON WHERE TO SKI SAFELY



Read the full 'Scottish snowsports touring and managed ski resorts code' at: [www.mountaineering.scot](http://www.mountaineering.scot)

Supported and endorsed by:



Photo credit: Al Todd



# Questions?



# Mountaineering Scotland Annual General Meeting 2023

# 2023 AGM agenda

- a) Roll Call and appointment of Tellers
- b) The approval of the draft minutes of the 2022 AGM**
- c) The receipt of such reports as the Board may consider appropriate to bring before the AGM for approval or information
- d) The receipt of the Company's annual accounts and reports
- e) The fixing of members' annual subscriptions**
- f) The election of Board members**
- g) The consideration of and taking of decisions on any duly notified proposals for the adoption of any new Policies or the amendment or revocation of any existing Policies**
- h) Any other competent business where notice has been given

# Notes on voting:

- Due to the hybrid format of this years AGM we are unable to use the Zoom ‘Poll’ function as a replacement for the ‘**Show of hands**’ that would normally take place in a face to face meeting.
- Members have therefore been asked to submit all votes in advance allowing us to report the results of the votes which have been submitted during the meeting and to record these in the minutes.
- As in previous years to assist in the smooth running of the meeting members have been asked to submit any questions which relate to the formal business of the AGM in advance. Provision has also been made to allow for questions from the floor and online during the meeting.

# 2023 AGM

## Agenda item a)

**Roll call and appointment of Tellers**

## Agenda item b)

### Approval of the Minutes of the previous AGM and EGM

Draft minutes of the AGM held on 19 November 2022 have been published on the Mountaineering Scotland website:

[www.mountaineering.scot/about-us/business-matters/agm/agm-minutes-archive](http://www.mountaineering.scot/about-us/business-matters/agm/agm-minutes-archive)

## Agenda item b)

### Approval of the Minutes of the 2022 AGM and EGM

#### Votes received:

<b>FOR</b>	<b>3197</b>
<b>AGAINST</b>	<b>0</b>
<b>ABSTAIN</b>	<b>402</b>

## Agenda item c)

**The receipt of such reports as the Board may consider appropriate to bring before the AGM for approval or information**

Members are asked to note the company annual report which was published in the August edition of Scottish Mountaineer and has been made available on the Mountaineering Scotland website:

[www.mountaineering.scot/about-us/business-matters/annual-report-and-accounts](http://www.mountaineering.scot/about-us/business-matters/annual-report-and-accounts)

## Agenda item d)

**The receipt of the annual accounts**

**Hazel Meehan, Treasurer & Director of Finance**



# Treasurer's report 2022-23

## Hazel Meehan, Director of Finance

Read the annual report and financial accounts at:

[www.mountaineering.scot/about-us/business-matters/annual-report-and-accounts](http://www.mountaineering.scot/about-us/business-matters/annual-report-and-accounts)

# INCOME & EXPENDITURE 2022-23

For the period

1 Apr - 31 Mar

2022-23

2021-22

## INCOME

Membership

£362,293

£333,767

Grants

£238,300

£225,350

Other income

£38,503

£32,514

**Total income**

**£639,096**

**£591,631**

## EXPENSES

Staff costs

£440,905

£379,357

Civil liability insurance

£108,099

£79,596

Magazine costs

£31,245

£17,940

Other costs

£84,813

£74,975

**Total expenses**

**£665,062**

**£551,868**

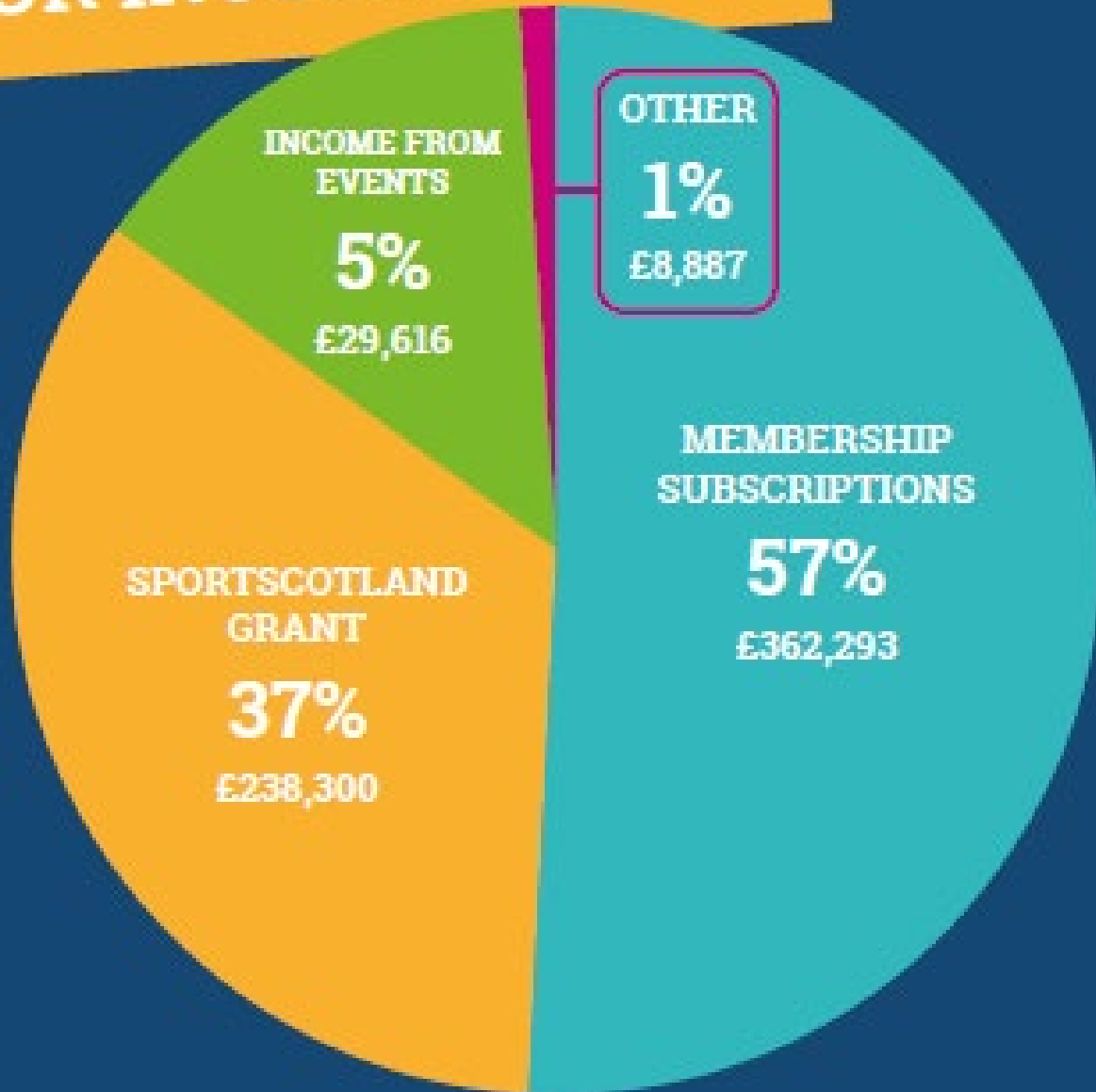
**Net Surplus/(Deficit)**

**(£25,966)**

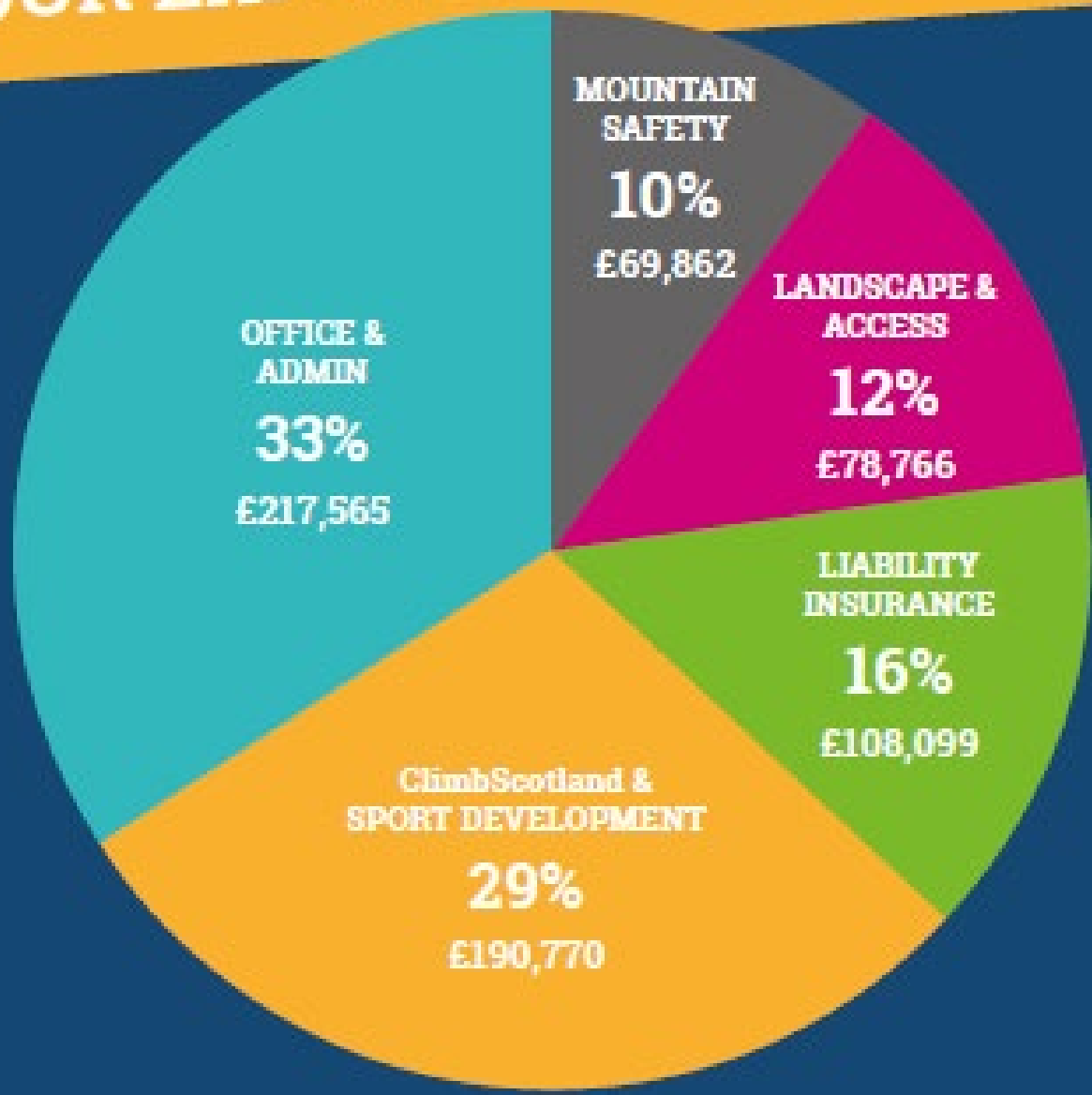
**£39,763**



# OUR INCOME 2022-23

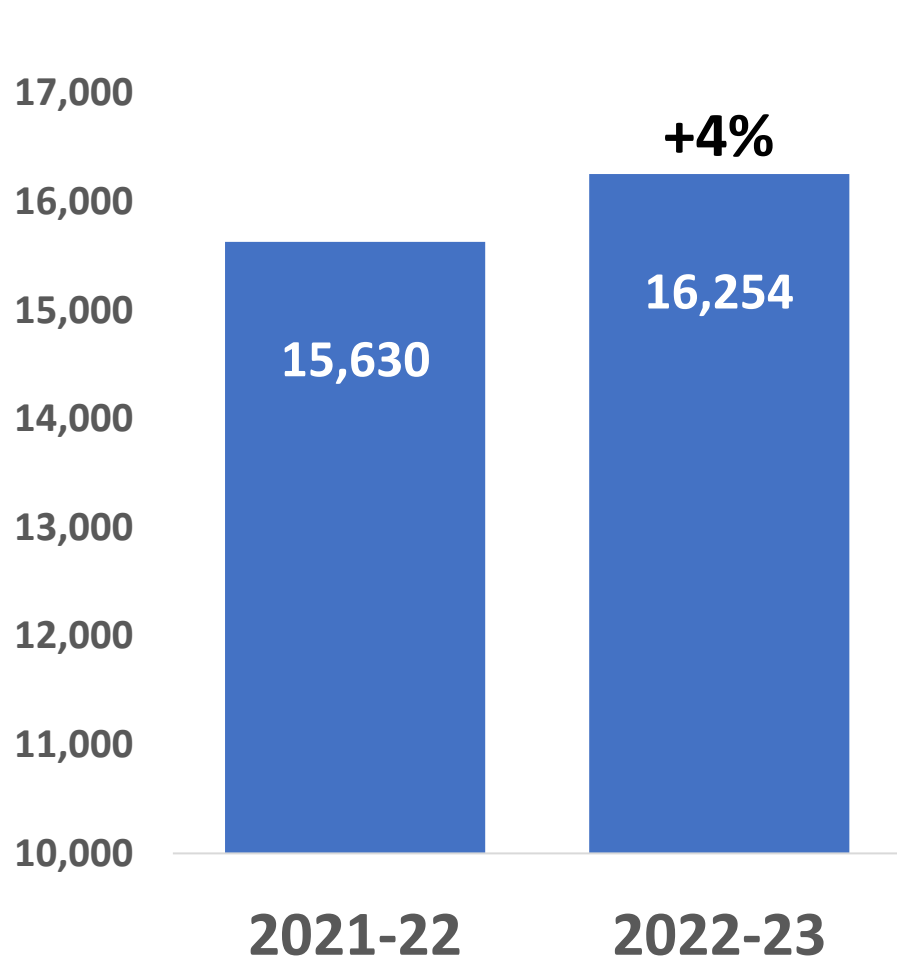


# OUR EXPENDITURE 2022-23

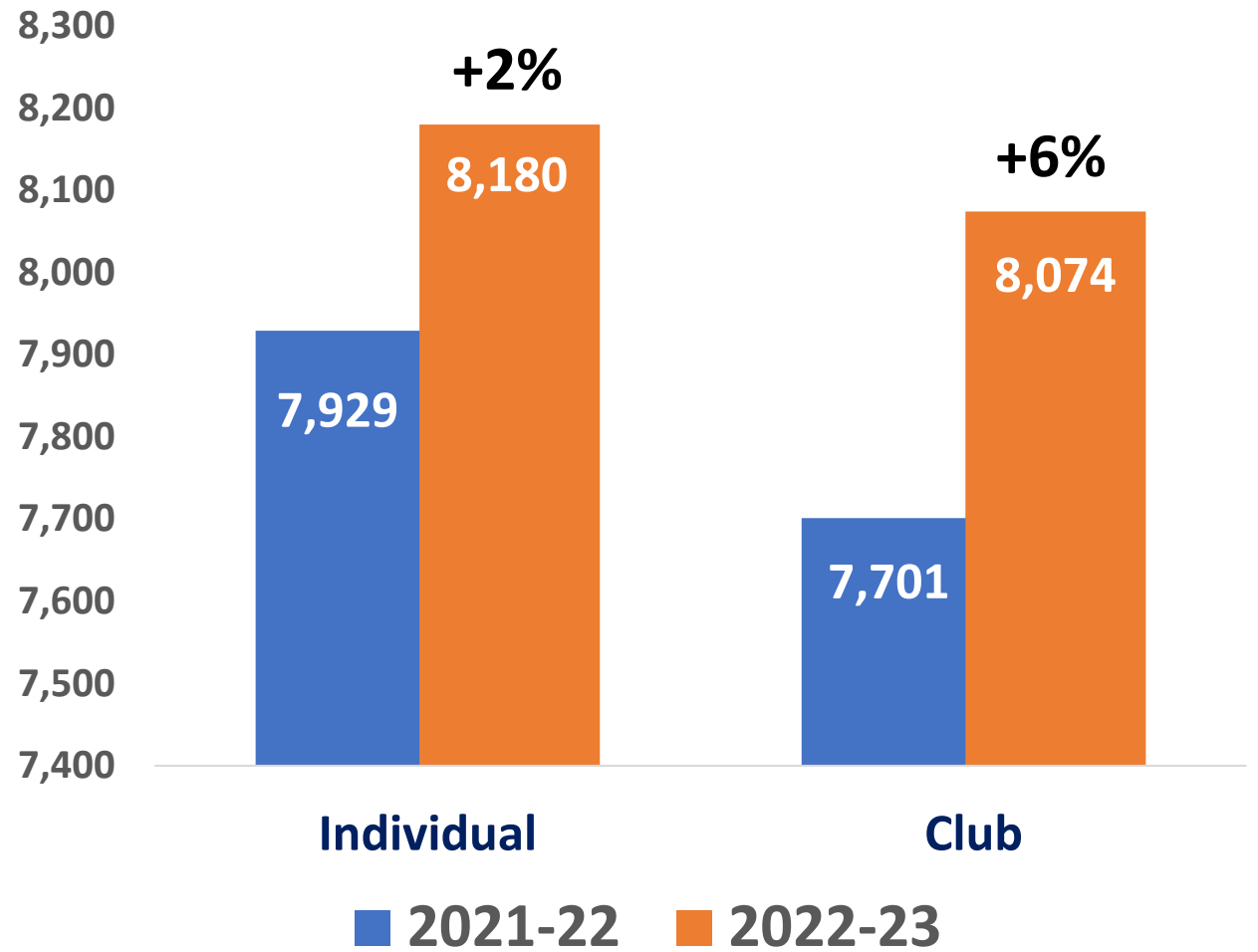


# Membership 2022-23 vs 2021-22

## Total membership

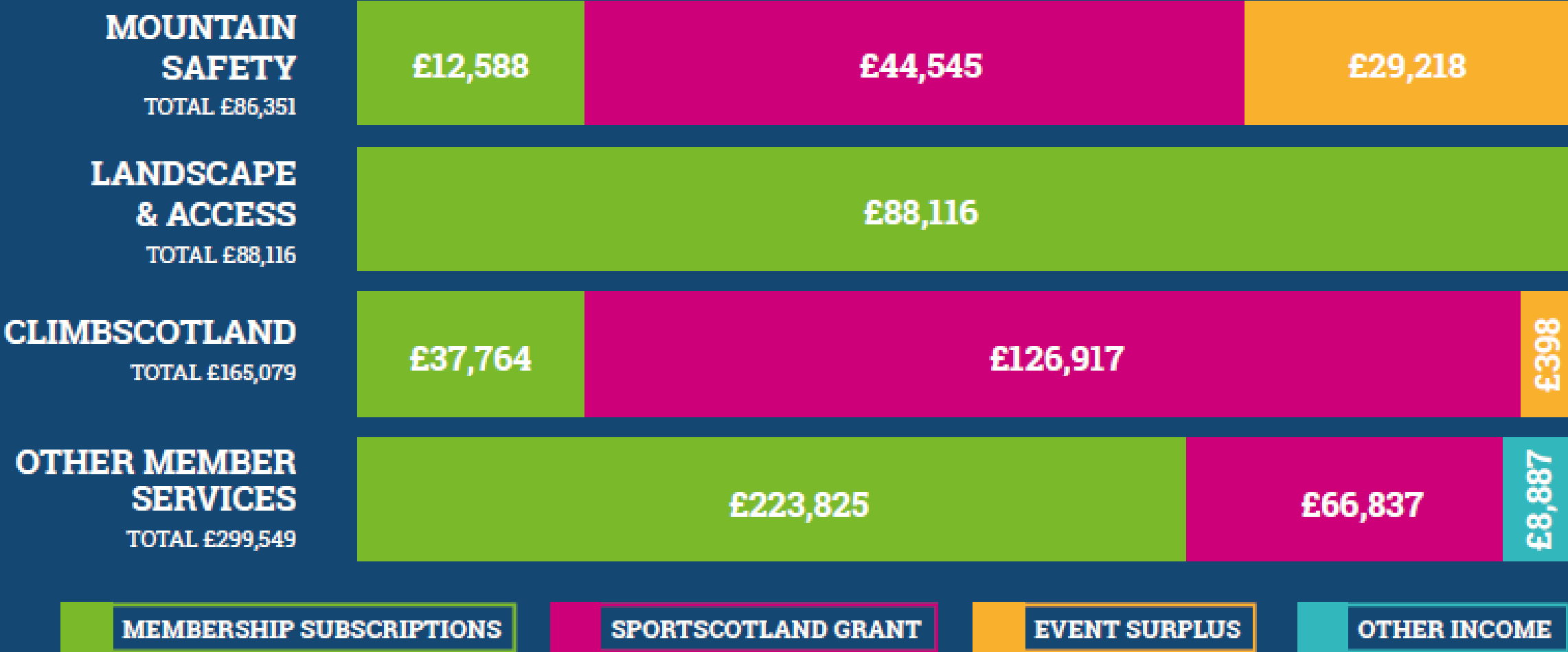


## Individual and club membership



# OUR FUNDING AND HOW WE USE IT

We have illustrated how our funding is used across each activity, aligned with grant funding objectives from sportscotland, event surplus and membership subscriptions.



## Membership subscriptions

To help address increasing cost an 8% increase in fees is proposed to come into effect on **1 April 2024**

	Current (annual)	Proposed (annual)
Individual (18+)	£37.95	£41
Individual (Under 18)	£19.25	£20.75
Concession	£23.50	£25
Member of club (18+/University)	£20.15	£21.75
Members of club (under 18)	£11.75	£12.50

## Looking forward...

- Conservative financial plan
- Diversifying our income streams
- Insurance working group

## Our thanks to:

- sportscotland
- Munro Society
- St John Scotland
- Scottish Mountaineering Trust
- Braemar Mountain Rescue Team



## Agenda item e) Fixing of members' annual subscriptions

Following a commitment to members to fix the fees for three years, they were raised by 15% at the AGM 2022 (effective 1<sup>st</sup> April 2023) to mitigate the £50k deficit projected for 2023-24 at that time.

To help address increasing cost pressures in the short term an 8% increase in fees is proposed to come into effect on **1 April 2024** - see table.

	Current (annual)	Proposed (annual)
Individual (18+)	£37.95	£41
Individual (Under 18)	£19.25	£20.75
Concession	£23.50	£25
Joint (2 adults)	£62.50	£68
Family (1 adult+under 18's)	£40.25	£45
Family (2 adults+under 18's)	£66.40	£73
Mountain Training Candidate	£30.50	£33
Member of club (18+/University)	£20.15	£21.75
Members of club (under 18)	£11.75	£12.50

## Agenda item e)

Fixing of the members' annual subscriptions

Votes received:

<b>FOR</b>	<b>3588</b>
<b>AGAINST</b>	<b>11</b>
<b>ABSTAIN</b>	<b>0</b>

## Agenda item f)

### Election of President, Treasurer & Board members

Under Article of Association 6.5, in the absence of competing nominations, seven directors are eligible to continue to serve until the 2024 AGM without the need for a vote:

- **Dominic Hall** - Director for Landscape & Planning
- **Alistair Todd** - Director for Snowsports Touring
- **Hazel Meehan** - Treasurer/Director for Finance
- **Ilona Turnbull** - Director for Governance, HR and Equalities
- **Jo Dytch** - Director for Clubs
- **Andrew Walker** - Director for Member Services & Communications
- **Pete Crane** – Director for Access and the Environment

Assuming the directors identified above are not challenged, they will be confirmed as directors until the 2024 AGM.

## Agenda item f)

### Election of President, Treasurer & Board members

Three members of the board are due to step down at the 2023 AGM:

- **Brian Shackleton** – President
- **Nigel Clark** - Director for Mountain Safety
- **Lucy Fraser** – Director for ClimbScotland

The following candidates have been nominated by the Board for election as Mountaineering Scotland directors:

- **Anne Butler** – President
- **Brendan Hughes**- Director for Mountain Safety
- **Hugo Allan** – Director for ClimbScotland

## Agenda item f)

### Election of President and Board members

#### Votes received:

	Anne Butler	Hugo Allan	Brendan Hughes
FOR	3407	3406	3407
AGAINST	0	0	0
ABSTAIN	192	193	192

## Agenda item g) Adoption of ED&I policy

The consideration of and taking of decisions on any duly notified proposals for the adoption of any new policies or the amendment or revocation of any existing policies.

Adoption of a new Equality, Diversity and Inclusion Policy:

[www.mountaineering.scot/about-us/business-matters/agm2023/edi-draft-policy](http://www.mountaineering.scot/about-us/business-matters/agm2023/edi-draft-policy)

### Votes received:

<b>FOR</b>	<b>3192</b>
<b>AGAINST</b>	<b>0</b>
<b>ABSTAIN</b>	<b>397</b>

## Agenda item h)

### **Any other competent business where notice has been given**

Under Article of Association 6.3 (h), any resolution on topics out-with the standard business of the AGM (items (a) to (g) inclusive) shall be competent business only if the intention to move it was notified by a voting member to the Company Secretary 70 days prior to the AGM by **2 September 2023**.

No business has been notified by members to the Company Secretary. The Board has one item of business to table under this item.

### **Award of Honorary Memberships**

3.5.1 If so recommended by the Board, the Company in General Meeting may honour any person who in their opinion has given distinguished service to Mountaineering in Scotland or elsewhere, by making that individual an Honorary Member of the Company.

## Agenda item h) Award of Honorary memberships

### **Dave Gordon** For services to Access, Conservation and the Environment

Dave served on the Board of Mountaineering Scotland as Director for Landscape and Planning, stepping down in 2016. Since then, he has continued to play a critical role in a voluntary capacity, monitoring and evaluating the impact of countless windfarm planning applications on mountaineering interests. He has committed a huge amount of his personal time to writing objections and representing Mountaineering Scotland at public enquiries, ensuring that landscape interests are considered, and the voice of the mountaineering community is heard.

### **Scott Forsyth** For services to ClimbScotland and competition climbing

Scott recently retired after 23 years volunteering as lead Climbing Competition Co-Ordinator, overseeing the delivery of our Youth Climbing Series as well as supporting the delivery of national, European and World Cup events. He has made an invaluable contribution to the Scottish and UK competition scene and been at the heart of the sport as it has evolved and achieved Olympic status. Scott is respected by the many young climbers he has encouraged over the years and by everyone involved in the ClimbScotland community.



# We would like to thank...

## Key partners and funders:

- sportscotland
- Glenmore Lodge, National Outdoor Training Centre
- Mountain Training Scotland
- Scottish Mountaineering Trust
- Herald and Times Group
- St John Scotland
- Scottish Mountain Rescue
- Association of Mountaineering Instructors (AMI)
- Scottish Avalanche Information Service (SAIS)
- Met Office
- Mountain Weather Information Service (MWIS)
- Police Scotland
- British Mountain Guides
- Connect Communications
- Outdoor Access Trust for Scotland
- The BMC
- Mountaineering Ireland
- Ramblers Scotland
- Tiso, Cotswold Outdoor & Craigdon Mountain Sports
- The Munro Society
- Braemar Mountain Rescue
- Urban Uprising
- Association of British Climbing walls Training Trust
- Scottish Climbing Wall Network
- Association of British Climbing Walls
- Snowsport Scotland
- Developing Mountain Biking in Scotland

# We would like to thank...

## Supporters & volunteers

- Scott Forsyth
- Sophie Bosi
- Anthea MacKenzie Atkins
- Tony Brown
- Iain Bain
- Ella Spence
- John Leftley
- John Irving
- Tommy McManmon

## ClimbScotland & competition sponsors

Scottish Climbing Walls who hosted our events

- DMM
- Edelrid/Red Chilli
- Highland Outdoor Adventures

## Our supporters:

- Contributors to Scottish Mountaineer magazine
- Volunteer helpers at competitions, instructors at student training weekends & acting as trustees
- Social media supporters and all our followers!

# You - our members and clubs

for your continuing support

From all of us at Mountaineering Scotland  
**THANK YOU!!**