

IFGE APPOINTS NANCY NANGERONI As EXECUTIVE DIRECTOR

On October 5, 1997, at the final banquet of the Southern Comfort Convention in Atlanta, Georgia, the International Foundation for Gender Education announced the appointment of Nancy Nangeroni to the position of Executive Director. This decision was reached at the Quarterly IFGE Board of Directors Meeting held there earlier that day. Ms. Nangeroni succeeds Alison Laing, who is retiring due to family obligations.

The appointment is effective November 1, 1997. The change-over will begin immediately and continue as necessary in order to ensure an orderly transition.

Nancy Nangeroni comes to this position having served four years on the IFGE Board of Directors, most recently as Board Secretary and Executive Committee

member. She has been an active supporter of IFGE and many other TG organizations for the last decade. She is well known for her radio show, *GenderTalk*, which is broadcast in the Boston area as well as on the world wide web. She is also known for her efforts in political advocacy activities, especially in regard to hate crimes inflicted on transgender persons. Ms. Nangeroni is a graduate of the M.I.T. and has substantial experience in engineering and supervision of complex teams. She resides in Cambridge, Massachusetts.

Ms. Nangeroni said at her address to the Southern Comfort conference, "I regard this as a sacred trust. I'm particularly glad that Alison will be staying on to help me, as I treasure the wisdom of those with more experience than myself. I will endeavor to make good on the investment of those who came before me, and provide

the most benefit possible for our community out of every dollar that IFGE brings in. At the same time, I know that I will make mistakes, and I ask your patience when I do. If you find fault with my words or actions, please call me. Break down my door if you have to, do whatever it takes, but please make sure that I hear your voice!"

Alison Laing is being awarded, upon her retirement, the title of Executive Director Emeritus by the Board, and will continue at IFGE as a part-time volunteer in the position of Director of Community Relations. Alison has served in the Executive Director position for over two and a half years, since her appointment in March, 1995. Alison's primary accomplishments and role at IFGE during this period were to facilitate and oversee the reformation of the operations, the initiation of the Walk-in and

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IFGE MOVES

RELOCATES – A STONE'S THROW AWAY

As of August 31, 1997, IFGE moved to the third location in its ten year plus existence. (Not counting Merissa's basement office!) The new location, 14 Felton Street in Waltham, MA, 02154, is literally only a stone's throw across the railroad tracks from our former Moody Street address. This means that no changes in phone or post office box numbers will be necessary.

Congratulations are due to Laura Caldwell, IFGE Board Member and Treasurer, and Nancy Cain, Business Manager, who were the point team on this relocation effort.

The office space at the new facilities is more compact than the old location, and is situated on the second and third floor of a three story white building. The lower floors are occupied by the Waltham Committee, Inc., a local social services organization for people with developmental disabilities. They have already begun being a good neighbor by doing envelope stuffings at a very reasonable rate.

This move is expected to reduce IFGE's annual facility expenses (rent, taxes, utilities, etc.) by approximately \$25,000! Alison Laing, IFGE Executive Director, says, "This is just one more effort in making IFGE more cost conscious and freeing up funds for outreach."

Nancy Cain adds, "While in the long run, IFGE will realize a significant annual saving from this move, the immediate cost of preparation for the property requires assistance. Several generous members have already made contributions toward covering this cost, but we can still use additional financial help." Anticipated expenses include the cost of carpeting, electrical and telephone installation, A.C. modification, construction of new cubicals, and many incidentals such as new locks, an alarm and security system, and the moving of heavy furniture and fixtures.

IFGE will be holding a special "open house" at Felton St. sometime this fall. If you are interested in being invited, call IFGE after mid-October

NOTES FROM THE CHAIR

Linda Buten

Chair, IFGE Board of Directors

There is talk within the gender community about the possibility of forming a new "super group." This plan would combine all of the large gender organizations and centralize them under one umbrella. The idea envisions everyone working together with common goals, and accomplishing many wonderful things. Initially, there is a plan where two appointed members of each major TG organization will meet at the Southern Comfort Conference in October. There the representatives will discuss the feasibility of just such a merger.

Call me crazy, but isn't that what IFGE is suppose to do? I recall Merissa Sherrill Lynn outlining the need for one central umbrella type organization twelve years ago. She called together the brightest stars of the gender world and together they formed IFGE. Instead of the super group idea, they felt that a single education and resource center would work best. They also decided to sponsor a convention called "Coming Together, Working Together," which was open for the use of all organizations and platforms.

Since the formation of IFGE, many new leaders have emerged. Many individuals felt working with an existing organization like IFGE would best serve the community. Other individuals had their own ideas and philosophy, and so new groups were formed. This phenomenon occurs locally and nationally, and in every organization. Its not necessarily good or bad. It's just the genetic variation of human nature and the social behavior of the species.

Even if every group actually agrees to merge into one super group, within a

few years someone will start a new organization, and then another, and the cycle will be repeated.

A few years ago a similar group-merging idea was launched. It was called the Transgender Alliance for Community (TAC). You might call it the United Nations of genderland. The boards of AEGIS, FTM International, Tri-ESS, Renaissance, Outreach Institute, and IFGE all agreed to work together for the common well-being. Considering there was no one person or body in charge, TAC actually achieved positive results.

As you may recall, many of the organizations saw the need for outreach to the professional community. So, for a few years, we set up together and shared information booths at many of the professional conferences. So what happened? For one thing, everything costs money, and there just isn't much of it in the gender community. Everyone has great ideas on how to spend it, but finding financial backing is not easy.

What really makes TAC workable remains the fact that each organization keeps its individual character and philosophy. New groups could be formed, and others could merge without a problem. There is certainly no reason these groups could not at least meet once a year and share ideas, delegate responsibilities, and perhaps sponsor some worthwhile endeavors.

I personally don't believe the super group idea can work, or is even plausible. I do have high hopes for an organization developed under the same principle as TAC. At least now we have many years of experience and a history we can refer to for reference.

Our community will continue to improve as we strive for change, but if we just sit back and do nothing, nothing is what we will get.

IFGE Newsletter

Executive Director:

Alison Laing

Publications Director:

Jean Marie Stine

Director of Graphic Arts:

Mykael Hawley

Board of Directors

Chair: Linda Buten

Vice-Chair: Abby Saypen

Treasurer: Laura Caldwell

Secretary: Nancy Nangeroni

Pam Geddes; Melissa Foster; Yvonne Cook-Riley; Jean Marie Stine; Holly Cross; Jennifer Marquette; Winnie Brant; Terri Murphy; Naomi Owen; Kristine James; Alison Laing; Honorary Board Member, Lifetime: Virginia Prince.

The IFGE Newsletter is published quarterly by the International Foundation for Gender Education (IFGE), P.O. Box 229, Waltham MA 02254-0229; voice (781)899-2212 fax (781)899-5703 e-mail IFGE@WORLD.STD.COM

IFGE Membership

Basic Membership:

\$25.00 per year.

Membership newsletter, IFGE ID, BoD voting privileges, and 10% discount on products.

Supporting Membership:

\$100.00 per year.

Basic membership, 15% discount on IFGE products, and 10% discount on IFGE-sponsored events.

Benefactor Membership

\$500.00 per year.

Supporting membership, 15% discount on IFGE sponsored events.

\$400.00 will be treated as a contribution, and will be applied towards a Life Membership.

Life Membership:

\$2,500.00.

A supporting membership for life, and is based on accumulated contributions.

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IFGE ADDS LIAISON TO RELIGIOUS COMMUNITY

The Board of Directors of IFGE are proud to announce that Pat Conover of Silver Spring, MD has recently been named as Liaison to the Religious Community. This voluntary position involves serving as an educational outreach liaison and advocate between various religions and the transgender community.

Pat has already begun to interface with ministers and church leaders who have issues of transgender nature. This may be dealing with a member of a congregation that has expressed to their pastor that they are TG, or with religious community leaders, including pastors, preachers, priest, Rabbis and lay leaders, who may have their own TG concerns and the guilt associated

with these feelings. Pat's training and experience are uniquely situated for providing a good listening ear and consoling heart.

The father of three teen-agers and a self-identified bigender person, Pat brings to his work a long history of national and local-level ecumenical and inter-religious involvement. He began his work in 1965, serving the South Side ghetto in Chicago. He is also the founder of a low-income, sweat-equity based, not-for-profit housing organization in Charlotte, North Carolina, that was based in support by the religious community. Pat also works as a policy advocate in Washington, DC. In Washington, one of his more satisfying projects was initiation of the Interreligious Health Care Access Campaign, an advocacy project with over 70 national and regional religious denominations and organizations.

"A lot of my life has been about building bridges, first within the civil rights

movement, now with faith based advocacy for justice and peace," Commented Conover.

He attended the Chicago Theological Seminary in 1964 for his M.Div., later earning a Ph.D. in Sociology from Florida State University in 1971.

"I hope my passion for the spiritual journey, my respect for the many ways that God challenges people to incorporate beauty, truth, and justice in their lives, and my hope that the transgender community can grow to be more comfortable in learning and claiming its diverse spiritual roots," Conover says, "will give me the grounding to do the reaching out and listening that comes with the role of providing liaison to the religious community."

For further information contact Pat Conover, 12 Wessex Rd., Silver Spring, MD 20910, (301) 588-5718, or Alison Laing at the above address. All inquiries will be forwarded.

TRI-ESS RALLIES TO IFGE FLAG!

CHAPTER DONATIONS GRATEFULLY RECEIVED

During IFGE's serious cash crunch of last November, a number of Tri-Ess chapters, at the prompting of the redoubtable Jane Ellen Fairfax, held fund-raisers and made donations to IFGE.

All deserve praise, but unfortunately, the complete list was mislaid in our recent move. Their names will appear in a Roll of Honor in our next issue. However, in this issue we do want to acknowledge the efforts of one Tri-Ess Chapter, Salt Lake City's Alpha Rho.

Earlier this year, Alpha Rho Sorority sisters and their significant others gath-

ered for a fund-raising auction to benefit IFGE. Among the donated items were books, a RuPaul calendar, videotapes, clothes, knick-knacks and electronics. The spirited event raised \$155, all of which was generously donated to IFGE.

According to organizers, Morgan, Sorority sister and resident auctioneer, talked fast and furiously as the bidding got hot. Reportedly, the partners were often outbidding the Sisters in what participants called a great event that was full of fun, energy and laughs. The group will stage another auction next year, as they plan on making this an annual happening.

DEADLINE FOR B.O.D. NOMINATIONS Nov. 30

There's still time to nominate your candidate for the IFGE Board of Directors. If you hurry!

Final deadline for nominations is November 30, 1997.

If you are an IFGE member, and know of someone who you believe could make a valuable addition to the IFGE Board of Directors, send a short biography of the person and contact information to: Nominations Committee, P.O. Box 229, Waltham, MA 02254-0229, or ifge@world.std.com.

Show Your Colors

Alison Laing

Executive Director, IFGE

The invitation read, "Please wear your insignia and medals. And wear them with pride!" My immediate first thought was, "We dun need no stinkin baudjiz." But then I thought, perhaps the badges and what they stood for needed me, and all the others who were associated with this particular group.

In olden days when ships would pass, they would signal, "Show your colours" which was to say, "Who are you? Friend or foe?" Flags, badges, patches, lapel pins, buttons, bumper stickers and emblems are used the world over to show support of political and social issues, to call attention to injustices, and to indicate membership in an organization. Unfortunately, for many in the transgender movement, displaying symbols related to transgenderism can be tantamount to outing oneself. You can at least do so in your "safe" environments without risk, and there are ways in which you can show support of all people who are unjustly discriminated against.

At a recent national gathering of church members from a mainstream protestant denomination, who were either gay, lesbian, bisexual or transgender persons, or

people who are very supportive of these people, it was exciting to see nearly every one wearing some symbol of their support. In discussions, however, some participants admitted they have to be more discreet when they are back "home." But all have pledged to work to further the rights of gay, lesbian, bi and TG members in whatever ways they can so that these individuals may enjoy the full rights and privileges of membership in that denomination.

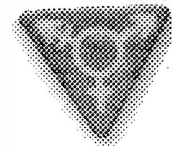
To actively support the cause of outreach for the GLBT people, it is not necessary to "wear" the badges so much as to "live" them; to be ready to speak up to defend their rights (and your own!), as well as the rights of others. This takes courage; it takes dedication, and most of all it means that one has to be consistent in striving for these rights for all marginalized individual, whether it is due to race, ethnic origin, affectional preference, gender difference, etc., or as some are now saying, all people of difference.

It is still important to "show your colors" whenever you can, and especially in some situations. At the April 1997 IFGE Annual Convention, someone asked, "Where are all the IFGE Members?" I should have suggested that that individual look in the mirror.

What they failed to realized was that a majority of the attendees there were IFGE members. Of course, they had no way of knowing. They apparently had not thought about the fact that most of the IFGE members are also members of local organizations, which is as it should be.

The "wearing of your IFGE colors" is not so much meant to show off who you are and which organizations you belong to, but to demonstrate your support of IFGE, and that you care about working at the broadest possible level. It shows that you understand the need for an international network of TG persons and their friends and loved ones all striving to make the world a better place for us all.

Show your colors and tell as much of the world as you dare that you care and are active in the support of outreach, education and caring about transgender people every where.



Available from the IFGE bookstore.

IFGE depends on memberships for a significant portion of its income. If you have an interest in gender issues, please join. IFGE is a registered 501 (c)3 non-profit organization. And our members receive special benefits like: a quarterly newsletter presenting news of IFGE and the community, voting privileges, and a 10% discount on IFGE books and the products of more than two dozen vendors.

Please complete this form and

Join IFGE Today!

6 MONTH SPECIAL MEMBERSHIP FOR ONLY \$15!

MEMBERSHIP APPLICATION

Name _____

Address _____

City _____ State _____ Zip _____

Membership Type: Basic Supporting Benefactor
 \$15 \$100 \$500

Payment Enclosed \$ _____ Check# _____

MC/VISA# _____ Exp. Date _____

Confidentiality

* All packages are plainly wrapped for your comfort. The return address merely includes: P.O. Box 229, Waltham, MA 02254-0229

* We do not share our database with anyone, thus no unwanted mail.

* Your name will be deleted from our database at any time with a written request.

* To increase your level of comfort we might suggest a P.O. Box.

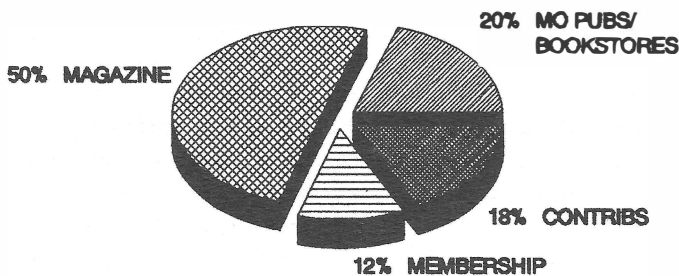
You will receive a numbered membership card. Your membership number must be used when ordering products to receive applicable discounts.

Send to: P.O. Box 229, Waltham, MA 02254-0229

**IFGE ANNUAL REPORT FOR 1996
(ACCRUAL BASIS - UNAUDITED)
JUNE 30, 1997**

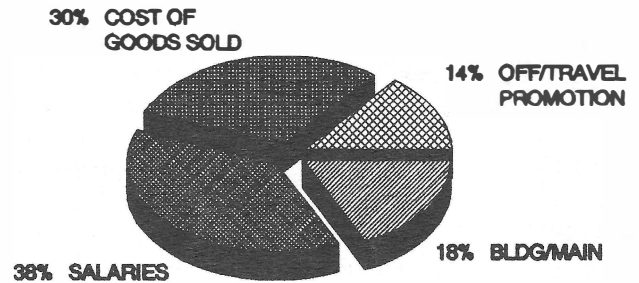
THE YEAR IN REVIEW

**GENERAL FUND REVENUE
FOR 1996
(ACCRUAL BASIS)**



TOTAL = \$355,347

**GENERAL FUND EXPENSE
FOR 1996
(ACCRUAL BASIS)**



TOTAL = \$353,388

Our revenue pie comes in four parts, with Transgender/Tapestry magazine plus publications/bookstores accounting for 70% of our revenue stream, and membership/contributions the final 30%. The demands on our revenue were intense in 1996, and it is no exaggeration to say that without our membership program and your contributions, it would have been extremely difficult to survive. Our expenses also come in four pieces, with salaries and costs to produce the magazine and purchase publications/books two-thirds of the pie (68%).

The table below compares our revenue performance in the major sectors for 1995 and 1996. It reveals an alarming drop of 8% in the magazine revenue year-over-year. We also note that contributions and mail order (MO) pubs/bookstores made up the magazine deficiency. Total revenue advanced 6% year-over-year.

IFGE REVENUE COMPARISON

<u>CATEGORY</u>	<u>1995</u>	<u>1996</u>
<u>MEMBERSHIP</u>	<u>12%</u>	<u>12%</u>
<u>CONTRIBUTIONS</u>	<u>12%</u>	<u>18%</u>
<u>MAGAZINE</u>	<u>58%</u>	<u>50%</u>
<u>MO PUBS/BOOKSTORES</u>	<u>18%</u>	<u>20%</u>

Our expense structure shown in the pie above remains essentially the same in the annual comparison of 1995 and 1996. However, reflecting the 6% increase in total revenue, total expenses edged up 7%

Several major changes took place this past year:

- First, was the departure of our Operations Director, Yvonne Cook-Riley, to seek a new career challenge. Her replacement,

Nancy Cain, came on board September 1st, and brought a background in facilities management, logistics and general business management to her new job. Although such a significant personnel change brings a major transition to the organization, Nancy's adaptability, initiative and resourcefulness created stability shortly after arrival in her new position.

■ The second significant change was the restructuring of the entire staff consonant with the above noted personnel change. Jean Marie Stine assumed full responsibility as Editor in Chief of the magazine, and Vanessa Murray became Sales Manager of all books and publications. These were responsibilities formally centered in the Operations Director. In addition, Mykael Hawley continued as our graphics/design expert reporting to Jean Marie and Joan Hoff took responsibility for membership and order processing.

■ The third move was to change our old accounting system and to install "Peachtree", our new system - and although the "learning curve" was painful and made us initially slow, our work with "Peachtree" has already started to pay off in better information management and increased accuracy. This change took place January 1st, 1997.

■ Certainly our 10th annual convention in Minneapolis was a high point, successful in program content as well as in financial results. American Airlines received our first award for "Employment Diversity" and the convention finale featured a rousing musical review with members of the local Imperial Court adding sparkle to the event.

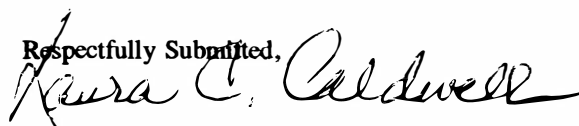
■ But, if anything, the third and fourth quarter once again illustrated the tenuous, fragile hand-to-mouth existence, caused by our erratic, volatile and inadequate cash flow. Beginning in August our cash intake began flagging; by October we had reached a first rate financial crisis. Board members and other friends reinforced our Annual Appeal with personal one-on-one letters directed to major donors. This desperate effort produced an infusion of almost \$40,000 and made us survivors once again. Without those contributions, I simply don't know where we would be today. We must once again thank all of our generous friends, who helped us in a desperate hour of need.

OUTLOOK - 1997 AND BEYOND

Ideally, our vision should be focused on helping our Community achieve both material, social and spiritual improvement. However, our financial position is such that we're not going to be able to help anyone unless we can rid ourselves of our hand-to-mouth existence that has been our hallmark. Getting our financial affairs on a firm footing is now utterly paramount.

The above noted financial crises, once again placed in sharp relief the need to develop new revenue streams to bolster our inadequate cash flow. We have begun a new IFGE book publishing program, and the first entry, "Aspects of Gender", is now being shipped. We also brought forward a professional listing program, as a part of the personal listing section of the magazine. Both these projects will help, but ultimately it is the magazine itself that offers the real potential for greatly expanded revenue, particularly in the area of advertising. But to generate significant advertising revenue we will have to gain ABC certification, which assures national advertising prospects that our performance in circulation and other areas are verified by a nationally reliable source. With a new accounting system on stream, we will have the necessary information to apply for certification and this is our priority project to help increase our cash flow. However, with ABC certification in hand, we will then begin the process of selling national prospects. That means a carefully honed presentation to convince advertisers we can sell their products and services. None of this will take place overnight, and it will require patience and determination to reach a successful outcome. It is clear that our future depends on dedication not alone of the staff, but also on management level volunteers who can become involved more closely with our Enterprise. No one ever said it would be easy. But at this juncture, the road ahead must gain more commitment from Board members and other friends to move the process forward.

There is just one bright spot in an otherwise stern picture. With our move to new offices at 14 Felton Street here in Waltham, our overhead structure has been reduced by over \$20,000 per year. With our overhead in line, the focus is now on finding new revenue sources, and it is this goal which must be our keynote for the future!

Respectfully Submitted,

Laura C. Caldwell,
Treasurer

Get in Sync @ *Synchronicity*

Hello to all my friends in Genderland. I just wanted to take a few moments to make a report on YOUR bookstore. This past year was a very encouraging one in that we achieved all of our goals for the sales division. My only disappointment was in the number of back orders accumulated as a result of books not being available for a wide variety of reasons, e.g., out of print, not of a quality necessary to offer, lack of funding, and minimum order requirements.

I and WE have been addressing these issues in order to reduce these problems. Please accept my apologies for the delays and my thanks for your patience and support and continuing orders.

Our traveling bookstore, as it now appears at the regional conventions, is a

continuing favorite as each person gets to see and talk about their purchase and finds that their *needs* are being identified and met by the book that is right for *them*. Also, the peer counseling sessions at the conventions seem to be on the rise as more and more people become confident in being treated honestly and with a sincere interest in easing their burden.

I am expecting to add between 50 and 75 new titles in the coming months. As always, investment capital is the main restriction. If anyone would like to help us find a grant or donation source to help with this, then please contact me.

I look forward to meeting each and every one of you in my travels. Watch for the bookstore at the conventions.

Vanessa Murray

SOUTHERN COMFORT RAISES \$1800 FOR IFGE

The Staff and the Board of Directors of the IFGE wish to express our heartfelt gratitude for the generous and warm hospitality extended to us at the recent Southern Comfort Conference in Atlanta, Georgia. We want to acknowledge the substantial discounts and complimentary registrations for our staff and Board, the complimentary room for the staff, the facilities for our Board meeting and the free space for our bookstore. But Southern Comfort also arranged a raffle to benefit IFGE that raised nearly

\$1800. To make the raffle a success, the SC committed donated the first and second prizes: a free registration and hotel room for the conference as first prize, and a free registration as second prize. Other prizes were donated by vendors, the IFGE bookstore and *Transgender* magazine. Southern Comfort, its excellent staff and other volunteer personnel are to be commended for a job well done! Their support, and the courtesies extended to us, contributed the nurturing of a true community spirit. Words cannot express the deep appreciation for all Southern Comfort did.

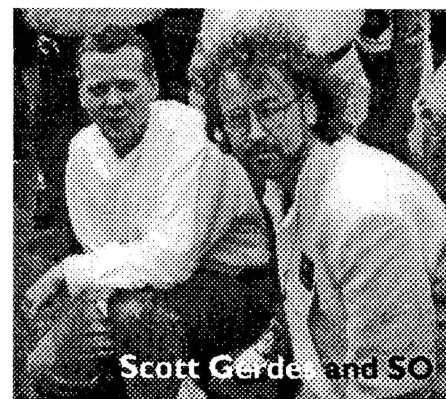
IFGE Staff in Boston Pride Parade



Nancy Cain and SO



Daphnie Prideaux



Scott Gerdes and SO

1998 IFGE/XPRESSIONS CONVENTION

CROSSING BORDERS OFFERS SOMETHING FOR EVERYONE

Crossing Borders, the 12th Annual IFGE convention for all transgender persons, their friends, supporters, and helping professionals, is being designed to have literally something for everyone. In addition to a spectacular program filled with outstanding presentations from well-known TG experts from the U.S., there will be many exciting, and new to most of us, presenters from Canada. Sessions are planned for M2Fs, F2Ms, cross-

dressers, transsexuals, transgenderists, spouses, significant others and parents of all TG persons. In addition, there will be a special track of programming designed to help inform and educate helping professionals and aspiring professionals in areas like medicine, psychology, and sociology.

Two new IFGE board members have been named convention Co-Chairs: Terry Murphy, well-known for producing the successful Southern Comfort Convention, and Pamela Geddes of Xpressions. Alison Laing, Executive Director of IFGE, is Program Chair, assisted by Neila Miller, LCSW, Miqqi Gilbert, plus

two IFGE staff members, Mykael Hawley and Scott Gerdes.

Crossing Borders will be held March 24 through 29, 1998, in Toronto. It is sponsored by IFGE and Xpressions, of Toronto, Ontario, Canada. Toronto is at the same latitude as most of New England, so while the weather may be cool, it should be like a typical New England early spring.

More information on the convention will be made available in the Convention Brochure which will be issued later this fall. If you do not receive one by December, give us a call (781-899-2212).

IFGE's SHEILA KIRK ELECTED TO HARRY BENJAMIN BOARD

IFGE is proud to announce that Sheila Kirk, MD, best-selling author, hormone "guru," and, of course, Director of our Office of Medical Liaison and Research, was elected to the Board of Directors of the Harry Benjamin International Gender Dysphoria Association. The HBGDA is responsible for creating the guidelines that help physicians and therapists determine who would prove successful candidates for sex re-assignment surgery and what care is appropriate for such candidates. We are certain her presence on the board, along with that of transman and psychothera-

pist, Jude Patton, also newly elected to the HBGDA board will increase the influence of the transgender community on HBGDA decisions. As a "transgenderist," Dr. Kirk is expected to promote awareness among HBGDA members of non-surgical options for transgender individuals, such as living full-time in one's chosen gender, feminizing or masculinizing the body via hormone therapy, and cosmetic surgery, rather than the invasive approach of SRS. Congratulations and good wishes to both Dr. Kirk and the HBGDA from all of us at IFGE. E

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Traveling Book Store, revamping the accounting system, and establishing closer relations with the TG community organizations as well as organizations such as the National Gay and Lesbian Task Force, The National Youth Advocacy Coalition, and with organizations beyond the U.S. borders. Alison was elected to the IFGE Board earlier this year and will assume a voting role as well as become a member of the Executive Committee.

Alison said upon her retirement, "I am not leaving IFGE, but freeing myself of much of the management and administrative effort in order to pursue my intense interest in community-building, outreach and education at all levels. I wish Nancy great success in her new position, and will do all I can to help make it so." Alison further remarked that in her new role, she can better deal with her family's needs. Alison indicated that her biggest challenge has been the need to actively address fund raising and pursue cost reductions.

Chairperson of the IFGE Board, Linda Buten, said, "We are excited about the changes as we have the best of both worlds, Nancy's youth, energy and hi-tech knowledge and Alison's experience and wisdom. I think IFGE is now in a great position to deal with the many challenges that face us."



