

NEWS FROM HASTINGS VOLUNTARY ACTION

Fran McKeown

Members of HVA and our partners were shocked to learn of the tragic death of our colleague Fran McKeown over the Christmas period.

In the days after we learnt of Fran's death we were overwhelmed to receive many, many, messages of support and tributes from those who knew and worked with her.

These spoke of Fran's determination and creativity, her understanding and commitment to equalities as well as her personal warmth and sense of humour.

At the celebration of Fran's life event on 14th January many tributes were paid and it was an enormous source of comfort and strength for Fran's family to know how much her work had contributed to the Voluntary Sector and the support it offers to local people.

HVA are compiling the tributes we received and will be presenting this to Fran's family.

At times like this words are inadequate to describe a person whose energy and creativity made such a considerable contribution to our work. But on behalf of everyone at HVA and the Hastings Community Network it is worth reflecting that Fran enabled an inclusive "community voice" to be heard in Hastings and understood that this could be achieved through hard work, passion and creativity.

Fran will be much missed but as someone engaged in community development for so long Fran would want the work she started with Hastings Community Network to grow and develop in the future.

Fran's family have chosen three charities to benefit from donations in her memory – Arthritis Research UK, Hastings RNLI and Hastings District Woodcraft Folk.

If you would like to make a donation, further details can be found at <http://digbig.com/5bgxxe>



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www.hastingsvoluntaryaction.org

Rose Retires

Rose Austen stepped down from her role with Hastings Voluntary Action in December.

For nearly 15 years, Rose has been the Volunteer Centre

Organiser for Volunteer Centre Hastings, and since 2010 for Volunteer Centre East Sussex.

In that time she has helped thousands of people find volunteering opportunities, and provided advice and support to hundreds of charities, community groups and statutory organisations.

Rose said "When I commenced work at HVA back in 1998 I had no experience of working in the voluntary sector but after an intensive induction period I soon realised that I had found my home. This was both in the quality the people that I have worked with at HVA over the years, and the nature of the organisations I have come into contact with during my work".

"Hastings has a thriving voluntary and community sector which depends on the goodwill and talents of hundreds of volunteers and I hope that the work that HVA does in so many ways to support Volunteer Involving Organisations may continue for many years to come".

"I count myself lucky to have worked with so many friendly, committed and talented people in a worthwhile and interesting role which has hopefully made some positive contribution to the voluntary sector and to local people".

Steve Manwaring, HVA's Director, said "HVA has been very proud to have Rose as a member of our team. During her time with us Rose has contributed immensely to advancing the cause of volunteering in Hastings. Through her efforts many people are making a positive contribution to the Town and developing skills and confidence. We are very grateful for everything she has done".

Rose will be hosting a farewell event to celebrate her time at HVA on Wednesday 30 January 2013 between 11am and 1pm at HVA, Jackson Hall, Portland Place, Hastings, TN34 1QN.

If you know Rose you are welcome to join her for a drink and some cake – please RSVP to admin@hvauk.org by Friday 25 January or phone 01424 444010.



HVA's Director – Taking Stock

As 2013 gets underway it is a good time to take stock as an organisation by asking a few simple questions as a group of Trustees or committee:

- Do we have a good understanding of the risks we face and plans in place to address them?
- Do we have good back up arrangements so we don't lose key information in case of theft or damage?
- Have we thought about the training we might need in 2013?
- Have we looked at our governing document and ensured it is up to date and suits our current work?
- Are we building up reserves suitable for our needs?
- Is it time to look at our marketing information and how we present ourselves?
- Does our insurance cover reflect our current work?

If you need help with any actions coming out of your answers to these questions please contact me or a member of the HVA team.

Steve Manwaring

Community Health Voice for Hastings & Rother

A new group representing the voluntary and community sector in health issues has evolved from the previous Hastings & Rother Health & Social Care Forum, and the group met on 19th December 2012. 'Community Health Voice for Hastings & Rother', as it is now called has a core group consisting of Sarah Corrie, Janet Geering, Roger Sweetman, Clive Mills, Gina Sanderson, Steve Manwaring & Tony Moore. They agreed that the role of the group would be to use community intelligence to help shape and influence local health priorities and to keep abreast of developments in Clinical Commissioning Groups (CCGs) and other related structures.

CCGs will be the new way commissioning takes place for primary healthcare in East Sussex and this group is keen to build meaningful relationships with the Hastings and Rother one.

Hastings Community Network will bring community and voluntary organisations together under this new name to ensure updates and information flows between the new CCGs, emerging Healthwatch structures and Health and Wellbeing Boards.

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A meeting with representatives of the Hastings and Rother CCG and the Community Health Voice will take place early in 2013 to map out clear processes for how the Voluntary and Community Sector can communicate and influence the planning and priorities of CCGs.

Your organization needs to be a member of either Hastings Community Network or Rother Voluntary Action if you would like to attend future events or go on future Community Health Voice mailing lists.

To register your interest in this group, please contact: Cheryl Davis at Hastings Voluntary Action if your organization is a member of Hastings Community Network – cheryl@hvauk.org

Or contact Tina Hall at Rother Voluntary Action if you are in a Rother based voluntary organization or group: tina.hall@rothervoluntaryaction.org.uk

HVA Membership Renewal

For many years HVA has run an annual membership renewal process which involved posting or emailing you a copy of our latest membership form. To renew your annual membership we asked you most of the same questions that we asked the year before and in return you dutifully replied by telling us most of the things we already knew. We justified this on the grounds that we didn't have another practical way of doing it and because we needed to pick up any change of contact details or variation of the activities we included in our annual directory of groups / organizations.

This year we want to be a bit more efficient in how we carry out our renewal process, so we are going to try and do this online – to avoid us asking you for information we've already got.

Online renewal will show you all the details we currently hold about your organization, presented in a page of our website that only you will have access to. You will then be able to change any bits that are no longer correct.

We will do this by emailing a 'use once only' link to the email address we hold for your organization, together with some explanatory text (and my phone number at HVA).

The link in the email will take you to your organization's details page. You can then read through the current details and make any changes you want before pressing the save button. The only additional things we will need are; the name of the person who made the changes, whether it is ok to publish your organization's details and a confirmation that you comply with our membership criteria before you renew.

For security reasons, the link we send to your organization email address will only let you save changes to your data once and it will also expire after 7 days if you don't use it.

Because this is the first time we are conducting membership online, we would anticipate a few teething problems, but we do feel that learning how to carry out online membership renewal will reduce much of the duplicate effort which groups have faced at annual renewal time in the past.

Anyone with any questions about this process can either ring or email John Humphries (HVA Information Officer) 01424 444010 john@hvauk.org

HVA's AGM and Conference 2012

Hastings Voluntary Action's AGM & Conference took place on Thursday 29th November 2012 and proved to be one of our best-attended and successful events in recent years.

Over 90 groups examined how the sector itself can provide its own solutions to current challenges. Open sessions and individual workshops focused on the "social capital" potential of having so many local community organisations and how we can share resources, learning, contacts and experience at such a crucial time.

A highlight of the HVA conference was our guest speaker Kathy Atkinson, the Chief Executive of RAISE – the Regional body for the VCS in the South. In a thought provoking, candid and entertaining presentation Kathy outlined the current challenges facing the sector and how we can prepare ourselves to take advantage of current Government initiatives and changes.

RAISE membership is open to any individual or organisation in support of RAISE's charitable aims. Members are largely voluntary and community organisations, but we also welcome statutory bodies, companies, social enterprises and individuals and aims to:

- Provide groups with the information you need to be effective
- Give groups access and the tools to influence (locally and nationally)
- Generate ideas to challenge and inspire – with practical support to implement changes
- Create opportunities to make connections and develop partnerships

For further information about RAISE and the advantages of becoming a member please visit:

<http://digbig.com/5bgxxf>

Credit Union Membership for Groups

Hastings & Rother Credit Union Ltd is pleased to announce that, following changes in legislation in 2012, they are now able to offer membership to local voluntary and community groups. The aim is to provide a true community based banking service for local groups within Hastings, St Leonards & Rother. Such groups are often excluded from mainstream banking:

- Due to their small size
- Because the demands of mainstream banks are too onerous
- Because the offerings by mainstream banks are restricted.

Membership offers local organisations:

- Simple account opening & operating procedures
- A secure vehicle in which to deposit & manage their funds
- Participation as members of the credit union
- A truly personal service
- Potential access to a straightforward loan product (e.g. in the event that fund raising activities have not yet quite reached the required level to meet an immediate need).

Hastings & Rother Credit Union was established in 1999 and now has in excess of 1000 members. It manages over £1 million of community funds every year. To find out more about your local credit union visit: www.hrcu.org.uk (where you can download a brochure about the community organisation banking account) or call us on 01424 202651

Benefit Changes

As you have been learning from the TV and newspapers, there are going to be many changes in the way benefits of all types are calculated, paid and organised in 2013. The situation is not yet fully clear but the Government are determined to see these changes through. For some people this may represent a major change, especially in Housing Benefit, Council Tax and variable service charges. One major change will be that many benefits will be amalgamated and paid as one amount direct to you. This will be called Universal Credit and will be paid monthly in arrears. HVA are working with the Credit Union to spread a simple message and would like to bring the following points to your attention:

- The benefit changes may create cash-flow problems for claimants who may be vulnerable to taking out high interest short term loans

- The interest on these loans is punitive and will create debt problems for them
- If people start saving with a Credit Union they can prepare for this change and build up a savings record in order to take out a low cost manageable loan when they need to

More information can be obtained from the credit union on 01424 202651 or via their website: www.hrcu.org.uk

Surviving Winter Appeal

Some years ago HVA helped set up the Sussex Community Foundation. We support all aspects of the Foundations work and are helping to publicise the Surviving Winter Appeal. This appeal is asking people who have received a Winter Fuel Payment but feel they don't need it, to donate it to help others in Sussex struggling to keep warm this winter. Grants are being distributed through Citizens Advice Bureaux and Age UK branches across Sussex.

To donate, visit <http://digbig.com/5bgxxg> or send a cheque, made payable to Sussex Community Foundation, to: Sussex Community Foundation, Falcon Wharf, Railway Lane, Lewes, BN7 1SX. Please state if you are a UK taxpayer and are happy for us to claim Gift Aid on your donation. This could increase your donation by 25%.

2011 Census

More data has been released from the 2011 Census, which may be relevant for your work and for any future funding bids.

Population figures show that between 2001 and 2011 Central St Leonards ward experienced one of the highest levels of population growth in East Sussex, with an increase of 1357 people (24% increase).

Central St Leonards also had one of the highest proportions of people of working age (aged 15-64), accounting for 73% of people in the ward, with a decrease of people aged 65+.

Wards in East Sussex with the highest proportion of children and young people include Tressell (24%) and Hollington (23%)

Between 2001 and 2011, the proportion of economically active adults in Hastings has increased by 3.2% to 67.8%.

25.4% (18,649 people) of adults in Hastings have no educational qualifications, a higher proportion than any other district in East Sussex.

Other data, including information on ethnicity, religion, and health, can be found on East Sussex in Figures: www.eastsussexinfigures.org.uk

Alternatively you can contact Peter Thorpe at HVA on 01424 444010.

Discretionary Rate Relief

Hastings Borough Council are reviewing their discretionary rate relief policy for 2013/14, which may affect charities, CASCs (sports clubs) and other community groups that own or rent a building. Their proposed policy can be found on HBC's website:

<http://digbig.com/5bgxyc>

Next year, depending on the nature of your organisation, and the building use, Hastings Borough Council may grant your organisation 100% rate relief, or you may have to pay 10%, 20%, 50% or 100% of the rates bill for your building. HVA have been raising awareness of this proposed policy, and have submitted a response to HBC's consultation, which ended on 22 January. The final version of the policy is expected to be presented to Hastings Borough Council's Cabinet on 4th February 2013.

NEWS FROM ELSEWHERE

Learning's Not Just For Youngsters

The University of Brighton Hastings OAK programme, offers people over the age of 50, who have not experienced higher education, the chance to take part on a free 15-week course.



Students select their chosen research project with the help of their tutors and may choose to develop a new skill or study a subject that personally interests them. Starting in February 2013, students are required to attend the Hastings campus for two full days a week.

"Having access to the expertise of staff and the university's facilities is a wonderful opportunity that I would recommend to anyone. I had never done anything like it before and really wish I could repeat the experience. It doesn't matter if your keyboard skills are shaky or you do not know how to research your topic" (Ron Bennett.) <http://digbig.com/5bgxxh>

For more information and an informal chat contact Wendy Philcox on 01273 644605 or email w.philcox@brighton.ac.uk

Councillors on the Frontline

The Communities and Local Government Select Committee's new inquiry report 'Councillors on the Frontline' has just been published. Voluntary and community organizations contributed examples of successful partnership working between themselves and

councillors, working for greater democratic engagement with many of the most marginalised and excluded people. <http://digbig.com/5bgxxj>

Local Public Health Services Budget Announced

A £5.45 billion two-year ring-fenced public health budget for local authorities has been announced by the Department of Health. From April 2013, when local authorities take the lead for improving the health of their local communities, public health budgets will be protected for the first time. This will help drive local efforts to improve health and wellbeing by tackling the wider determinants of poor health.

<http://digbig.com/5bgxxk>

NEWS FROM GROUPS

Pub Quiz Teams Sought

Do you have the smartest pub quiz team in Hastings and Rother? Then why not put your team to the test in the St Michael's Hospice Pub Quiz 2013 where teams battle against each other in one huge pub quiz held at various venues throughout Hastings and Rother?

The Quiz takes place on Thursday 21st February and the Hospice will provide question and answer sheets for pub and club teams of up to six people. Entry fee is just £2.50 per head and the winning team in each pub receives a small prize with trophies awarded to the overall winning team. Posters supplied for each venue.

If you would like your venue to take part, or would like to find out where your nearest participating venue is, please call Becky on 01424 456380 or email:

rmann@stmichaelshospice.com

Carers' Forum

The next East Sussex Carers' Forum is on Tuesday February 5th from 10.30 to 12.30 at The Sussex Exchange, St Leonards.

The title of the Forum is "Let's Talk Benefits". You'll be able to find out how you can get the information you need about the benefits you're entitled to.

Advisors from local and central government will be talking about specific benefits that affect carers including carers allowance and housing benefit, as well as the changes to welfare reforms.

If you would like to attend the forum, but are unable to due to difficulties with transport or respite care – we may be able to help. Unfortunately we have limited funds, so please call us as soon as possible and we will do our best to help. Places are limited, please book by Friday 25th January 2013! Call Debbie on 01323 738390, email debbieh@cftc.org.uk or complete our online registration form by clicking this link:

<http://digbig.com/5bgxxs>

Relationship Breakdown Support Group

A new support group for people who have experienced a recent relationship breakdown will be starting in Hastings on January 22nd 2013. The group will run each week for six weeks, starting at 6pm and ending at 7.30pm.

The group is being run in conjunction with Counselling Plus Community (formerly Hastings and Rother Counselling Service) and will be facilitated by Eve Ashley who has worked within the NHS for approximately 20 years and has trained in working with groups and couples at the South London and Maudsley NHS Trust and the Tavistock centre for Couple Relations.

Relationship breakdowns can be amongst the most painful experiences of our lives, often resulting in a loss of confidence in our ability to live or cope by ourselves. These weekly groups will provide a place where participants can access mutual support, empathy and acceptance and sometimes new ways of thinking and insight.

For further information about the group and how to join, please contact Counselling Plus Community on 01424 428300 or email us on pluscounselling@gmail.com

FUNDRAISING

Community First

Community First is a Government funded initiative to support community projects in some of the most deprived wards in the country.



Grants of up to £2500 will be available for activities that meet local needs, which will have to be matched by an equivalent amount of volunteering time or donations. The scheme is being run nationally by the Community Development Foundation (CDF).

Within Hastings, three wards have been allocated funding: Castle, Central St Leonards and Gensing.

In each ward, a Panel of local people has been established, and five priorities for funding have been chosen in each area. Hastings Voluntary Action have agreed to be the "Panel Partner" for the three wards, helping each of the Panels to get established and ensuring that they follow the guidance from CDF.

Here are the details of the three Community First grants schemes in Hastings:

Castle Ward – the second round is now open, with a deadline of Friday 25th January 2013 noon.

Application forms are available from:

<http://digbig.com/5bgxxt> or HVA's reception in Portland Place.

Central St Leonards Ward – the second round is now open, with a deadline of Friday 1st February 2013

Application forms are available from the Gensing & Central St Leonards Forum office in Silchester Road.

Gensing Ward – the second round is now open, with a deadline of Sunday 24th February 2013

Application forms are available from:

GensingStLeonardsWard@gmail.com

Hastings Borough Council Youth Grants & Seniors Grants

Hastings Borough Council Youth Grants and Senior Grants of up to £1000 are available now.

Youth Grants are for projects that will benefit young people (13-21) from Hastings and St Leonards.

Senior Grants are for projects that will benefit over 50 year olds from Hastings and St Leonards.

The closing date for both grants is the 25th of January 2013.

To get an application form visit:

<http://digbig.com/5bgxxw>

or phone Emile Tambah on 01424 451760

Commissioning Grants Prospectus 2013

East Sussex County Council and the local NHS are expected to publish their 2013 Commissioning Grants Prospectus on 13 February.

Subject to the outcomes of budget-setting for 2013/14, the areas they would like to explore include:

- Independent advocacy
- People are supported to access help to confidently manage their long term conditions and live independently
- Person centred support for people with learning disabilities and autism
- Improved wellbeing for people who have been severely affected by anti-social behaviour and targeted harassment
- Improving mental health through cultural activity
- Children's Centre services to improve outcomes for young children and their families with a particular focus on the most disadvantaged

There will be a 'Meet the Commissioners' event on 20 March for people to find out more information about this year's programme.

More details can be found at:

www.eastsussex.gov.uk/CGP

HVA will run a clinic on Wednesday 27 March 11am-4pm to help small organisations with their CGP application. To book an appointment contact Peter Thorpe on 01424 444010 or email peter@hvauk.org

Awards For All England Changes

Projects throughout England now have the opportunity to apply for repeat and on-going activities under Awards for All in a pilot scheme running until the end of March 2013.

Currently Awards for All does not fund on-going, regular or repeat activities, as the programme has focused on 'new' project ideas.

However, in these challenging times BIG are increasingly aware of the pressures smaller groups face with rising costs and cuts to funding, and want to respond to this by looking at alternative ways of funding projects that support those most in need.

Following a successful six month pilot in the West Midlands and Yorkshire and Humber, BIG are now rolling out the pilot across England. This pilot will open out the criteria to all projects where the applicant has an income of less than (or equal to) £30,000 according to their latest accounts.

BIG envisage this pilot running until 31 March 2013. Any applications received for repeat and ongoing activities over this time period, and meeting the criteria above, will be assessed in the normal way.

Please be aware that application materials (Guide for applicants and Application form) will not be changed.

Please see <http://digbig.com/5bgxxx> for more information.

TRAINING

“Finding the Funds” Training

Do you want more ideas about how you can get funding for your group, or improve the success rate of your funding applications?

The popular “Finding the Funds” training workshop will be held on:

Tuesday 5th February 9.30am – 12.30pm

or Thursday 7th February 6pm – 8pm

at Hastings Voluntary Action, Jackson Hall, Portland Place, Hastings, TN34 1QN.

“Finding the Funds” is aimed at staff, volunteers or trustees of voluntary and community groups who are relatively new or who have little fundraising experience. It will be most relevant for small groups or projects looking for funding up to £10,000.

This training workshop will increase awareness of the range of funding sources available, look at how to complete a funding application, and help your group to plan ahead.

The cost of this training is free for up to 2 representatives of HVA member organisations, as it has been subsidised by Hastings Borough Council. However there will be a £10 penalty for non-attendance. The cost of each place

for non-HVA members is £40.

You can book a place online at HVA's website www.hastingsvoluntaryaction.org/training

Alternatively contact HVA's admin team on 01424 444010.

For further information about the training contact Peter Thorpe at HVA on 01424 444010 or email:

peter@hvauk.org

Your Group on the Web – What Can You get for Free?

Date: Monday 18th February 9.30am – 12.30pm

Venue: Voluntary Sector Hub, 49 Cambridge Gardens, Hastings

Cost: Free for HVA members, £50 for non HVA members

This is an introductory 3 hour session looking at some of the free resources available for voluntary and community groups to promote themselves online.

This session will be hosted by John Humphries, Information Officer at HVA, who has built the HVA web presence and spent virtually nothing on computer programs for over 6 years.

For further information and a booking form visit:

www.hastingsvoluntaryaction.org/training

or call: 01424 444010.

An Introduction to Public Speaking

Date: Wednesday 6th March 2013, 10am to 4pm

Venue: Jackson Hall, Portland Place, Hastings, TN34 1QN

Cost: Free for HVA members, £50 for non HVA members

A gentle introduction to basic principles, including preparation, delivery, and the use of visual aids and / or audio visual technology.

For those who wish or need to communicate in a group situation, but lack the confidence or skills to get started.

For further information and a booking form visit:

www.hastingsvoluntaryaction.org/training

or call: 01424 444010.

What Training Do You Need?

Do you want to increase your skills and knowledge to improve your effectiveness and the services that you provide? What about your trustees, staff and volunteers?

Hastings Voluntary Action is currently planning its training programme for 2013. To help us to do this, we want to get an indication of the current training needs within the voluntary and community sector in Hastings.

If you haven't done so already, complete our training needs form or contact Peter Thorpe on 01424 444010 or peter@hvauk.org

3VA's Forthcoming Training

3VA is the equivalent to HVA and covers Eastbourne, Wealden and Lewes. Their forthcoming training includes Emergency First Aid at Work, Data Protection and Train the Trainer. For full information and booking please contact Jane Mepham on 01323 639373, or email:

jane.mepham@3va.org.uk

You can also download a copy of the 2013 programme and booking form at: www.3va.org.uk

Big Lottery Fund Webinars

The Big Lottery Fund are running a series of FREE webinar training sessions for voluntary and community organisations in the South East:

Awards for All Small Grants Programme

Grants of £300 to £10,000

Wednesday 13th February 2013, 14:00 – 15:30

Or Tuesday 5th March 2013, 14:00 – 15:30

To book a place visit <http://digbig.com/5bgxxy>

Reaching Communities

Grants of £10,000 to £500,000

Thursday 21st February 2013, 14.00 – 15.30

Thursday 21st March 2013, 14.00 – 15.30

To book a place visit <http://digbig.com/5bgxya>

Social Media Training

To know more about using social media to promote the work of your project.

Tuesday 5th February 2012, 14:00 – 15:30

Wednesday 13th March 2012, 10:30 – 12:00

To book a place visit <http://digbig.com/5bgxyb>

NEWS FROM THE STATUTORY SECTOR

Draft HBC Corporate Plan and Budget

Based on what local people told Hastings Borough Council during autumn 2012 as part of 'Another Conversation', HBC is drafting its Corporate Plan and Budget for 2013/14. These draft documents can be found at:

<http://digbig.com/5bgxxm>

The draft Corporate Plan and Budget will need to be agreed by the Council's Cabinet on 18 February 2013 and then the full Council on 27 February. Members of the public are very welcome to attend these meetings to hear the debate. They will take place at 6pm in the Town Hall Council Chamber.

If you belong to a community group and would like Cllr Jeremy Birch to attend one of your meetings to present the draft Corporate Plan and Budget after the 18th of January, or for other related inquiries please telephone 01424

451485. We will need your views by close on the 15th of February so that these consultation responses can inform discussions at the Cabinet meeting on the 18th February. Views on these draft documents can be submitted by email to:

consultation@hastings.gov.uk

or post these directly on the Leaders' blog at:

<http://digbig.com/5bgxxn>

East Sussex Winter Warmth Campaign

You can view the ESCC keep warm keep well campaign information pages at: www.eastsussex.gov.uk/keepwarm

Hastings Local Plan – The Development Management Plan

The Plan that identifies sites for development and provides specific policies to be used in the determination of planning applications is nearing completion. The final stage of public consultation on the Development Management Plan runs for 12 weeks from 21 January – 15 April 2013.



This stage is different to past consultations and is only concerned with two questions:

1. Has the Development Management Plan been prepared in accordance with legal requirements?
2. Is it legally sound?

To assist local community groups and individuals we are holding drop in surgeries to explain more about the process, "legal compliance", "tests of soundness", and to answer any queries. All responses need to be made on an official response form, or through our online consultation software. Please go to <http://digbig.com/5bgxxp> for guidance notes or contact Planning Policy on 01424 783319.

SMALL ADS

Finance Support Worker

The Community Fruit & Veg Project is a social enterprise delivering affordable, locally sourced fruit and vegetables to our community.


We are looking for a part-time finance support worker, ten hours a week flexible working arrangements. Must be competent in Quickbooks.

Salary £19,427 pro rata.

Job application pack from info@fruitandveg.org

Closing date 22 February.

Disclaimer: Notice of publications, events and services in this newsletter and views expressed by the contributors does not necessarily carry endorsement by HVA or represent HVA's own views.

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