Using Friends Groups to support fundraising

Guidance for archive services

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1. Introduction

1.1 What is the purpose of this guidance?

Friends Groups have long been one of the ways that cultural organisations engage with their users and there are over 40 functioning friends groups linked to archive services in the UK. This movement of archive friends groups has grown over the last 50 years, with many formed as a response to a particular need by an archive service – either a threat to its overall funding, or the need to purchase a particular archive or manuscript. They remain, however, an under explored and under-utilised aspect of the archival landscape.

This guidance is aimed at those working in archive services and seeks to provide:

- An overview of how friends groups commonly operate
- An exploration of some areas that relate specifically to the ability of friends groups to fundraise effectively. In doing so, some issues relating more generally to the governance and operation of friends groups are touched upon where this is critical to improving fundraising capacity
- Some approaches or solutions based on good practice in the archive sector and elsewhere

1.2 Further help from The National Archives

This guidance is designed to supplement information provided on The National Archives website relating to funding. A number of case studies are also under development relating to this topic.

Further resources relevant to this topic are listed in Section 5 of this document, but you may also wish to discuss with The National Archives’ Archive Sector Development department any particular issues that you have in this area.

Contact: http://www.nationalarchives.gov.uk/archives-sector/ask-question.htm

NB: In this guidance note all forms of repository, record office, and other organisations holding and providing public access to archives have been referred to as ‘archive services’.
2. Context and Background

This guidance note has been developed based on a review of existing literature, web-based research and interviews with a number of archive services. It seeks to identify how friends groups are operating in 2013 and how their role as fundraisers in support of archive services might be improved.

2.1 What are Friends Groups?

Slater (2000) identified that friends groups operating in the cultural sector range from ‘a handful of devoted individuals who run a small ‘social club’ to those ‘managed by the core management team …. are re-invented, professional, integrated and operate to fulfil the organisation’s strategic objectives’. She referred to these two ends of the spectrum as the ‘social club model’ and the ‘integrated membership scheme’.

There are no real examples of an Integrated Membership Scheme’s working in the archive sector in the UK. These schemes tend to work best for organisations where there is a significant paid for element of their service, for example, performing arts companies or venues, or museums and galleries with charging exhibition programmes. Here membership at its basic level takes on the attributes of a loyalty scheme. Friends may receive priority booking and discounts or free entry, but the motivation of the organisation is to encourage repeat visits, to increase ticket sales and encourage further spending on ancillary services such as catering and merchandise. Different levels of membership allow for an increased number, and a greater exclusivity, of member benefits as the membership fee rises. As Slater states this type of model can only work effectively with direct management by the organisation itself.

Recent research has identified 42 friends groups directly supporting archive services. There may be others working at on a smaller informal scale, but these all have some form of searchable online presence. They are listed as an Appendix to this document.

In general terms the current characteristics of these friends groups (outlined in Section 3) suggest that they are more akin to the ‘social club model’ than the ‘integrated membership scheme’. In this regard they are similar to many friends groups supporting specialist library and small or independent museums. With this in mind, this guidance note focuses on how best to develop friends groups that are closer to the social club model, rather than outlining the mechanisms for setting up an integrated membership scheme.
2.2 How do they support fundraising?

Research to develop this guidance note has identified 23 friends groups or associated trusts that are registered charities. Between 2008 and 2012 these friends groups earned £1,618,346 through membership fees and fundraising and spent £1,614,385. In 2012, the average income was nearly £15,887 and the median average income was £6,402. The average expenditure was £12,313 and the median average expenditure was £4,707. The chart below illustrates both the average and median average income and expenditure over the last five years.

The primary way friends groups raise funds to support archive services is through membership fees. Even with relatively low membership fees (see Section 3.3), friends groups are able to provide grants to archive services from their membership income. In addition to membership fees, friends groups employ a range of approaches to generating additional income. The most common is through charges associated with events and visits, but it might also include profits from sale of publications, donations and bequests, targeted fundraising linked to particular campaigns (e.g. an acquisition or through ‘adopting’ or sponsoring archive or related activities), applications to trusts or foundations, or income on investments.
Whilst current levels of support for archive services are welcome, in general the approach to fundraising by friends groups does not really demonstrate that techniques have changed significantly over time, or friends groups are capitalising on all the opportunities available to them. Although most friends groups identify fundraising as a key purpose, there is not much evidence friends, and in particular, trustees/committee members see themselves as first and foremost fundraisers. Section 4 provides guidance to archive services wishing to encourage friends groups to improve their fundraising and increase their income.
3. Key Characteristics

As outlined in Section 2, most friends groups supporting archive services currently follow a ‘social club model’. The following characteristics have been identified:

3.1 Trustees or committee members

A small number of friends will act as a committee to provide governance for the group. Where the group is formally constituted as a charity, these friends will take on the formal role of Trustees. A member of the archive service, usually the head of service, is likely to be part of the committee as an ex-officio member. In some instances other local organisations or stakeholders may also provide ex-officio members. This committee or board of trustees is normally around 5-15 members and represents the most active heart of the friends group. The role of chair is essential to the group but other key roles are likely to include membership secretary, treasurer and events co-ordinator.

3.2 Aims and Purposes

The aims of the friends group tend to be articulated in quite a general way – referring to ‘supporting’ the archive service (or indeed referring to archives in a particular geographical area) and/or ‘promoting’ or ‘raising awareness’ of the archive service or its specific activities. In practice friends groups most commonly have a role in fundraising and advocacy. Many groups also provide volunteers to support the work of the archive service.

3.3 Membership Fees

Friends groups tend to offer a fixed rate annual membership for individuals. In addition many offer a family or joint membership and a group or corporate rate. Some services also offer overseas rates, student rates or the option of life membership. Individual membership fees currently [Spring 2013] tend to be within the range £5-£15, with £10 as the mode.

3.4 Member Benefits

Benefits of joining a friends group vary but, at a minimum level, most friends groups offer members a newsletter to keep them updated on the work of the group. This publication might be
more extensive in some cases, with more detailed information about, and updates from, the archive service itself and articles written by members on topics of common interest.

Another common benefit is a programme of talks, lectures or visits. These might be exclusive to members, or members might be offered priority booking and/or reduced fees.

Workshops or training from archive service staff is another benefit offered by some groups. This may or may not be linked to structured volunteering opportunities. Volunteering might be closely linked to programmes within the archive service, or more loosely connected, for example indexing or transcribing records, perhaps working towards publications or online resources that are to be made available by the friends group.

Discounts on publications or other merchandise produced by the archive service is another benefit that some friends groups offer.

The following section explores how friends groups with these general characteristics might look to maximise their effectiveness at fundraising.
4. Maximising Effectiveness

This section identifies some areas that friends groups and archive services might seek to consider in order to maximise their effectiveness at fundraising. Some issues relate more generally to making the friends group an effective body, as this is critical to improving its fundraising capacity. The areas covered reflect some of the challenges identified with existing friends groups and offer solutions based on good practice in the archive sector and elsewhere.

4.1 Role of the Chair of Trustees

The chair of the friends group is a critical role. This individual is most likely to be the main point of contact between the friends and the archive service (see Section 4.5) and will need to lead and energise the group. They will need to feel comfortable in the role of fundraiser and ideally have the characteristics that would identify them as a good prospective donor. These characteristics commonly used in fundraising from individuals are crystallised by Steele and Elder (2000) into the mnemonic MAGIC. This stands for:

- M: Do they have means?
- A: What is their age?
- G: Is this person a giver?
- I: Is the person involved with your organisation?
- C: Do they have contacts?

Other key attributes include willingness to embrace change and, of course, time to dedicate to the role.

4.2 Trustees or Committee membership

The trustees or committee members need to act as a high functioning team but also bring a range of skills and expertise to the role. In this respect a friends group is no different to any other board or voluntary committee.

It is strongly encouraged that the group’s constitution incorporates the concept of fixed terms of office. This allows trustees or committee members the opportunity to focus their energies for a fixed time period and also makes it easier to remove from the board/committee individuals who are not taking an active role in leading the group. Ideally there will be terms of reference for
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board/committee members and for particular offices (e.g. secretary, treasurer). This will provide those seeking to join the committee, with a clear outline of what is expected of them as trustees/committee members and ensure that all necessary oversight activities are incorporated into roles of trustees/committee members.

To maximise fundraising effectiveness, the MAGIC formula should be something to consider not just in relation to the chair but all members of the board or committee (see Section 4.1). When considering the issue of ‘Means', it is important to consider not just those who could provide significant donations to the Friends, but also whether or not they have contacts that might provide routes into other funding sources. Another important point to remember is the principle when fundraising that if the trustees/committee are going to be asking others to contribute then they should have done so themselves. This can make asking others for money easier and no one should be pressured to give more than they are able.

It is highly likely that trustees/committee members might also be involved in other local or subject related groups, perhaps in an active role. This connectedness can benefit the group, but it is important to avoid confusion over which ‘hat' individuals are wearing, particularly if they are going to be involved in fundraising or advocacy work. This should be discussed and addressed by the trustees/committee collectively. This might mean excluding certain trustees (esp. ex-officio members) from an active role in particular circumstances that might represent a conflict of interest. In general terms, a shared understanding of the purpose and approach of group, with some agreed key messages can help to overcome this issue.

Friends group members are highly likely to be archive service users and their motivation to join the friends group will be linked to their interest in using the archives, however to create an effective board/committee it is important to consider what skills and experience individuals can contribute to the group alongside their enthusiasm and time. Friends groups, or the archive services with which they work, might consider identifying potential trustee/committee members to fit skills gaps, for example accountancy or fundraising skills, marketing expertise and event planning. Friends groups tend to reflect the general demographic of archive users, with a significant number of retired members. Whilst these individuals may have time to commit to the running of the group, they might also welcome opportunities to refresh their skills, through training opportunities.
It can be tempting to encourage high profile individuals to join the friends committee or trustees. There are definite benefits of identifying people whose personal profile might help with publicising the work of the group however it is important to consider the practicalities of including these individuals in a board/committee that is responsible for the day to day running of the Friends. It may be that they would be better placed in a Patron role.

### 4.3 Membership Fees

As described in Section 2, few friends groups supporting archive services follow the model of an Integrated Membership Scheme. Nevertheless, as outlined in Section 3.3, most friends groups have more than one membership option with different pricing levels. Anecdotal evidence suggests that most friends groups have not analysed the effectiveness of these different membership options (for example, does it benefit the friends group financially to have joint membership option?). Wider research (Slater, 2003) would suggest that few groups have identified the cost of servicing each member, and it would appear that in general the price points fixed for the membership types is almost exclusively based on a) what has previously been charged, and b) what other ‘comparable’ groups are charging.

Many friends groups are understandably concerned about increasing fees to a level where membership levels fall, but this should not preclude an analysis that incorporates a cost per member for administration of the group, the contingent value of member benefits; as well as comparisons with fees fixed by other organisations.

Whilst most eligible organisations encourage members to Gift Aid their membership fees (see Section 4.8) surprisingly few offer members the opportunity to include a supplementary donation on top of their membership fee. With this simple addition friends groups could provide an efficient means of attracting additional donations from the membership at the same time as using this to evidence whether there might be the willingness amongst the members to pay a higher annual fee.

### 4.4 Member Benefits

Whilst Section 2 has already outlined why a more Integrated Membership Scheme model is more challenging for most archive services there is a potential in attracting new Friends through appropriate use of membership benefits. Friends groups that are suffering from low membership levels and/or lack of new members often have common features, one of which is a sense that the
uniqueness of the group has been lost – that the Friends have just become one of a number of local or similar historical societies or civic societies that individuals might choose to join. Therefore membership benefits that reinforce the relationship with the archive service (for example, preservation workshops run by conservation staff) reassert the unique selling point of friends’ membership. Where the group might use standard approaches to providing a social experience for its members these should still reinforce the role of the Friends in supporting the archive service - for example talks which relate to specific collections within the archive service, or visits that enable friends to see records held elsewhere.

Section 3.4 has already outlined some of the standard member benefits provided by friends groups supporting archive services but in general terms, groups should consider how to balance opportunities that assert the exclusivity of the group and thus push interested parties to become members, with activities that are open to non-members and can be used to recruit new members.

Another critical aspect of the membership offer is to ensure activities at least break even financially, but ideally will act as an opportunity to generate further income from the membership. This requires organisers to plan and publicise events effectively, in addition to identifying appropriate charges. This also means constantly re-evaluating what is offered to the membership. For example, a number of friends groups have found that previously profitable study days are no longer viable in their area as other organisations, most noticeably local universities, have begun to offer similar events.

4.5 Relationship with archive service staff

A good working relationship with the archive service is critical to the success of the friends group and its' fundraising. Section 4.4 referred to the danger of groups drifting away from their unique role as a support for the archive service, and the distancing of the relationship between the friends group and the archive service can come about through either a deliberate or unconscious process. From the perspective of the archive service, most consider the existence and aims of a friends group beneficial to them, however there can be concerns that too much staff time and other resources are needed to support the friends group. Governance models and historical precedent may to some extent dictate the nature of the relationship between the archive service and the friends, but ideally the friends should have the capacity and skills to fundraise without
drawing directly on archive service staffing – ultimately the purpose of the friends group is to support the archive service, not the other way round.

In order to reach a position where friends are able take a more active fundraising role, it might be necessary for the archive service to support them in building their skills and confidence. One example already mentioned in Section 4.2 is helping to identify new effective trustees or committee members. Another example might be that archive service staff work closely with friends on developing funding applications, but an element of training the friends should be factored into this approach. The archive service needs to identify and analyse the in-kind support it provides to the group and consider how this compares against the donations or grants that it receives from the friends to ensure it is a cost effective relationship.

If a friends group does have the skills and capacity to increase its fundraising, there can be concerns within an archive service over what they are fundraising for and how. Again, this is where a good working relationship is essential. The head of the archive service should work closely with the trustees/committee members to ensure that the fundraising strategy of the archive service and that of the friends are aligned, and not in competition. Ideally both will be playing to their strengths and targeting different funders or exploiting different fundraising techniques. However this shared understanding needs to go beyond an approach to fundraising. The friends group needs to have a good understanding of the needs of the archive service and how it operates and this should, in turn, support openness to requests from the archive service in prioritising its grants or donations to the archive service. Whilst friends groups commonly provide financial support for acquisitions, examples of where friends groups have understood and accepted the wider financial needs of a service include paying for exterior signage, camera stands, consultant time to plan larger projects and match-funding for bids to trusts or the Heritage Lottery Fund.

The specific linkage of membership benefits to the archive service referred to in Section 4.4 should support the greater understanding of the archive service amongst the friends, but it is also important that the head of the archive service encourages a shared understanding of the role of the friends amongst the archive staff. Staff should be motivated to encourage users and other contacts to join the friends group and staff should see the wider value to the service of their contribution to friends’ events. Often friends groups contain ex or retired members of staff and they can also provide an important role in linking staff and friends.
If a friends group is working effectively, it can be easy to take it and its successes for granted. Even if the Friends Group operates in a fairly autonomous way, it is crucial for the archive service to acknowledge the friends contributions. Simple actions such as an opportunity to view material acquired through friends donations, and acknowledgements of friends support in publicity, for example in press releases, publications, online resources and catalogues are important ways of expressing thanks.

4.6 Engagement with volunteers

Whilst volunteering is one of the three key purposes that are characteristic of friends groups supporting archive services, there is not always a direct correlation between being a volunteer and being a friend. In some groups a proportion of friends take on volunteer work in the archive service but volunteers within the archive service are not always members of the friends, and some archive services report almost no correlation between these two sets of people giving support. Archive services could take a greater role in encouraging volunteers to join the friends as part of long-term volunteering programmes, particularly where volunteers have identified meeting new people as one of their motivations for volunteering.

4.7 Translating users into Friends

Many archive services have friends’ membership forms available in their public areas and provide noticeboards or other opportunities for the friends to promote themselves to users. However searchroom staff, and other staff with direct user interaction, should be primed and prepared to encourage users to become friends. They should be able to talk in specific terms about how funding from the friends has enhanced the service (e.g. new acquisitions or preservation work) and what the benefits to users might be of becoming a friend. One option might be to introduce a lower membership fee for the first year to draw in new members.

4.8 Charitable Status

It is possible to have a friends group that is run by the archive service, in the same way that you might have a consultative body, without any separate governance structures such as a constitution and separate bank account. This does mean that all the financial and administrative responsibilities for the group need to be incorporated into the work of the archive service itself. This can work successfully, particularly if the archive service itself is, sits within an existing charitable organisation, however there are a number of benefits of the friends group having its
own independent identity which are outlined elsewhere in this section, and there are particular benefits in the group becoming a charity.

Those benefits include the ability to apply to grants from funding sources where charitable status is a key criteria for eligibility (this is the case for many trusts and foundations). In general terms being able to publicise the group as a charity can give potential donors confidence in the legitimacy of the group. A charity has to register with the Charity Commission once its annual income is over £5,000 and that can provide further evidence and comfort that the charitable aims of the group are recognised and there is a certain level of oversight of its governance structures and financial procedures by the Charities Commission.

A charity can apply to HMRC for tax relief even if it earns under £5000 (and it will receive an HMRC charity number). Income is exempt from Income Tax and Corporation Tax provided that the money is used for charitable purposes only. In addition charities can reclaim tax on the 'gross' equivalent of donations through Gift Aid. This currently means that for every £1 donated, charities can claim an extra 25 pence.

4.9 Peer to Peer Giving

Whilst generating income from membership and ancillary activities is important, friends groups have a significant role to play in encouraging individuals to give to support the archive service. Encouraging trustees/committee members to donate when they join can give them a powerful psychological tool in asking others to give (see Section 4.2). There may also be individuals who are willing to support the archive service, or would like to feel they have made a financial contribution to preserve particular archives, but who are wary of donating to the wider parent organisation. For example, local users of a county record office may legitimately feel that they are already supporting the service through their taxes. The distance that giving to the Friends Group provides can be an important bridging mechanism and as the individual may feel they have more control over where and how their donation will be spent.

Evidence shows that targeted campaigns particularly where an archive is at risk of being sold or broken up, can be a powerful motivator for individual giving. If an archive service is under pressure to fundraise quickly it can be a useful and effective division of time and focus for the Friends to lead on galvanising individual giving. This type of crowd-funding – seeking small donations from a large number of people – is not new but the technology has certainly made it easier to enable this in recent years. There are now a range of websites where the friends group
can have a presence, publicise a particular campaign and collect payments, for example Localgiving.com, and Justgiving.com. The costs to the friends group in using one of these sites is generally an annual fee plus a processing fee per transaction and small percentage of donations.

Occasionally friends groups are in receipt of bequests. Sometimes individuals have specifically identified the friends group as a beneficiary of their will, in other circumstances it has been the archive service that has recommended the friends group as suitable for this purpose. However, there is little evidence that friends groups in general have established legacy programmes. Some mention the option of leaving a bequest in the membership forms, but essentially most groups react to bequests rather than proactively encouraging them. Recent tax changes have provided an added incentive to leave legacies to charity and information about this is available from Legacy10.com.

4.10 Online presence

The majority of friends groups are currently publicised on the website of the archive service, rather than operating their own web presence. This has advantages of providing a profile for the friends group to engage potential service users and encourages a sense of collaboration but it can limit the amount and appropriateness of the information provided to existing friends and potential members.

In many cases information available online is restricted to the general purposes of the group, contacts, downloadable membership form and information about upcoming events. Friends groups using the archive service website to host information are unlikely to be able to create ‘members-only’ areas of the website. This means, for example, that once a newsletter is uploaded, it can no longer be really classed as a member benefit as it is now available free to all visitors to the website. It also means that the website cannot be used to create a sense of community within the membership, which might be useful in encouraging members who do not live close to the archive service to join. There are a couple of friends groups for UK archives services with Facebook pages but use of social media to create a sense of a friends community is currently limited. Whilst existing members of friends groups may not be regular users of social media, this might be an effective and relatively cheap way of reaching out to a different audience to encourage new membership.
Having a separate web presence will require friends groups to finance and support the hosting and maintenance of the site but it can allow them to develop a separate identity whilst providing links to the archive service website and to online giving sites.

4.11 Advocacy

In general the wider organisations within which archive services sit (i.e. local authority, university) tend to have a benign view towards friends groups, seeing them as a positive way of engaging their ‘customers’. This can be beneficial when friends groups take on an advocacy role however there is a danger that they can be seen as a pressure group. Advocacy work needs to be undertaken with due care so as not to damage the long-term relationship between the friends group and the parent organisation. Used appropriately friends groups have been successful in acting as key stakeholders in consultations about service development and budgeting issues. They can also be valuable support with third parties, for example providing letters of support for funding bids.
Further Resources

British Association of Friends of Museums

Organisation which aims to help, support and encourage Friends groups; maximise benefits of membership for both Friends and the institutions they support; bring diverse Friends groups together to share good practice and experience by arranging regional meetings and an annual conference; improve understanding between professionals and Friends by involvement of BAFM in professional organisations; disseminate good practice and keep BAFM members abreast of modern developments in the sector; make 'Friendship' fun!

Provides online information sheets [http://www.bafm.org.uk/publications/information-sheets.html](http://www.bafm.org.uk/publications/information-sheets.html)
Including:

- Corporate Membership
- Hitting the Headlines - Ways for Friends to Gain Publicity
- Legacies and Local Solicitors
- Making Friends with People of Influence
- Promoting Your Museum - Lobbying and Influencing
- Running an Appeal
- Safeguarding Your Donations
- Setting up a Friends Information and Welcome Desk
- Sustaining the Funding for Museums in the Community
- Visual Impairment
- Gift Aid
- Preparing Grant Applications
- Relationships between Museum/Gallery Friends and their Governing Bodies/Trustees
- Friends Newsletters
- Fund Raising
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Provides a code of ethics for Friends and volunteers
http://www.museumsfriends.com/codeofethics.asp

Association for Independent Museums - http://www.aim-museums.co.uk/

Fundraising for Museums (includes section on use of Friends Groups)

Recent Relevant Publications


Using Friends Groups to support fundraising

Appendix - List of Friends Groups supporting archive services (as at March 2013)


Friends of Bodleian Library - http://www.bodleian.ox.ac.uk/bodley/friends


Friends of Bristol Museums, Galleries & Archives - http://www.friendsofbmga.org.uk/join-page/

Friends of Carmarthenshire Archives - http://www.carmarthenshirefhs.info/friendsofthearchives.htm


Friends of Cumbria Archives (FOCAS) - https://sites.google.com/site/friendsofcumbriaarchives/ [Also Curwen Archive Trust and Kirby Archives Trust]

Dorset Archives Trust - http://www.dorsetforyou.com/dorsetarchivestrust

Friends of Devon Archives - http://www.foda.org.uk/main/about.htm


Friends of Dundee City Archives - http://www.fdca.org.uk/

Friends of Durham County Record Office - http://www.durhamrecordoffice.org.uk/Pages/FriendsofDCRO.aspx

Friends of East Sussex Record Office - http://fesro.org/
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Friends of Gloucestershire Archives - http://www.foga.org.uk/


Hampshire Archives Trust - http://www3.hants.gov.uk/archives-trust.htm


Friends of the Newsam Library and Archives – Institute of Education - http://www.ioe.ac.uk/services/415.html


Friends of Lambeth Palace Library - http://www.lambethpalacelibrary.org/content/friends

Friends of Lancashire Archives - http://www.lancashire.gov.uk/corporate/web/?siteid=4528&pageid=30574

Friends of The National Archives - http://www.nationalarchives.gov.uk/get-involved/friends.htm

Friends of Mass Observation Archive - http://www.massobs.org.uk/becoming_a_friend.htm

Friends of Medway Archives - http://www.foma-lsc.org/


Friends of Sandwell Archives - http://www.historyofoldbury.co.uk/2fosa.htm


Friends of Somerset Archives - http://www.friendsofsomersetarchives.org.uk/index.html
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Friends of Southampton's Museums, Archives and Galleries (FoSMAG) - http://www.fosmag.org.uk/


Friends of Teesside Archives - http://friendsofteessidearchives.btck.co.uk/

Friends of Westminster City Archives - http://www.westminster.gov.uk/services/libraries/archives/help/friends/

Friends of West Sussex Record Office - http://westsussexarchivessociety.webplus.net/


