

2021 Ballot Materials

For the

LWVDC Annual Meeting of the Membership



LWVDC Ballot Timeline

- | | |
|--------|--|
| May 3 | Last day to email any questions to the office (office@lwvdanecounty.org) |
| May 6 | Ballot Question & Answer, 6:30-7:30pm, via Zoom (link: http://bit.ly/ballotQandA) |
| May 27 | Last day to register for Annual Meeting and receive Zoom code |
| May 26 | Ballot (Goldenrod Sheet) must be received in the office |
| June 2 | Annual Meeting, 5:30-6:45pm, via Zoom <ul style="list-style-type: none">• Member Meeting• Lifetime Member & Carrie Chapman Catt Award presentations |

*Due to the Covid-19 pandemic, the 2020-2021 Annual Meeting will be conducted via Zoom. Look for a registration link via email.

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Proposed Slate of Leadership Candidates

Candidates for BOARD OFFICERS:

Co-Vice President (Governance) Maria Spinozzi 7/1/2021 – 6/30/22

Secretary Joan Provencher 7/1/21 - 6/30/23

Candidates for BOARD DIRECTORS:

Membership Director Amber Rottier 7/1/21 - 6/30/22

Voter Service Director Barb Feeney 7/1/21 - 6/30/23

Candidates for NOMINATING COMMITTEE:

Chair Jan Van Vleck 7/1/21 - 6/30/22

Non-board member Elizabeth Kanne 7/1/21 - 6/30/22

Non-board member Gail Krc 7/1/21 - 6/30/22

[Two Board members will be appointed to the 2020-2021 Nominating Committee by the incoming Board at its first meeting of the fiscal year (LWVDC Bylaws, Article IX, Nominations and Elections.)

Candidate names were submitted by the 2020-2021 Nominating Committee: Jan Van Vleck, Elizabeth Kanne, Gail Krc, Marian Matthews, Joan Schwarz

Candidate Bios

Candidates for BOARD OFFICER Positions:

Maria Spinozzi for Vice-President (Governance) (2021-2022)

I was first introduced to the League of Women Voters through an internship with LWV of Los Angeles. I was drawn to its nonpartisan focus and grateful for the opportunity to meet many amazing women with such an enormous array of life experiences. After completing my degree in aerospace engineering at USC, I did one year in the AmeriCorps VISTA program and then landed here in Madison. I spent the next decade working in software development, before recently embracing the challenge of small business ownership in 2019. During our time in Madison, my husband and I started our family through foster parenting to adoption. While not oblivious to the inequities in our society prior to this experience, my involvement in the foster care system reawakened a sense of urgency within me to get more involved in the community and to fight complacency. Joining the League, with its mission to encourage informed and active participation in government, felt like a step in the right direction. I have since spent the last three years in the role of Bulletin editor. I also served as DEI Chair for one year and am currently leading LWVDC's study on alternative voting systems. I continue to be impressed by the dedication, experience, and supportive nature of our League's members. I am looking forward to continuing to serve the League in new ways.

Joan Provencher for Secretary (2021-2023)

I retired in 2016 from a career as a Human Resources Director (mostly in health care organizations) and later as a consultant. During the time that I had my consulting business, my time was more flexible, so I started getting involved in LWVDC and also became certified as a registration deputy with the City of Madison. I was elected to the LWVDC board as Secretary in 2019. In addition to serving on the board, I have been active with the High School Voter Education team and many voter registration events. I also served as Chair of the Search Committee for our Executive Director. I have been a City of Madison Election Official since 2008.

I am quite familiar with board responsibilities having served on the Board of Briarpatch Youth Services for over 15 years, much of that time as Chair. I currently serve as Treasurer for the Madison Retriever Club and was Treasurer of Wisconsin Women Entrepreneurs for 2 years. Outside of league related activities, my passions include training my Golden Retriever and spending time with my children and granddaughter who live in the Twin Cities.

Candidates for BOARD DIRECTOR Positions:

Amber Rottier for Membership Director (2021-2022)

I grew up in the south suburbs of Chicago and graduated from Ball State University with a degree in cultural anthropology and digital media in 2014. I moved to Madison soon after and began my career in project management in the healthcare software industry. I joined the League in July 2020 and immediately began volunteering with the Membership Committee, where I have led new member orientation sessions with Mary Ellen and Joan and have assisted with general membership committee duties. I have always been passionate about dismantling structural inequality and I love the League's mission, so I look forward to engaging with our members and the Dane County community through my involvement with the League.

Barb Feeney for Voter Services Director (2021-2023)

I grew up in Green Bay and attended the UW-Green Bay for both my undergraduate work. I spent nine years living in Sturgeon Bay where I was deeply involved with the League of Women Voters, working especially on land use and planning issues. That work actually piqued my interest in public policy and

led me to start graduate school at UW-Green Bay in planning and policy. After completing my degree, I moved to Madison to start working for state government.

For many years, my volunteer work focused on affordable housing in the Allied Drive area. In 2008 I began to be involved in partisan election work. Between 2013 and 2019, I served on the Oregon School Board. In 2018 I began working with the League at voter registration events, and last year added working on the voter helpline and doing lit drops in low voter turnout areas. I believe the most effective way to get better outcomes is to elect better lawmakers - and the best way to do that is to expand the electorate.

Candidates for NOMINATING COMMITTEE Positions:

Jan Van Vleck for Nominating Committee Chair (2020-2021)

I grew up in Ohio and graduated with a BA from Ohio State University in 1962. I then moved to Chicago to work for the Social Security Administration for 2 years before moving to Wisconsin for my husband's graduate work. After 40 years, in 2007 I retired from Wisconsin State government having worked in various administrative and management positions in a variety of state programs. These included Job Service, Unemployment Compensation, Vocational Rehabilitation, Revenue, Child Support and TANF (Temporary Assistance for Needy Families). I also spent 2 years in Egypt with my husband from 1969-1971 where I received an MA at the American University in Cairo. After retirement, I joined the League to further the League's efforts to improve and expand voting opportunities. After wintering in Florida for several years, I am now full time in Wisconsin and have increased my League involvement. I am the Nominating Committee Chair for 2021-2022.

Elizabeth Kanne, Candidate for Nominating Committee (2020-2021)

I was born and raised in Atlanta, Georgia. My undergraduate degree is a BA in Political Science with a concentration in International Relations, double major in French, from Newcomb College of Tulane University, in 1997. In 2000, I graduated with a JD from the University of Georgia School of Law. After my first two children were born, I was involved in many community organizations in Cleveland, Ohio. After a third child and a move to Wisconsin, my full attention was turned to homeschooling my three children. My oldest is now in college so as my home career lessens, I am happy to step up my involvement in the LWVDC. I joined in 2017 and have worked with voter registration. My family and I live in Middleton.

Gail Krc, Candidate for Nominating Committee (2020-2021)

I joined the League in August 2013. After I retired from the Wisconsin Department of Health Services in 2010, I volunteered for voting registration and voter outreach activities. Before the Special Registration Deputy Program was eliminated, I was certified as a Special Registration Deputy and registered voters in Middleton, Madison and many surrounding areas. I have been a poll worker for the City of Middleton for several years and register voters on Election Day. Currently I am the LWV Library Liaison to the Middleton Public Library and the Senior Liaison for Middleton working with the Middleton Senior Center, assisted living facilities and independent senior living facilities. I also help register students at Middleton High School and follow up with Middleton voters who vote provisional ballots to be sure they understand what they need to do so their ballots are counted. Since 2011 I have been a volunteer at the Middleton Outreach Ministry (MOM) in various roles including data entry, client hosting and staffing the reception desk at the food pantry. From working with the LWV, and occasionally volunteering to register clients at the St Vincent's food pantry, I also have developed various voter outreach services for MOM food pantry clients. These activities have let me see how important and rewarding it is to help people exercise their right to vote!

****Ballot Action – Approval of slate or individual candidates***

Proposed LWVDC Budget for 2021-2022

LEAGUE OF WOMEN VOTERS OF DANE COUNTY				
INCOME STATEMENT				
FY 2021-2022 BUDGET				
	FY 2019-2020 Actuals	FY 2020-2021 Budget	FY 2020-2021 Estimate	FY 2021-2022 Proposed Budget
REVENUE				
Membership Dues	32,611	30,620	40,000	41,250
Contributions and Bequests	258,817	85,000	95,000	116,000
Dane County Contract Expense Reimbursement	0	99,000	82,210	0
Grants	150	10,000	9,184	52,000
Rental Income - Sublet	4,384	4,560	4,703	4,800
Miscellaneous Revenue	34,330	2,500	4,110	1,000
TOTAL REVENUE	330,292	231,680	235,207	215,050
OPERATIONAL EXPENSES				
GENERAL OFFICE				
Rent	17,870	24,069	24,067	24,540
Office Related Expenses	14,155	12,374	13,457	13,610
Payroll Expenses	22,615	26,000	55,315	124,250
Accounting and Legal Services	2,979	9,500	2,892	5,640
Insurance	1,191	1,300	2,155	1,850
Government and Business Fees	1,015	1,200	2,156	2,070
Miscellaneous Expenses	2,086	2,160	967	65
Subtotal	61,911	76,603	101,009	172,025
COMMUNITY ENGAGEMENT				
Event Expenses	6,524	7,400	1,452	10,650
Internship Program	6,801	8,000	8,204	20,000
Printed Materials	6,667	13,550	7,431	10,550
Publicity and Advertising	0	1,900	5,000	6,900
Candidates Answers	4,500	8,000	11,222	5,500
Outside Professional Services	1,610	4,500	1,405	13,320
Dane County Contract - Voter ID Coalition	0	99,000	82,210	0
All Other	2,313	2,875	1,021	3,200
Subtotal	28,415	145,225	117,945	70,120
ORGANIZATIONAL EXPENSES				
Strategic Planning	230	1,000	0	20,000
Staff and Member Training	640	1,500	1,000	37,500
Membership Payments to LWVWI & LWVUS	22,940	25,234	25,551	32,747
All Other	181	2,800	3	2,000
Subtotal	23,991	30,534	26,554	92,247
TOTAL OPERATING EXPENSES	114,317	252,362	245,508	334,392
OPERATING INCOME (LOSS)	215,975	(20,682)	(10,301)	(119,342)
Investment Dividends/Interest/Realized Gains	13,077	0	12,317	12,700
Unrealized Gains/(Losses)	(1,242)	0	92,948	0
INVESTMENT INCOME/(LOSSES)	11,835	0	105,265	12,700
NET OPERATING INCOME/(LOSS)	227,810	(20,682)	94,964	(106,642)
FUNDING RESOURCES				
Memorial Trust Fund Withdrawal - ED Salary/Benefits.	0	0	0	73,900
Memorial Trust Fund Withdrawal - Up to 4.5%	0	20,682	0	15,116
Flad Rent Abatement - 5 Years	0	0	0	5,000
Cash on Hand	0	0	0	12,626
TOTAL FUNDING RESOURCES	0	20,682	0	106,642

Budget Explanation

OPERATING REVENUE

Our revenue plan for the upcoming FY 2021-2022 builds upon the work begun in the current fiscal year and our learnings from that work. The addition of an Executive Director is expected to expand our fund development opportunities. The success of the Making Democracy Work fundraising campaign has shown the impact of focused messaging and the power of donor matching funds. In the coming year we will use these insights as we streamline our major membership campaigns and develop new campaigns targeted for specific programs. One such program is the expansion of the student internship program.

Grants have traditionally played a small role in our revenue results. In fiscal year 2021-2022 we will focus greater attention in this area and seek grant funding to support two major initiatives: a long-range strategic planning retreat and training focused on Diversity, Equity and Inclusion (DEI).

OPERATING EXPENSES

Operating expenses increased significantly in fiscal year 2021-2022. The full-year impact of the Executive Director position accounts for 40% of the increase in expenses. The two major initiatives cited in the Revenue section, the long-range strategic planning retreat and the DEI training, account for 28% of the increase. These activities, as well as the expansion of the student internship program, will only be undertaken if grant/donor funding is obtained. Other contributors to the spending increase include the redesign of the League website, and resumption (and expansion) of in-person events in support of Voter Service, Program and Membership activities. Year-over-year increases in membership (January 2019 vs January 2020) resulted in increased membership dues payments to State and National.

Investment Income (Losses)

The League has chosen to budget for Investment Dividends/Interest/Realized Gains but not for Unrealized Gains resulting from changes in market values. This conservative approach is based upon very different experiences in the market in 2019-2020 versus 2020-2021.

****Ballot Action – Approval of 2021-2022 Budget***

Memorial Trust Fund Withdrawal

Our budget plans for FY 2021-2022 would result in an anticipated net operating loss of \$106,000. This shortfall was expected due to the new full-time Executive Director staff hire. To partially fund this loss, the Board has approved a motion to withdraw up to 15% of the market value of the Memorial Trust Fund. The ability of the Board to take this action is laid out in the Fund's management documents. In addition, we expect to withdraw 4.5% of the Fund value to support annual operations. This percentage has been determined by the Financial Advisory Committee of League members, who govern the Memorial Trust Fund. Assuming adequate market performance, the Board anticipates being able to make this withdrawal annually. The remaining shortfall of \$17,600 will be funded from cash on hand and from the rent abatement payment made by Flad Development in December 2019 as part of the office relocation.

The League has demonstrated over the years the ability to react to changing economic conditions, adjusting revenue and expenditures to reflect the current realities. This same sensibility will be employed as withdrawals are contemplated from the Memorial Trust Fund.

Plan to cover the projected budget shortfall in 2021-2022 budget

The LWVDC Board of Directors is presenting the 2021-2022 budget for Membership approval with the projected shortfall discussed above. In keeping with the process for governing the Memorial Trust Fund, the Board has approved a proposal to withdraw up to 15% of the Memorial Trust Fund market value as of January 1, 2021. This action requires approval from the LWVDC membership, which is included in your ballot.

****Ballot Action – Approval of withdraw up to 15% of Memorial Trust Fund***

Proposed By-Law Changes

Below is a summary of amendments being made to the bylaws. To view the amended bylaws in full, please visit <https://tinyurl.com/lwvdcbylaws>.

- The size of the board will be limited to a minimum of 10 members, but no more than 15. The board will consist of the officers, 4 to 6 elected directors and up to 3 appointed directors.
- Candidates for elected positions may choose either one- or two-year terms.
- Board members cannot serve for more than three consecutive terms or six years, whichever is longer.
- Processes for filling board vacancies are defined.
- A procedure is defined for removal of a board member who is not fulfilling their commitment to the board.
- Authority is granted for holding electronically-conferenced meetings.
- Co-officers are specified as both positions requiring election.
- Standing Committees are defined as the Executive Committee, Finance Committee, and the Nominating Committee
- Operational committees are defined as the Program and Advocacy Committee and the Voter Service Committee
- The board is granted authority to create, designate and disband additional committees as needed.
- The board is granted the authority to name delegates to state and national conventions.
- Article XI spells out the LWVDC policy of indemnifying officers, board members and league volunteers to the full extent of Wisconsin law.

****Ballot Action – Approval of 2021-2022 Bylaws Amendments***

Proposed LWVDC Program for 2021-2022

League Program is the education and advocacy platform that a League chapter adopts to move its mission forward. It may include policy priorities identified by national, state or the local League, and should reflect the interests of local members as well as state and national priorities. At the 2021 Annual Meeting, members of the LWVDC are invited to choose a few important issues to spotlight and address via advocacy in the coming year. The program should reflect members' opinions and energies since its success depends on the interests and work of the members. The recommendations offered here reflect the opinions and preferences of LWVDC membership. They are informed as well by the current socio-political context, and by the lessons and successes associated with the Committee's work this past year.

As the Program/Advocacy Committee (The Committee) developed the recommendations for 2021-22, a core set of questions emerged: What program design and strategies might best respond to the growth in polarization and political divide that weighs on our nation and within our state? What combination of educational and advocacy activities might help strengthen what we increasingly recognize as the fragility of our democracy? How might the 2021-22 program help to move our League's commitment to diversity, equity and inclusion beyond the safety of organizational confines and out into our communities? And finally, how might we leverage the energies of our growing membership toward these ends?

In the fall, the Committee formed a planning team to gather member input about the current year of programming and about preferences and priorities for 2021-22. The planning team designed a 14-question online survey that was sent to League members in early March. Sixty-eight members responded (11.4% of the current membership). The planning team held two virtual focus groups in mid March to gather additional input. Seven members participated in the focus groups. Based on findings from the survey and focus groups, the Committee recommends: 1) continuing to work on last year's themes of "Making Democracy Work at the Local Level" and "Combating Climate Change," 2) adding "Ensuring Social Equity" as a third thematic area and 3) allowing for other time-critical priority issues that may emerge throughout the year.

2021-2022 Program/Advocacy Recommendations

The Committee recommends the following to members:

Under the general oversight of the Board and the Program/Advocacy Committee, the League of Women Voters of Dane County will implement program activities, both educational and advocacy-oriented, that help to influence targeted policy objectives. Program/Advocacy subcommittees and working groups will conduct research, form community alliances, educate members and wider audiences through forums and book discussion groups and implement targeted advocacy campaigns on specific public policy issues described below:

Making Democracy Work. The Committee will target issues such as Voter Suppression; Redistricting and Gerrymandering; and Campaign Finance Reform.

Combating Climate Change. The Committee will target issues such as Rural and Urban Options for Clean Transportation; and Infrastructure Priorities to Mitigate Climate Impacts.

Ensuring Social Equity. The Committee will target issues such as Combating Policies that Perpetuate Structural and Systemic Racism in Dane County; and Tackling Unmet Needs for Basic Necessities of Life in Dane County.

Emerging Issues. The Board and/or the Program Committee may request attention to an emerging issue if it is deemed critical and/or strategic or is a high priority for the national or state League that needs to be communicated to the local membership.

Other Recommendations of the Program/Advocacy Committee

Assuming that the Program proposal is approved by the membership, the Committee recommends these additional features:

1. Committee members will design educational and advocacy activities so they are aligned to meet specific DEI, community engagement and policy objectives.
2. As requested by the membership via the online survey, public issues forums will be presented using in-person and virtual formats, in consideration of factors such as weather, relevance of the issue to other League chapters within Wisconsin and other special circumstances.
3. The Program/Advocacy Committee will continue to refine its organizational structure to include theme- and issue-focused subcommittees and advocacy working groups pursuing specific policy/campaign objectives.
4. The Advocacy components will continue to include the Observer Corps, Action Alerts and the Dane County Working Group on Fair Maps.
5. The ad hoc planning team formed in 2020-21 to gather member input will operate throughout the year to carry out the Committee's member input and evaluative functions.
6. The Book Discussion Group, the *Swinging for the Fences: At Bat for Climate and Democracy* blog and the Discussion Group activities will continue as integral components of the Program/Advocacy Committee.
7. The Program/Advocacy Committee will pilot a new eight-week civics education seminar series, "Renewing the Republic: How to Restore the Guardrails of our Democracy," to be held virtually, exploring the constitutional foundations and vulnerabilities of our democracy.
8. The Committee will continue its partnership with LWV Upper Mississippi River Region (UMRR) Inter League Organization, which works to protect the entire Mississippi River system.

****Ballot Action – Approval of 2021-2022 Program***

Appendix A

LWVDC Annual Meeting Minutes 2020

LEAGUE OF WOMEN VOTERS OF DANE COUNTY

2019 - 20 ANNUAL MEETING MINUTES

Originally scheduled for May 13, 2020 at 7pm

****Meeting conducted remotely by U.S. mail due to Coronavirus Stay at Home orders****

Introduction/Background

Wisconsin Governor Tony Evers issued a statewide Safer at Home order on March 24, 2020. The order became effective March 25.

On April 7, 2020, all LWVDC members were sent a letter from LWVDC President Aileen Nettleton, along with the traditional annual meeting materials, via US mail. The letter explained that the meeting would not be held in person as scheduled for May 13 due to the Safer at Home order. The packet also included a paper ballot to be used for mail - in voting.

Bylaws Review and Revisions

Article III, Section 3, of the LWVDC bylaws prohibits a written ballot process for the election of officers or directors. As stated in President Nettleton's letter, the State League (LWVWI) changed their policies to allow written ballots. Local Wisconsin chapter bylaws are subsumed by this change.

Marilyn Stephen created a ballot for the Annual Meeting that meets LWVWI criteria. President Aileen Nettleton approved the ballot and sent it to LWVWI for final review. The LWVWI found that the ballot met all their criteria.

Process for 2020 Annual Meeting Business

1. Members were asked to review the annual meeting packet materials sent by mail.
2. Members were asked to complete a written ballot (Appendix I).
3. Members who voted needed to mail their ballot to the LWVDC office with a postmark on or before May 15 (return postage paid envelope included). At that time the office was closed and all mail was being forwarded to the home of finance chair Jean Jacobson.
4. Per LWVDC bylaws, votes are to be counted by 2 LWVDC members. Due to Safer at Home orders, this required 2 members who live in the same household. Aileen Nettleton and Al Nettleton counted the ballots on May 18 after picking them up at Jean Jacobson's home.

Results

159 ballots were mailed by the deadline. Per LWVDC bylaws, 30 votes are needed for a quorum.

- The slate of candidates for the 2020 - 2021 Board and the candidates for the 2020 - 2021 Nominating committee proposed by the 2019 - 2020 nominating committee were approved 159 - 0.

The New Board Members Are:

- President - Christine Clements (2020 - 2022)
- Co - Vice President - Marilyn Stephen (2020 - 2022)
- Co - Vice President - Jean Jacobson (2020 - 2022)
- Treasurer - Jean Jacobson (2020 - 2022)

- Directors:
 - Fundraising - Linda Dietrich (2020 - 2022)
 - Program - Georgiana Hernandez (2020 - 2022)
 - Membership Co - Directors - Mary Ellen Schmit (2020 - 2021) and Joan Schwartz (2020 - 2022)
 - Publicity Co - Directors - Bonnie Chang and Laura Grueneberg (2020 - 2022)

- **Nominating Committee for 2020 - 2021:**
 - Jan Van Vleck, Chair
 - Elizabeth Kanne
 - Gail Krc
 - 2020 - 2021 Budget was approved 158 - 0 with 1 abstention
 - 2020 - 2021 Program was approved 158 - 1. Two focus areas are Climate Crisis and Making Democracy Work.

Several members included congratulatory comments on their ballots such as:

"Thanks. Great report and meeting material. Impressive!"

"Wow" An excellent year end report. The candidates for Board positions are very impressive. Look forward to the year ahead."

Some members also enclosed donation checks to support the League's work.

Process for Approval of Annual Meeting Minutes

Joan Provencher, LWVDC Secretary, and Aileen Nettleton, LWVDC President, discussed and prepared the minutes. In lieu of the normal process of appointing 2 readers at the Annual Meeting for final approval, the minutes were sent to the Executive Committee (Nettleton, Clements, Anglim and Soltvedt) for final approval.

Respectfully submitted,
 Joan Provencher
 LWVDC Secretary

Appendix B

LWV Wisconsin Guidance on Conducting Board and Annual Meetings during the COVID-19 Pandemic, Summary/Excerpts, March 26, 2020

Motion approved by the LWVWI Board of Directors, March 30, 2020:

*That the LWVWI board adopt a policy that In light of the COVID-19 pandemic and the need for local Leagues to conduct business virtually to keep their members safe, specifically permits (but does not require) Wisconsin's local Leagues to conduct elections by written ballot. And, to permit local Leagues to conduct their annual meetings in a month that is not the time prescribed in their local Bylaws as long as the annual meeting takes place by the end of August 2020.**

Board Meetings

“Conducting board meetings remotely presents no problem as you can conduct them by written consent, electronically, by written ballot, or by teleconference.”

Annual Meetings

“Current local League bylaws under the section Written Ballot expressly prohibits written ballots to be used for elections or amendments to your bylaws...”

Action Being Taken

“LWVWI is moving forward immediately with a recommendation from our nonprofit lawyers at Scholz Nonprofit Law LLC. Because local League bylaws must comport with the LWVWI bylaws under the group exemption, the LWVWI Board will be asked ASAP to pass a policy that states that in light of the current situation with COVID-19 and the need to conduct business virtually to keep its members safe, LWVWI specifically permits ...local chapters to conduct elections by written ballot.”

What Local Leagues Should Do

“No action is necessary on your part to change your bylaws regarding Written Ballot, etc., as the LWVWI Board policy, once approved, provides the necessary override.

“In preparing your written ballot voting procedures, please keep in mind that a written ballot to members must contain the following information:

- 1. The number of responses needed to meet the quorum requirements per our Dane County Bylaws is 30 members.**
- 2. The percentage necessary to approve each matter other than election of directors.** If your ballots include items other than elections, the written ballot will need to state the percentage approval needed to pass – greater than 50%, basically a majority vote. For elections, you do not need to include the percentage, as there might be more than two candidates for any given position.
- 3. The time by which a ballot must be received by the corporation in order to be counted is by the local League is May 28, 2021.**