COPPECTE

\$4387.50 KMG

Print

Final Grant Report - Submission #48916

Date Submitted: 10/30/2015

City of McKinney Arts Commission

When your Arts-Commission-funded project is complete, please submit this form and the following two items within thirty days after the event or season, depending on the type of event. These items must be submitted electronically.

- 1) A detailed Final Project Report covering all receipts and expenditures for the funded project.
- 2) A narrative report of the project.

Please review carefully before submitting. Final Grant Reports may only be submitted once.

Grantee Name*

Grant Amount*

McKinney Youth Theatre

\$15,520.82 14

14,625.00

Email *

sakers@planochildrenstheatre.org

Event(s)

Name of Event*	Date & Time of Event*	Location of Event *	More Events?
Fall Elementary Classes	September - December	нсн	♦ Yes
	2014		⊕ No
Name of Event	Date & Time of Event	Location of Event	More Events?
Annie Jr.	December 5-14, 2014	НСН	Yes
			⊕ No
Name of Event	Date & Time of Event	Location of Event	More Events?
Addam's Family	January 16-25, 2015	НСН	Yes
		<i>t</i>	⊕ No
Name of Event	Date & Time of Event	Location of Event	More Events?
			Yes
			⊕ No

Spring Elementary and Skill Classes	Spring 2015	нсн	
Name of Event Disney's Mulan	Date & Time of Event April 17-26, 2015	Location of Event	More Events? Yes No
Name of Event Curtains	Date & Time of Event May 8-17	Location of Event	More Events? • Yes No
Name of Event Summer Camps	Date & Time of Event Four Weeks - 12 camps	Location of Event	More Events?
Name of Event Honk and Thoroughly Modern Millie	Date & Time of Event August 7-16 and September 3-6	Location of Event HCH and MPAC	More Events? ⑥ Yes ⑦ No
Name of Event Shakespeare and Monthly Free Acting Workshops	Date & Time of Event Summer 2015 and all yaer	Location of Event Bonnie Wenk and HCH	More Events? Yes No
Name of Event Music Man Jr.	Date & Time of Event August 21-30, 2015	Location of Event HCH	

Total Revenue

Include grant award funds.

Budget*

Actual*

\$180,000

\$239,746

Total Expenses

Budget*

Actual*

\$180,000

\$245,841

Total Number in

Number of Performances*

Attendance*

9,050

82

Total Number of Tickets

Number of Tickets

Sold*

Comped*

6,011

2,500 3039

Promotion

Did you include in all promotion, publicity and advertising the following line: "This project is funded in part by the City of McKinney through the City of McKinney Arts Commission."

Choose One*

If no, why not?

Yes

Not always on some playbills just had the logo

No

Logo

Did you use the City of McKinney logo on printed material?

Choose One*

If no, why not?

- Yes
- No

Goals

How successful was your event in accomplishing the Arts Commission goal, "To create a vibrant and viable arts community in which diverse, high quality arts opportunities are available to McKinney residents and visitors?

Choose One*

- Very Successful
- Somewhat Successful
- Not Successful

Comments

Huge growth year for McKinney Youth Theatre! We served more students and audiences than ever before. We collabrated with Boys and Girls Club, Big Brother/ Big Sister, City Church, and Downtown McKinney. We partipated in three city events: Scare on the Square, July Fourth Parade, and Arts Walk. New Managing Director Hollie Hongosh is dynamic leader along with the wonderful McKinney Managing Board.

Attach Financial Report*

McKinney Youth Theatre Final 2014-2015 Scanned report.pdf

Attach Narrative Summary*

McKinney Youth Theatre Final Report 2014-2015.docx



MCKINNEY YOUTH THEATRE FINAL REPORT 2014-2015

In fiscal year 2014-2015, McKinney Youth Theatre realized a 36% increase in number of youth served in our programs in McKinney, Texas. As in past years, we presented the best of Broadway and educational programming to the McKinney community.

MISSION: To develop the character of youth through quality performing arts education and family entertainment.

VISION:

To make our programs desirable and accessible to all North Texas

youth.

2014-2015 SKILL CLASSES AND ELEMENTARY CLASSES

Season	Class	Number of Rehearsals	Number of Performances	Venue
Fall 2014	Frozen Princess	10	1	Hoard Carles Hall
Fall 2014	Dragon Training	10	i	Heard Craig Hall
Fall 2014	Acting	10	1	Heard Craig Hall
Spring 2015	Dalmatian Plantation	10	i	HCH HCH
Spring 2015	Frozen Princesses	10	1	НСН
Spring 2015	Acting 1	10	- i	
Spring 2015	Musical theatre Dance	7	i	HCH HCH
Spring 2015	Spring Break Camp	5 (3 hour days)	5	НСН
Spring 2015	Broadway Workshop	1	0	MPAC
Summer 2015	Art and Drama Camps	4 week long camps 20 days	4	HCH, FUMC
Summer 2015	Afternoon Camps	4 week long camps 20 days	4	HEH COULDREN'S THEATRE
Summer 2015	All Day Camps	4 week long camps, 20 days	4	HEFE UNKNEY
Total Events		132	24	THEATRE





2014 - 2015 MAJOR PRODUCTIONS

Title	Venue	Performance Dates	# of Rehearsals in McKinney	# of Perf	Director
Annie Jr.	Heard Craig Hall	December 5- 14, 2014	28	8	Hannah Diaz
Addams Family	Heard Craig Hall	January 16- 25, 2015	28	8	Brady Stableton
Disney's Mulan	Heard Craig Hall	April 17-26, 2015	28	8	Morgan McClure
Curtains	Heard Craig Hall	May 8-17, 2015	28	8	Hollie Hongosh
Honk Jr.	Heard Craig Hall	August 7-16, 2015	10 (four hour days)	8	Nick Mann
Music Man, Jr.	Heard Craig Hall	August 21- 30, 2015	20	8	Nick Mann
Thoroughly Modern Millie	McKinney Performing Arts Center	September 3- 6, 2015	28	6	Hollie Hongosh
Shakespeare in the Park	Rehearsed at HCH, performed at Bonnie Wenk Park	September 24-27, 2015	25	5	Brady Stableton
Total			167 Rehearsals In McKinney	59 Perf	M L Plano Chierbesis





1901 CUSTER ROAD SUITE 106, PLANO, TX 75075

© 972.422.2375

© NORTHTEXASPERFORMINGARTS.ORG



FREE COMMUNITY OUTREACH

To serve our vision of making our programs desirable and accessible to all North Texas youth, McKinney Youth Theatre offered free community outreach to McKinney and area youth.

Free Acting Classes: Offered the second Monday of each month except in the month of December. The classes are listed on our website and posted often on our McKinney Youth Theatre Facebook page. Total 11 workshops.

Complimentary Tickets: Approximately 800 complimentary tickets (each worth two complimentary tickets) were given to McKinney Chamber of Commerce for their annual New Teacher Breakfast held at Boyd High School each year. In addition, numerous complimentary tickets were sent to McKinney schools and non-profit. Teachers are given complimentary tickets to attend a production of their choice. Each family is given complimentary tickets for each production.

COLLABORATIONS

Downtown McKinney: McKinney Youth Theatre participated in Scare on the Square, Fourth of July Parade, and Arts Walk.

City Church: City Church is a relatively new church in McKinney who serves non-churched, underserved residents. City Church collaborates with other churches in McKinney to provide services to this population. McKinney Youth Theatre provided complimentary entertainment on two days of their spring break camp at Old Settler's Recreation Center.

Boys and Girls Club: McKinney Youth Theatre provided the opening entertainment for their annual gala this fall. In addition, we are creating an original performing arts piece in celebration of Martin Luther King Day in January 2016 using their students.

Big Brother/ Big Sister: NTPA (Umbrella name for all theatres) is providing the opening entertainment for Big Brother/ Big Sister Gala 7. We are using their "Bigs" and "Lils" for the talent. Original piece created by NTPA, founder Sara Akers.





1301 Custer foad buite 206, Plano. TX 75076 © 972.422.2573 © Northtexasperformingarts.org



Other Significant Events

In the fall of 2014, the Board of Directors re-organized the structure of Plano Children's Theatre. Each theatre (McKinney Youth Theatre, Plano Children's Theatre, and Frisco Youth Theatre) has its own full time managing director and volunteer managing board who are responsible for meeting the needs of its community. Each theatre reports to the North Texas Performing Arts Governing Board. The North Texas Performing Arts Governing Board is responsible for setting policy, costs, risk management, and budgets (with input from theatres).

Hollie Hongosh is the Managing Director for McKinney. Hollie has a BFA degree from Wittenberg University in French and Opera. She has been teaching at PCT for the past three years. The McKinney Management Board meets each month in McKinney to review financials, programs, and plan events. McKinney resident, Lorraine Spencer served with distinction as the McKinney Board President for the past 1 1/2 years. Trysh Pope, also a McKinney resident is the 2015-2016 Chair for McKinney.

Branding: New logos and website re-skinning was donated by Simply Connect.

MYT 2015 AMP's had successful second year of awarding over 150 trophies to actors for their outstanding work on and off the stage in 2014. The 2016 AMP's will be at McKinney's Sheraton.

Awards

"2015 Top Twenty-Five Women in McKinney" Awarded to Sara Akers by McKinney Living Magazine

"2015 Top Ten Women in Collin County" by Neiman Marcus Willow Bende

Finalist in McKinney Volunteer Center Awards and McKinney Chamber Of Commerce "Best Of" events.





1301 Custer road, suite 766, plano, tx 75075 6 672,432,2575 O northtexasperformingaets.org



History

- Founded in 1991 by Sara Egelston Akers, Rebecca Egelston Caso, Lanny Wren, and Dick Anthony
- In 2005, the City of McKinney awarded PCT grant monies to begin McKinney Youth Theatre.
- Frisco Youth Theatre was founded in 2012.

Awards

- "2015 Best Playwright in DFW" to PCT's Jeff Swearingen by Dallas Observer
- "2015 Volunteer of the Year" to Board Member Elly Marsh From For the Love of Art
- "2015 Top Twenty-Five Women in McKinney" to Sara Akers by McKinney Magazine
- "2015 Top Ten Women in Collin County" by Neiman Marcus Willow Bend- Honoree Lisa Rodenbaugh
- "2015 Small Business Volunteer of the Year" to Champion Fire and Security for their gifts of resources and service to Plano Children's Theatre from Junior League Advisory Board;
- "Best New Play of 2014" Stiff by Jeff Swearingen by DFW Critic's Forum
- "2014 Best Director" for Jeff Swearingen by Dallas Observer "2015 Special Citation" by the Column Awards for our theatre within a theatre, Fun House Theatre and Film;
- "2015 Quality of Life" finalist by the McKinney Chamber of Commerce;
- "2015 Small Non-Profit of the Year" finalist by the Frisco Chamber of Commerce;
- PCT trained, Chris Clark, wins "2015 Best Actor" from DSM High School Musical Award
- "2014 Leadership Award" by the Art Centre of Plano "For the Love of the Arts" for Board President Darrell Rodenbaugh's Gifts of Service to PCT;
- "2013 Lifetime Achievement Award" by the Junior League of Collin County for Rebecca Egelston Caso's gifts of service to PCT;
- "2013 Best Theatre" in DFW by the Dallas Observer for our theatre within a theatre, Fun House Theatre and Film which is made possible by Plano Children's Theatre;
- "2012 Best Community Organization" by the Junior League of Collin County;
- "2012 Best Community Partner" by the Plano Chamber of Commerce;

Scope of Programs

- NTPA is an educational theatre for young people ages, 3-18. Roles are cast on the basis of talent and previous performing history and not on ethnicity, color, race, height, or appearance
- In 2014, 111,000 patrons attended one of our 368 performances in Plano, McKinney, and/or Frisco
- Multiple PCT trained 2015 graduating seniors receive full scholarships at colleges
- 10% of freshman theatre class are trained PCT actors
- 44 Major Productions (each with 6-8 performances) featuring Youth, Ages 4-18 in Plano, McKinney, and Frisco. Daytime performances for Schools and Daycares
- Free Community Outreach for Underserved in Collin County, Donated over five thousand tickets to schools and daycares, non-profits, Vet Tix.
- Fun House Theatre and Film which is made possible by Plano Children's Theatre
- Therapeutic Drama Program for youth and adults with special needs
- Collaborated with Art Centre of Plano, Chamberlain Ballet, Plano Sports Authority, Plano Rotary Club and Boys and Girls Club

Board and Staff Leadership

- North Texas Performing Arts is governed by a fifteen member, Governing Board
- Each theatre has its own full time Managing Director and volunteer Managing Board;
- PCT employs the very best in their fields: 16 artists and admin staff have Bachelor's Degrees. Seven have Master's Degrees. .



75-2387300, Non Profit 501 (c)(3) organization







1301 CUSTER ROAD, SUITE 705 PLANG, TX 75075 © 912.422.2575 @ NORTHTEXASPERFORMINGARTS ORG

MCKINNEY GRANT AUDIT October 2014 - September 2015

INCOME:

McKinney Grant	\$ 15,520.82 14,625
Tuition:	
Fall 2014 Major Productions	\$ 18,025.00
Spring 2015 Major Productions Spring 2015 Elementary Productions Spring 2015 Acting & Other Classes Spring Break Camp	\$ 25,800.00 \$ 2,880.00 \$ 4,550.00 \$ 2,540.00
Summer 2015 Major Productions Summer 2015 Camps Summer 2015 Classes	\$ 29,160.00 \$ 25,810.00 \$ 5,950.00
Fall 2015 Major Productions Fall 2015 Elementary Classes	\$ 18,240.00 \$ 5,750.00
(Through September 30, 2015)	
TOTAL TUITION:	\$ 138,705.00
Scholarships:	\$ (7,980.00)
Discounts:	\$ (5,590.00)
TOTAL DISCOUNTS/SCHOLARSHIPS:	\$ (13,570.00)
NET AMOUNT OF TUITION INCOME:	\$ 125,135.00
Ticket Sales:	
Honk - 2 Week Music Man Modern Millie Curtains Mulan Addams Family Annie	\$ 5,458.00 \$ 2,729.00 \$ 5,191.00 \$ 5,006.00 \$ 10,054.00 \$ 7,471.00
Footloose	\$ 11,514.00 \$ 672.00

Total Ticket Sales	\$	48,095.00
Other Income:		
Concessions	\$	3,707.35
Miscellaneous Income.	\$	3,181.61
Merchandise Sales	\$	1,214.00
Fundialsing***	\$	5,872.00
Donations/Corporate Sponsors***	\$	1,255.10
MCK AMPs (Fundraiser)	\$	15,943.00
***Capital Campaign	\$	19,822.06
TOTAL OTHER INCOME:	\$	50,995.12
TOTAL OF ALL INCOME:	<u>\$</u>	<u>239,745.94</u>
Comped Tickets:		
Honk - 2 Week	خ	3.040.00
Music Man	\$ \$	2,048.00
Modern Millie	\$ \$	2,432.00
Curtains	\$	2,624.00
Mulan	\$ \$	1,792.00
Addams Family	۶ \$	1,664.00
Annie	\$ \$	2,560.00
Footloose	\$ \$	3,328.00
	Ş	1,600.00
Total Comped Tickets:	\$	18,048.00
	*	,- 10100

^{***}These funds are restricted to be used for obtaining a new facility.

MCKINNEY GRANT AUDIT October 2014 - September 2015

Grantee Name:

McKinney Youth Theatre

Total Revenue:

\$ 239,745.94

Total Expense:

\$ 245,841.41



MCKINNEY YOUTH THEATRE FINAL REPORT 2014-2015

In fiscal year 2014-2015, McKinney Youth Theatre realized a 36% increase in number of youth served in our programs in McKinney, Texas. As in past years, we presented the best of Broadway and educational programming to the McKinney community.

MISSION: To develop the character of youth through quality performing arts education and family entertainment.

VISION:

To make our programs desirable and accessible to all North Texas youth.

2014-2015 SKILL CLASSES AND ELEMENTARY CLASSES

Season	Class	Number of Rehearsals	Number of Performances	Venue
Fall 2014	Frozen Princess	10	1	Heard Craig Hall
Fall 2014	Dragon Training	10	1	Heard Craig Hall
Fall 2014	Acting	10	1	HCH
Spring 2015	Dalmatian Plantation	10	1	HCH
Spring 2015	Frozen Princesses	10	1	HCH
Spring 2015	Acting 1	10	11	HCH
Spring 2015	Musical theatre Dance	7	1	HCH
Spring 2015	Spring Break Camp	5 (3 hour days)	5	нсн
Spring 2015	Broadway Workshop	1	0	MPAC
Summer 2015	Art and Drama Camps	4 week long camps 20 days	4	HCH, FUMC
Summer 2015	Afternoon Camps	4 week long camps 20 days	4	HCH, FUMC
Summer 2015	All Day Camps	4 week long camps, 20 days	4	HCH, FUMC
Total Events		132	24	BATTL PLANO



2014 - 2015 MAJOR PRODUCTIONS

WE FR	ISCO OUTH EATRE
-------	-----------------------

×Υ	A 11 LINEALES IN DESIGNAD THE C					. e= A\$	
	Title	Venue	Performance	# of	# of	Director	
			Dates	Rehearsals	e Perf e	ROAD, SUITE 766, PLANO, TX 75075	
			*	Ø 072.422.	2575 🖸 N	ORTHTEXASPERFORMINGARTS.ORG	



	1	1	1	·	T
			in McKinney		
Annie Jr.	Heard Craig Hall	December 5- 14, 2014	28	8	Hannah Diaz
Addams Family	Heard Craig Hali	January 16-25, 2015	28	8	Brady Stableton
Disney's Mulan	Heard Craig Hall	April 17-26, 2015	28	8	Morgan McClure
Curtains	Heard Craig Hall	May 8-17, 2015	28	8	Hollie Hongosh
Honk Jr.	Heard Craig Hall	August 7-16, 2015	10 (four hour days)	8	Nick Mann
Music Man, Jr.	Heard Craig Hall	August 21-30, 2015	20	8	Nick Mann
Thoroughly Modern Millie	McKinney Performing Arts Center	September 3-6, 2015	28	6	Hollie Hongosh
Shakespeare in the Park	Rehearsed at HCH, performed at Bonnie Wenk Park	September 24- 27, 2015	25	5	Brady Stableton
Total			167 Rehearsals In McKinney	59 Perf	

FREE COMMUNITY OUTREACH

To serve our vision of making our programs desirable and accessible to all North Texas youth,

McKinney Youth Theatre offered free community outreach to McKinney and area youth.

FRISCO
YOUTH
Tee Acting Classes: Offered the second Monday of each month except in the The True Acting Classes. December. The classes are listed on our website and posted often on our McKinney Youth Theatre Facebook page. Total 11 workshops. 1301 CUSTER ROAD, SUITE 706, PLANO, TX 75025

O 972.422.2575 O NORTHTEXASPERFORMINGARTS.ORG



Complimentary Tickets: Approximately 800 complimentary tickets (each worth two complimentary tickets) were given to McKinney Chamber of Commerce for their annual New Teacher Breakfast held at Boyd High School each year. In addition, numerous complimentary tickets were sent to McKinney schools and non-profit. Teachers are given complimentary tickets to attend a production of their choice. Each family is given complimentary tickets for each production.

COLLABORATIONS

Downtown McKinney: McKinney Youth Theatre participated in Scare on the Square, Fourth of July Parade, and Arts Walk.

City Church: City Church is a relatively new church in McKinney who serves non-churched, underserved residents. City Church collaborates with other churches in McKinney to provide services to this population. McKinney Youth Theatre provided complimentary entertainment on two days of their spring break camp at Old Settler's Recreation Center.

Boys and Girls Club: McKinney Youth Theatre provided the opening entertainment for their annual gala this fall. In addition, we are creating an original performing arts piece in celebration of Martin Luther King Day in January 2016 using their students.

Big Brother/ Big Sister: NTPA (Umbrella name for all theatres) is providing the opening entertainment for Big Brother/ Big Sister Gala on November 7. We are using their "Bigs" and "Lils" for the talent. Original piece created by NTPA, founder Sara Akers.

Other Significant Events



In the fall of 2014, the Board of Directors re-organized the structure of Plano Children's Theatre. Each theatre (McKinney Youth Theatre, Plano Children's Theatre, and Theatre, and Theatre) has its own full time managing director and volunteer managing board of attention responsible for meeting the needs of its community. Each theatre reports to the North Texas Performing Arts Governing Board. The North Texas Performing Arts Governing Board in Sponsible for setting policy, costs, risk management, and budgets (with input Total Incomp.).

Hollie Hongosh is the Managing Director for McKinney. Hollie has a BFA degree from Name of the Managing Director for McKinney. Hollie has a BFA degree from Name of the Managing Director for McKinney at Rock of the past three or Wittenberg University in French and Opera. She has been teaching at Rock of the past three or



years. The McKinney Management Board meets each month in McKinney to review financials, programs, and plan events. McKinney resident, Lorraine Spencer served with distinction as the McKinney Board President for the past 1 1/2 years. Trysh Pope, also a McKinney resident is the 2015-2016 Chair for McKinney.

Branding: New logos and website re-skinning was donated by Simply Connect.

MYT 2015 AMP's had successful second year of awarding over 150 trophies to actors for their outstanding work on and off the stage in 2014. The 2016 AMP's will be at McKinney's Sheraton.

Awards

"2015 Top Twenty-Five Women in McKinney" Awarded to Sara Akers by McKinney Living Magazine

"2015 Top Ten Women in Collin County" by Neiman Marcus Willow Bend

Finalist in McKinney Volunteer Center Awards and McKinney Chamber Of Commerce "Best Of" events.

History

- Founded in 1991 by Sara Egelston Akers, Rebecca Egelston Caso, Lanny Wren, and Dick Anthony
- In 2005, the City of McKinney awarded PCT grant monies to begin McKinney Youth Theatre.
- Frisco Youth Theatre was founded in 2012.

Awards

- "2015 Best Playwright in DFW" to PCT's Jeff Swearingen by Dallas Observer
- "2015 Volunteer of the Year" to Board Member Elly Marsh From For the Love of Art
- "2015 Top Twenty-Five Women in McKinney" to Sara Akers by McKinney Magazine
- "2015 Top Ten Women in Collin County" by Neiman Marcus Willow Bend- Honoree Lisa Rodenty Sph
- "2015 Small Business Volunteer of the Year" to Champion Fire and Security for their gifts of re
 to Plano Children's Theatre from Junior League Advisory Board;
- "Best New Play of 2014" Stiff by Jeff Swearingen by DFW Critic's Forum
- "2014 Best Director" for Jeff Swearingen by Dallas Observer
 - "2015 Special Citation" by the Column Awards for our theatre within a theatre, Fun House Theatre and Film;
- 2015 Quality of Life" finalist by the McKinney Chamber of Commerce;
- 2015 Small Non-Profit of the Year* finalist by the Frisco Chamber of Commerce:
- PCT trained, Chris Clark, wins "2015 Best Actor" from DSM High School Musical Awardoad, Suite 766, PLANO, TX 15076









- "2014 Leadership Award" by the Art Centre of Plano "For the Love of the Arts" for Board President Darrell Rodenbaugh's Gifts of Service to PCT;
- "2013 Lifetime Achievement Award" -- by the Junior League of Collin County for Rebecca Egeiston Caso's gifts of service to PCT:
- "2013 Best Theatre" in DFW by the Dallas Observer for our theatre within a theatre, Fun House Theatre and Film which is made possible by Plano Children's Theatre;
- "2012 Best Community Organization" by the Junior League of Collin County;
- "2012 Best Community Partner" by the Plano Chamber of Commerce;

Scope of Programs

- NTPA is an educational theatre for young people ages, 3-18. Roles are cast on the basis of talent and previous performing history and not on ethnicity, color, race, height, or appearance
- In 2014, 111,000 patrons attended one of our 368 performances in Plano, McKinney, and/or Frisco
- · Multiple PCT trained 2015 graduating seniors receive full scholarships at colleges
- 10% of freshman theatre class are trained PCT actors
- 44 Major Productions (each with 6-8 performances) featuring Youth, Ages 4-18 in Plano, McKinney, and Frisco.
 Daytime performances for Schools and Daycares
- Free Community Outreach for Underserved in Collin County, Donated over five thousand tickets to schools and daycares, non-profits, Vet Tix.
- Fun House Theatre and Film which is made possible by Plano Children's Theatre
- Therapeutic Drama Program for youth and adults with special needs
- Collaborated with Art Centre of Plano, Chamberlain Ballet, Plano Sports Authority, Plano Rotary Club and Boys and Girls Club

Board and Staff Leadership

- North Texas Performing Arts is governed by a fifteen member, Governing Board
- Each theatre has its own full time Managing Director and volunteer Managing Board;
- PCT employs the very best in their fields: 16 artists and admin staff have Bachelor's Degrees. Seven have Master's Degrees.

Tax ID

• 75-2387300, Non Profit 501 (c)(3) organization





