

**AGENDA ITEM NO: 8** 

Report To: Inverclyde Alliance Board Date: 10 December 2018

Report By: Grant McGovern Report No:

Head of Inclusive Education,

**Culture and Communities** 

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Culture

Subject: Inverclyde Cultural Partnership Update November 2018

#### 1.0 PURPOSE

1.1 The purpose of this report is to provide the Alliance Board with an update of the work of the Inverclyde Cultural Partnership.

#### 2.0 SUMMARY

- 2.1 The Community Planning element of the Community Empowerment (Scotland) Act 2015 placed responsibility on Inverclyde Alliance to develop a Local Outcome Improvement Plan (LOIP) which replaced the Single Outcome Agreement 2012-17. Inverclyde's LOIP was formally approved by the Alliance Board at its meeting on 11 December 2017.
- 2.2 The LOIP priorities are Population, Reducing Inequalities, and Environment, Culture and Heritage. The Inverciyde Cultural Partnership, established in March 2018 is the Delivery Group for the Culture and Heritage priority.
- 2.3 The Cultural Partnership membership consist of a wide range of partners from the arts, culture and heritage sectors across Inverclyde. Over May to August 2018, the Partnership identified tasks and priorities to take forward which were subsequently published as a detailed Delivery Action Plan that previously been presented to the Alliance Board for approval.
- 2.4 The work of the Cultural Partnership will take account of national and regional developments impacting on Arts, Culture and Heritage. The recently published Glasgow City Region Tourism Strategy and the forthcoming national Cultural Strategy will also inform the work of the Partnership.
- 2.5 The partnership will also seek to engage with community groups in the localities with an interest in Culture, Arts and Heritage. The September meeting of the Cultural Partnership was hosted by the Gourock Heritage Hub
- 2.6 The focus for the Cultural Partnership over the past few months has been the following workstreams:
  - The Great Place Scheme: Inverclyde's Heritage Strategy;
  - The Inverclyde Heritage Hub, Cathcart Street; and
  - The Arts and Creativity Strategy.

As with the development of the Arts and Creativity Strategy, the development of the Heritage Strategy has been commissioned. Applications were received from two organisations with expertise in arts, culture and heritage development work. The outcome of that commissioning process is

attached as Appendix 3 to this report.

Partners have also focussed on current and planned events including:

- Galoshans Festival October 2018;
- World War 1 Commemorations;
- The James Watt Bicentennial; and
- Inverclyde's Heritage Hub: Closure Timeline.

#### 3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Alliance Board:
  - a. Notes the progress made towards the outcomes set out in Inverclyde's Cultural Partnership Delivery Plan;
  - b. Notes the timeline for closure of Inverclyde's Heritage Hub, Cathcart Street and the reinstatement of the Watt Complex.

**Grant McGovern Head of Inclusive Education, Culture and Communities** 

#### 4.0 BACKGROUND

4.1 The Local Outcome Improvement Plan focusses on the Environment, Culture and Heritage as one of its priorities:

'Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit.'

There are two partnerships which support the delivery of this priority; the Environment Partnership and the Inverclyde Cultural Partnership.

- 4.2 The Inverclyde Cultural Partnership's first meeting was late March 2018, but prior to this, the Inverclyde Arts and Creativity Strategy was launched on November 2017. The partnership focusses on the arts, culture and heritage element of the priority set out above. Membership of the group is drawn from:
  - West College Scotland
  - Inverclyde Leisure
  - Inverclyde Tourist Group
  - Beacon Arts Centre
  - RIG Arts
  - Riverside Inverclyde
  - Inverclyde Community Development Trust
  - Inverclyde Health and Social Care Partnership
  - Seagull Gallery
  - Inverclyde Council
    - Inclusive Education, Culture and Communities
    - Education
    - Corporate Communications
- 4.3 The group met over May to August 2018 to identify tasks and priorities that were subsequently presented as the Partnership's Delivery Action Plan. The key areas of activity agreed for the delivery plan are:
  - Implementation of the Cultural Partnership: governance, management & reporting
  - ICP Communications Strategy
  - Self-evaluation
  - Equalities impact
  - Community engagement
  - Arts and Creativity Strategy Action Plan
  - Great Place Scheme (including the development of a Heritage Strategy)
  - Festivals and events
  - Arts, culture and heritage tourism
- 4.4 A programme of meetings is in place for the partnership until March 2019 and it is planned to have meetings in the three CPP Localities of Inverclyde in buildings or locations that are part of Inverclyde's heritage. The partnership will also seek to engage with local community groups in CPP localities with an interest in Culture, Arts and Heritage. The partnership will map its work against the ongoing development of locality plans.
- 4.5 As the Cultural Partnership continues to hold its meetings at venues across Inverclyde and continues to engage with local community groups in the localities with an interest in Culture, Arts and Heritage, this provides an opportunity for partners to discuss ongoing developments and events across Inverclyde including:
  - Updates on the Great Place Scheme: including the Heritage Strategy (Appendix 1);

- Updates on the Arts & Creativity Strategy; and
- Dissemination of information on funding opportunities that may be advantageous to members.

The group will also monitor progress towards the identified priorities as outlined in the CP Delivery Plan. Recent priorities have included:

- Final arrangements for the forthcoming Galoshans Festival, October 2018;
- James Watt Bicentenary Celebrations (Appendix 2); and
- First World War Commemorations.

As noted in section 4.3 above, the development of the CP communication strategy is an important element of the delivery action plan and consequently Inverclyde's Corporate Communications team will be the nexus for ensuring that events, including those at locality level, are disseminated across the wider community. The further development of an effective communication strategy will be at the forefront of future discussions with social media and on-line access being significant aspects of that strategy. Advice and support will be sought from Inverclyde Council's IT services.

## 4.6 The Gourock Heritage Hub

The Gourock Heritage Hub kindly hosted the CP meeting on 10 October 2018 and gave members an overview of the ongoing work of the Gourock Heritage and Arts Centre, their structure as a fully constituted registered charity with the aims to build capacity through community engagement, schools, volunteers and Arts and Heritage projects including the George Wylie Garden and work by local artist Alec Galloway (Stained Glass).

Other current projects include:

- Heritage Lottery funding for WW1 commemoration events, e.g. Armistice tea room, St John's Church drama, Cenotaph piper;
- Grants for All awards digital participation, storytelling drama, Your Voice activities;
- St. Johns Church tower capital renovation bid HLF –accepted for a development phase 2<sup>nd</sup> round for 22<sup>nd</sup> November. GH&AC have developed activity plan with a year-long programme of activity commencing with a launch of Alex Galloway stained glass window;
- Currently working with West College Scotland on projects related to customer care and tourism including workshops on local tours. Working with families and schools stained glasstying into oral histories and storytelling;
- Application pending for £450, 0000 Match fund Leader and HLF GHF Digital Films/podcast (RI)

Gourock Heritage and Arts' vision is to expand into another building as need has been identified for a community heritage centre. They continue to look to funding applications for early 2019 while keeping current space for exhibitions and continue to build capacity.

## 4.7 **Great Place Scheme**

Feedback from the Heritage Lottery Fund has indicated that it would be beneficial at this stage to build more partnership working into programme to deliver and evaluate GPS.

A comprehensive update on the progress the various strands of the Great Place Scheme are outlined in Appendix 1. Elements of note include:

- World Walking: Virtual Watt Walk schools engagement pilot with Kilmacolm Primary School is now underway. Roll out across all schools in Inverclyde in 2019;
- The appointment of Paul Bristow as Inverclyde's Digital Storyteller;
- The appointment of Rebekkah Smillie as Heritage Modern Apprentice through Inverclyde's

annual Recruit programme;

- Social media links for the Great Place Scheme are now available, see:
  @GreatPlaceInve2 (Twitter), and Great Place Inverciyed (Facebook).
- Oral History training delivery by University of Strathclyde to GPS volunteers/ Inverclyde Heritage Network (Friends group) and Staff

# **Heritage Strategy**

The successful bid to develop a Heritage Strategy for Inverclyde was awarded to a collaboration led by Jura Consultants working with Ice-cream Architecture; this has been allocated a fixed price of £20,000 plus £5,000 for printing and publication from the Great Place Scheme Funding.

Further details of the specification and timescales for the development of the strategy are attached as Appendix 3 of this report.

# **Arts and Creativity Strategy**

As noted previously, the Arts and Creativity Strategy was launched in November 2017. The development of that strategy was, at the time, being led by Inverclyde's Music And Creativity Development Officer. Unfortunately that post is currently vacant resulting in some slippage on the progress to the identified priorities.

To address this, the 0.6FTE post of Creativity Development Officer post has been agreed and will be funded through Creative Scotland. This post will be facilitated by CVS Inverclyde and, once appointed, will help re-focus the A&C Strategy Implementation Group with support from members of the Cultural Partnership

## **Heritage Hub: Closure Timeline**

While it is acknowledged that the temporary Heritage Hub in Cathcart Street has been very successful in filling the gap left by the closure of the Watt Complex during renovations, the Hub will close in December 2018 to allow the resources and artefacts to be relocated to the refurbished Watt Complex.

A report was submitted to the last meeting of the Education and Communities Committee (30 October) outlining the arrangements for reinstatement of the McLean Museum and Watt Library in the refurbished Watt Complex on Kelly Street (see EDUCOM/102/18/GM/AW). Section 4 of that report outlines in detail the rationale on the timescale required for reinstatement of the Museum.

Timescales for the reinstatement was an item for in-depth discussion at the last meeting of the Cultural partnership. However, members were reassured that access to archives and other resources will still be available to the public and heritage groups over the planned six month reinstatement.

| Time Period                      | Event  |  |  |  |  |  |  |  |  |  |
|----------------------------------|--|--|--|--|--|--|--|--|--|--|
|                                  |  |  |  |  |  |  |  |  |  |  |
| 21 December 2018                 | The Heritage Hub closes to the public. Limited |  |  |  |  |  |  |  |  |  |
|                                  | library and archive services will be available |  |  |  |  |  |  |  |  |  |
|                                  | from Greenock Central Library. Greenock        |  |  |  |  |  |  |  |  |  |
|                                  | Philosophical Society continue to use Central  |  |  |  |  |  |  |  |  |  |
|                                  | Library for their 2018-19 lecture schedule.    |  |  |  |  |  |  |  |  |  |
| January 2019- Spring/Summer 2019 | Library, archive and museum staff mov          |  |  |  |  |  |  |  |  |  |
|                                  | unpack, and prepare books, objects and         |  |  |  |  |  |  |  |  |  |
|                                  | artefacts for re-display or storage as         |  |  |  |  |  |  |  |  |  |
|                                  | appropriate.                                   |  |  |  |  |  |  |  |  |  |
| Jan 2019 – ongoing               | The Stories Frae the Street project (funded    |  |  |  |  |  |  |  |  |  |
|                                  | through the Heritage Lottery Fund Great Place  |  |  |  |  |  |  |  |  |  |

|                               | Scheme) continues; the 2 funded posts of Heritage Outreach Officer and Heritage Apprentice will continue with community-based heritage activities.                       |
|-------------------------------|--|
| Late spring/early summer 2019 | The Watt Complex re-opens to the public with a gala launch event. The first major exhibition will be on the theme of James Watt as 2019 is the bicentenary of his death. |

Library resources to move to Central Library from January 2019. Wednesday morning volunteers will move to Central Library. Archive resources will still be available by appointment. These are stored off-site and this arrangement has been available throughout Watt Complex closure. The Heritage Outreach Officer, Digital Storyteller and Heritage Apprentice will work with community groups across Inverclyde during closure. Library, archive & museum staff will move to the Watt Complex from January 2019 and begin re-instating. The original decant took six months and the re-instatement is likely to be similar with an expected opening of refurbished Watt Complex in May/June 2019. The reopening exhibition/thematic will focus on the James Watt Bicentenary.

The following library resources will remain available throughout the Watt Complex reinstatement:

- Ancestry
- British Newspaper Archive
- Watt Complex Collections Online
- Local history books
- Microfilm readers & printer
- Census & parish records
- Post Office directories
- Census indexes
- Births, deaths & marriages index

Volunteers from local heritage groups will be supported by staff members to help raise capacity and identify projects. They can be accommodated through the central library.

#### 5.0 PROPOSALS

5.1 The Cultural Partnership will continue to look for opportunities for collaborative working to support the development of Culture, Arts and Heritage across Inverclyde.

#### 6.0 IMPLICATIONS

6.1 Legal: There are no legal implications from this report.

Finance: There are no finance implications from this report.

Human Resources: There are no human resources implications from this report.

Equality and Diversity: There are no equality and diversity implications from this report.

Repopulation: Culture and heritage are useful ways in which to raise the profile of Inverclyde, and can attract people to visit the area.

Inequalities: The Cultural Partnership will map its activity to the three Community Planning localities, and will engage with groups in these areas.

#### 7.0 CONSULTATIONS

7.1 No consultations were undertaken to create the report.

#### 8.0 LIST OF BACKGROUND PAPERS

8.1 Inverclyde Cultural Partnership Delivery Plan 2018-21

# **Heritage Outreach - Great Place Scheme UPDATE**

- @GreatPlaceInve2 (Twitter) Great Place Inverclyde (Facebook) up and running.
- Defined marketing materials with logo and all partner Logos will be used for all in-house/ outreach events connected to the project along with HLF materials.
- World Walking re: Virtual Watt Walk schools engagement pilot with Kilmacolm PS project underway .Roll out across all schools in Inverclyde in 2019.
- Paul Bristow is in place as Digital Storyteller employed through the Scottish Book Trust from 1<sup>st</sup> October 2018 – Storyboat.
- Heritage MA Rebekkah Smillie is in place has completed her induction and is working on a number of projects.
- Wikimedia Train the Trainer workshop took place on 24<sup>th</sup> September 2018 with SLIC Wikimedian in Residence Delphine Dallison; this will allow workshops/ Editathons to be delivered as part of the Great Place Scheme.
- AN has been in touch with Kay Clark re delivery for the Gourock Heritage Centre
- AN has organised for Oral History Training delivery by University of Strathclyde to GPS volunteers/ Inverclyde Heritage Network (Friends group) and Staff. Dates TBC.
- Heritage Strategy Tender Bid released on 27<sup>th</sup> September closing date 22<sup>nd</sup> October.
- Outreach event in HH for Doors open day Saturday 8<sup>th</sup> September What's your story story café / NLS touring exhibition and Sugaropolis sugar tasting and workshop. Was very successful University of St Andrews to share research to add to our Stories Frae the street 346 people came through the Heritage Hub doors.
- The GPS will provide continued support for the "Sugaropolis" project and future activities and an in-kind contribution: providing the venue for workshop 1 (scheduled for June 2020) for the project Living *Histories of Sugar: Transnationalisms, Performance and Co-Creation.* Research will be shared across projects and this will also tie into the theme for 2020 – Year of Coasts and Waters.
- GPS will also tie in with the researchers on the creation and testing of new interpretive software to go in Heritage Handling boxes for continued outreach
- AN has been liaising with Surge on the community workshops and performance element of Galoshans 2018. Workshops scheduled 11<sup>th</sup> October SW Library – 17<sup>th</sup> October Kings Oak Family Hub.
- HH volunteers Hilary and Liz showcased their Matron, Medicine and Mayhem oral history project in the HH on Saturday 6<sup>th</sup> October - The great place scheme supported them in their project to date and will for future projects.
- AN attended the Great Place Evaluation session in HLF Headquarters in Edinburgh on the 9<sup>th</sup> Oct 2018. Emphasis was on partners being involved in process.

#### James Watt 2018

## **James Watt Steering Group**

# Thu 2<sup>nd</sup> Oct 3pm

Present; Alison Nolan, Val Boa, Susan Rose, Paul Bristow, Eleanor Robertson and Jane McAllister

Apologies; Karen Orr, Bill Clements and Sean Paul O'Hare

The group set out to create timeline of activity that will mark the James Watt Bicentenary, on 24<sup>th</sup> Aug.

#### **Current Planned Activities:**

Jan 19<sup>th</sup> Jan is his birthday and this could be marked with projection, images on to

Cowan's Corner

Feb/Mar 'When art tells a tale' is a creative arts, steampunk project being rolled out

through some schools. This is scheduled from 4<sup>th</sup> Feb until 29<sup>th</sup> April and will potentially create a showcase of work that can be shown at a later date, possibly Aug to tie in with other activities. A space for the work may need to be found.

Apr-Jun Term time activities for a schools & McLean Museum collaboration using Lego.

Building Watt's work shop etc., along with animation work with Paul Bristow. This

is to appeal to younger children.

Aug Official opening of the James Watt Institution has yet to be confirmed however

activity is planned to celebrate James Watt at this time specifically with an exhibition of material, artefacts and displays. Workshops for children and possible

showcase linked to earlier work in the schools.

Sep It has been suggested that we bring Doors Open Days forward to 1st weekend of

Sept in order to add to the end of Aug commemorations. This would include Watt themed walks and tours from ITG. The tour has already been created however

possible period costume etc. has been suggested.

Nov James Watt themed fireworks??

## Throughout the year:

World walking/Watt Walk is under way as a pilot in Kilmacolm Primary and all going to plan it can be rolled out across all schools for 2019. This can be used by the schools to be educational and introduce children to the story of James Watt.

Val Boa has contributed to a book that will be published, likely early 2019; there is no date as yet. The book launch will be in Birmingham so we have suggested a smaller local launch with a key speaker.

The group's thoughts are to have something more visual in Greenock, throughout the town. Possibly posters, billboards, artwork celebrating his birth place. This element would require additional funding and needs to be explored.

There is a company called the Steampunk Emporium who put on interactive shows etc. They were in Glasgow Comic Con earlier this year. 'They'll have some exhibition pieces to inspire you into making your own Steampunk art works. They will have some costume displays too. Their "STEAMWARS" pieces will also be on show. They will have the friendliest Steampunk Ambassadors to answer all your questions. What is Steampunk? How do I join in the fun? What should I wear? They'll have some steampunk goodies you can buy to start your Steampunk Outfits too. Steampunk is a multi-genre sub-culture which everyone can join

in with. Highlights include Tea, Cake, Gin, Music and Books; making things and Being Splendid.

Potential for a show like this would be an idea for August.

# Other suggestions:

Tie in the new graphic for the Watt Institute with a graphic that can used throughout the year, across all events, to tie them together. There is an appetite for merchandise at the museum etc. Possible bulb graphic.

Try to highlight locations and places named after him – James Watt dock, James Watt building, there is a location at the Cut that he is linked too etc

Possibly asking the Waverley to dock in Greenock for the day and provide tours of their steam engine.

Potential to include Inverclyde's model railway club to display their model steam engines.

I have also been asked to request that grounds keep the family grave clean throughout the year as there will be visitors. Possibly a short memorial service in the cemetery.

Jane McAllister has a cemetery walk with voice recordings of James Watt which can be played however this requires some funding to set up.

### **Great Place Inverciyde**

### Update on the allocation of funding to commission the Heritage Strategy

Jura Consultants is one of the UK's leading management consultancies specialising in the cultural heritage sector. Icecream Architecture is a team of community-led facilitators, environmental artists, graphic designers, architects, software developers and strategic thinkers. Both consultancies also bring specific experience working in Inverclyde. Their proposed methodology is informed by this experience and expertise with Jura Consultants adopting the role as study lead and coordinator, with input from Icecream Architecture across all study phases but particularly drawing from their understanding of the Inverclyde socioeconomic context at the familiarisation stage and applying their creative expertise in 'action research' and the Research and Analysis stage.

#### **Methodology Phase 1: Initiation**

The inception meeting is scheduled for Thursday 29 November 2018 and this is an opportunity for the client team to meet the study team, to discuss the proposed methodology, agree key milestones and communication structures. A consultation strategy would be prepared and issued by the study team after the meeting.

#### Phase 2: Familiarisation

The familiarisation stage is where the study team will understand and assess Inverclyde's heritage assets (tangible and intangible) and related programmes/services. Research will be primarily desk-based at this stage, building on the study team's knowledge from previous commissions in the area. The methodology and findings from the familiarisation stage will be summarised in a progress report.

## Phase 3: Research and Analysis

A comparator analysis will consider examples of the projects and initiatives delivered as a result of other area-based heritage strategies and/or examples where particular attractions function as the hub in a network of associated attractions/services.

Through the familiarisation stage the team will engage with Council committees and stakeholder groups and the public. Both tangible and intangible heritage will be explored. Results from the comparator analysis and consultation will help the team to refine the asset map and value matrix developed in phase 1. Key findings from both phases will be summarised in a progress report.

#### Phase 4: Consolidation

The consolidation phase is where they bring all findings together and consider the implications for Inverclyde on both a strategic level and an individual asset level. Results from phases 2, 3 and 4 would be presented as an **Interim Report** which will be designed for public consumption.

The results from phases 2, 3 and 4 will form the background and rationale for the Heritage Strategy. The recommendations will be determined in phase 5. This will set the framework for the implementation strategy, a ten year plan detailing specific actions grouped in to short, medium and long term deliverables working towards specified goals at each stage. The strategy will feature a description of the action, headline cost estimate, timetable for delivery, ownership with associated partner input and a summary of the impact. The draft report would be issued in advance of a workshop with the Inverclyde Cultural Partnership, with a particular focus on the phase 5 deliverables. Feedback from the workshop would inform the content as well as presentation of the final report. A final presentation to Inverclyde Council representatives would conclude the study, accepting that final tweaks may be necessitated through the feedback shared.

## **Timeframes**

The proposed study timetable runs from w/c 12 November 2018 to the end of 12 May 2019. This six month duration is largely determined by the consultation strand, where timing is key to maximising participation, particularly amongst the general public. They have scheduled two progress reports, the first in advance of the Christmas break, and the second in February after the consultation is complete, feedback from both being reflected in the Interim Report, scheduled for the beginning of March. Full study timetable is presented at Appendix A.

Appendix A: Proposed Programme of Work

| INVERCLYDE HERITAGE STRATEGY - STUDY TIMETABLE |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
|--|----------|-----|-----|----------|-----|-----|-----|---------|-----|-----|-----|----------|-----|-----|-----|-------|-----|-----|-----|-------|-----|-----|-----|--------|-----|
|  | November |     |     | December |     |     |     | January |     |     |     | February |     |     |     | March |     |     |     | April |     |     |     |        |     |
|  | w/c      | w/c | w/c | w/c      | w/c | w/c | w/c | w/c     | w/c | w/c | w/c | w/c      | w/c | w/c | w/c | w/c   | w/c | w/c | w/c | w/c   | w/c | w/c | w/c | w/c    | w/c |
|  | 5        | 12  | 19  | 26       | 3   | 10  | 17  | .24     | .31 | 7   | 14  | 21       | 28  | 4   | 11  | 18    | 25  | 4   | 11  | 18    | 25  | 1   | 8   | 15     | 22  |
| Initiation                                     |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Inception Meeting                              |          |     |     |          |     |     |     | 9000    |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Familiarisation                                |          |     |     |          |     |     |     | 37750   |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Asset Mapping                                  |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Strategic Context                              |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Progress Report                                |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Research and Analysis                          |          |     |     |          |     |     |     | 3663    |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Comparator Analysis                            |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Consultation                                   |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Consultation Plan                              |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Light Website                                  |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Council Committees                             |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Stakeholder Groups                             |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Public   |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Progress Report                                |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Consolidation                                  |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| SWOT   |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Interim Report                                 |          |     |     |          |     |     |     | 977     |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Recommendations                                |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Vision   |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Implementation Strategy                        |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     | $\Box$ |     |
| Draft Report                                   |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Client Workshop                                |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Final Report                                   |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |
| Client Presentation                            |          |     |     |          |     |     |     |         |     |     |     |          |     |     |     |       |     |     |     |       |     |     |     |        |     |