

THE HOLLY LODGE ESTATE

**NOTICE IS HEREBY GIVEN THAT THE ANNUAL GENERAL MEETING OF PLOT OWNERS
ON THE HOLLY LODGE ESTATE WILL BE HELD AT**

THE COMMUNITY CENTRE, 30 MAKEPEACE AVENUE

ON WEDNESDAY 1st MAY 2019 AT 20.00

**YOU ARE CORDIALLY INVITED TO ATTEND
DRINKS AND SNACKS FROM 19:30**

**VOTING FOR ELECTION OF COMMITTEE MEMBERS
WILL TAKE PLACE 19.30 -20.30**

AGENDA

1. Introductions & Apologies

2. Election of 5 Committee members for next 12 months

Candidates for election:

- | | | |
|--------------------|--------------------|------------------|
| • Ronnie Day | • Geoff Hoffman | • Rob Schoenbeck |
| • George Donaldson | • Robert Morgan | • Justyn Trenner |
| • Rosalind Durant | • Pippa Rothenberg | • Li Weinreich |

The Trustees are not subject to election: Peter Wesley, Peter Jacobs, Martin Narraway & Dominique Florin

3. Approval of Minutes of Plot-owners' meeting 21st November 2018

4. Matters Arising

5. Chairman's Report

6. Treasurer's Report

7. Adoption of Accounts

NOTES

- No plot owner or his/her representative shall be entitled to attend or vote unless the Rent Charge on that plot has been paid.
- Nomination of Representative process overleaf.
- Copies of the Accounts and other papers will be available on the website from 17th April and as hard copies at the meeting.

Enc:

HLEC election resumés x 9
21/11/18 meeting minutes
Chair's statement

NOMINATING A REPRESENTATIVE

In the event a Plot Owner is unable to attend the meeting they may nominate a representative to cast their vote on their behalf.

A signed letter, giving the name of the nominated representative and the plot address being represented, should be sent to The Secretary, Estate Office, Holly Lodge Gardens, London, N6 6AA or a copy emailed to secretary@hle.org.uk to arrive no later than 24th April 2019.

The representative will be checked against the list of previously notified nominated representatives before a ballot paper is given out.

2019 Election Candidate Resumés

RONNIE DAY

Hello.

My name is Veronica Day, but most people know me as Ronnie.

My husband Steve and I have been lucky enough to live on Holly Lodge since 1987, initially on Makepeace Avenue and presently on lower Hillway.

Our 3 children have been brought up on Holly Lodge, starting at Anja's nursery in Holly Lodge Mansions and then going on to local schools. I have experienced Holly Lodge from many different perspectives: as a parent, a dog owner and now an empty-nester.

I have always enjoyed close friendships and contacts with my neighbours and have made many good friends throughout the whole estate.

I am committed to an inclusive, fair and caring society, where people know their neighbours and look out for them. We are all fortunate to live in such a beautiful environment on Holly Lodge and I'm passionate about keeping it that way.

As I have benefitted from the hard work of the various HLE committees over many years, I now feel it is only fair that I step up and contribute in a more official capacity.

My interests are varied, but I would like to put my enthusiasm for gardening to good use on the estate, especially in the planning of the communal areas, the top park and ornamental gardens.

I have organised the annual Highgate Fair in the Square for 10 years, and, by profession, I am a property manager/surveyor.



GEORGE DONALDSON

I have been a member of the committee for 5 years and have been particularly involved in planning the maintenance of the roads and footpaths, in matters of governance and management and in security issues. I am Neighbourhood Watch coordinator for Oakeshott Avenue.

I believe that by ensuring that the Estate is a good employer and has an inclusive and responsive outlook towards all residents we can preserve the unique aesthetic and social ambiance and that pragmatic, cost-effective and proportionate solutions can be found to the issues that are currently dividing opinion.

Professionally I was for nearly 20 years Deputy Head at Latymer school in Edmonton where I had responsibility for the Sixth form. I have continued to teach part time since retiring.



ROSALIND (ROSIE) DURANT

I have lived in Parliament Hill Fields or on the Holly Lodge Estate for most of my life, moving to Langbourne Avenue in 1980. I have been incredibly fortunate that our three children grew up on the estate, were able to freely play outside and feel part of a community.



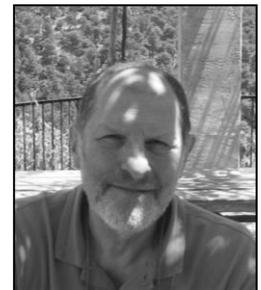
The long-standing neighbourhood watch scheme is one of a variety of measures that relies on and builds good relations between neighbours and helps build a community, while also tackling security. I have concerns, which other residents share, regarding the introduction of outside security firms, whilst also recognising that there are regular ASB incidents that need dealing with quickly and decisively. The HLE committee is trialling a variety of measures to combat ASB as well as HLE parking issues and I would like to remain on the committee to help this process along, as well as working towards ensuring that the estate retains its unique feel and sense of community.

I am very interested in, and have a good knowledge of, trees, gardens and the overall feel of our immediate environment. I've always been a keen gardener and more recently have undertaken courses in Garden History. I have been working with Peter Jacobs on aspects of the tress and landscaping of the estate.

It would be a pleasure to continue to support the community which has been so valuable and enriching to me and my family for over 40 years.

GEOFF HOFFMAN

I have lived on the Estate for 40 years in three separate parts of the Estate and my wife and I have brought up five daughters who grew up happily in the unique atmosphere that is The Holly Lodge Estate.



Now retired I was a Chartered Accountant in my early career but for the last 35 years I have been engaged in property development dealing primarily with planning and legal issues.

Over the last 10 years the character of the Estate and the surrounding area has changed as have the needs of the residents. New challenges have to be faced that require relevant modern solutions an example being the need for vehicular electric charging points accessible to all.

The introduction of our marvellous summer 'get together' has increased the community atmosphere. I greatly believe in an inclusive approach to all matters and the wider dissemination of accessible information for all members of our community.

Although I now am able to commit time to serving the community, I firmly hope that in the long term the age profile of the Committee will reduce to represent the younger families who are the future guardians of the Estate and whose children will be able to grow up safely and happily here.

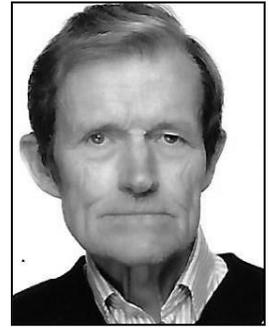
ROBERT JOHN MORGAN

I am a retired surgeon. My wife and I have lived in the Highgate area for 35 years and moved to our present house in Robin Grove in 2009.

Having joined the HLE committee in January of 2015 I subsequently became a member of the parking and security sub committees.

I see my role as joining with the trustees and other committee members in seeking to ensure that the rights and privileges of individual plot holders are maintained and respected. Our statutory task is to oversee the maintenance of the roads, paths and verges on the estate. In addition, we have responsibility for the care of the trees and ornamental gardens as well as any other measures deemed to be both appropriate and necessary and agreed to by plot holders at one of the meetings of plot holders convened by the committee.

I am keen that the agreeable ambience of the whole estate, which makes it such a desirable place in which to live, should be maintained.



PIPPA ROTHENBERG

Having lived on the Holly Lodge for almost 40 years, I have brought up 3 children here. I now have 6 wonderful grandchildren who love the estate as much as I do.

I became interested in joining the committee for the first time more than 20 years ago when a group of parents got together to put in the automatic gates at the Holly Lodge Gardens entrance.

I was secretary to the HLE committee from 2001 to 2009. I helped to make sure that the estate was up to date with health and safety and employment issues and became interested in the governance of the estate.

It is time, I feel, for me to serve again as we need to come to a consensus on the estate re safety and security. I would like to help the committee to see if this is possible. People need to be able to live peacefully in their houses without fear of ASB, burglary or car damage. I am conscious that we do not want to lose the special identity and wonderful environment of the estate, which makes it such a lovely place to live.

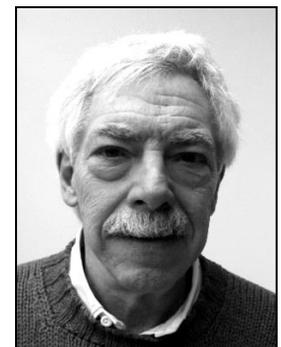
I feel my experience, knowledge and enthusiasm for getting things done will be of benefit to ALL on the estate and I will do my utmost for the residents on the estate.



ROBERT (ROB) SCHOENBECK

I spent my career as a communications professional, employed by a multi-national advertising agency, living and working in the US, UK, and abroad. We bought our house on Swain's Lane in 1982. Since my retirement, I have been active in the community serving as Chairman of the Swain's Lane Development Committee ("Save Swain's Lane"), The Neighbourhood Forum, and Swain's Lane Residents' Association.

Completing my second term on the HLE Committee, I served this year as Vice-Chairman.



Continued

I joined because I wanted to continue the work the Committee had been doing while helping to bring about change by identifying and reflecting the needs of the residents; and, importantly, to improve the communications with the plot owners.

I am a member of the Parking and Roads & Paths Sub-Committees and Chairman of the Security Sub-Committee, responsible for organizing the Security Liaison Committee, a forum for residents of the estate. While far from completing our work, given the sensitive nature of this topic, we have made some strides in generating, evaluating and implementing ideas to make the estate more secure and address the concerns of those residents most directly affected.

I also serve as a representative of the HLE on the Safer Neighbourhood Panel and as a Neighbourhood Watch Coordinator. In addition, I have led an initiative to improve estate relations as Chairman of the HLE Joint Communications Group, working with the various tenants and residents' associations to ensure that flat owners and renters are included in the activities of the estate.

I would appreciate your vote to be able to expand these efforts by continuing my role as one of your representatives on the Holly Lodge Estate Committee in 2019.

JUSTYN TRENNER

Dear HLE neighbours,

My name is Justyn Trenner. My wife and I moved onto Langbourne Ave 22 years ago and have raised our three children on the estate. I built a business in financial research and consulting that I sold and now have a varied career in consulting. In addition, I have built up expertise and have training qualifications in security. I have a strong interest in cars and technology as well as boats, snowboarding and philosophy.



I am on the executive of and responsible for security at my house of worship and its attached pre-school. This involves working on a daily basis with senior police officers, security professionals and volunteers, parents, children and members of the public as well as retaining and managing security companies. I am also on the Independent Advisory Groups that support and advises police in Camden and in the City of London. In that capacity I have initiated a project to support other faith establishments in need of improved security in current climate.

I have been actively involved in human rights organisations and have done political liaison work over many years. I am the past chair of a charitable organisation from which I learned to manage under financial constraints, take into account the needs of all stakeholders and harness the efforts of volunteers along with paid staff.

On the HLE, I have a keen interest in supporting self-help security initiatives and electric vehicle facilitation in collaboration with the HLEC.

I believe it is very important that the Holly Lodge Estate is run with transparency and openness as we determine our priorities. I would support more open governance, accountability of trustees consistent with the implementation of legal advice received under a past chair and the norms of governance set out in recent legislation: we need to be responsive to the concerns of all members of the estate.

It would be an honour to serve my neighbours on the HLEC.

LI WEINREICH

Hillway resident since 1985.

I first got involved with the Holly Lodge Committee in 1991 when I formed a small group of residents to do a study on the viability of installing electric gates at the top of the Estate to prevent the Estate from becoming a rat run during rush hour which was a big issue. We did extensive research and initiated the installation of the current electric gates.



I have been a working professional since leaving University, balancing work with raising three now grown up children in Holly Lodge. I remain active in business, having worked in the music, film and video world since 1977.

From 2011 I have been an active member of the HLEC & was Estate Secretary till 2015.

Responsibilities undertaken in that role included:

- Day to day running of the Estate
- Managing estate Staff
- Reviewing and renegotiating utilities & suppliers' contracts
- Developing management systems for keeping track of: Estate Management Fund payments & Residents parking permits
- Management of external parking services company
- I was involved in initiating and managing the Estate system of charges for skips on the Estate roads and builders parking.

Following stepping down as Estate Secretary I remain active on the Committee and continue to support our Estate Manager. I am on the Parking and Security Sub-Committees. With crime in London on the increase I feel it is important to take reasonable steps to maintain the security & comfort of the Holly Lodge Estate residents

PLOT-OWNERS' HALF YEARLY GENERAL MEETING MINUTES

Attendees: Dominique Florin Chair, Rob Schoenbeck Vice Chair, Peter Jacobs Trustee & Treasurer, Martin Narraway Trustee, Peter Wesley Trustee, George Donaldson Secretary, Robert Morgan, Li Weinreich, Rosie Durant, Daniel Virgili Estate Accountant, Barbara Wheatley Estate Manager, + 28 residents representing 24 Plots.

Apologies:

Venue: Holly Lodge Estate Community Centre

Time: 20.00 Wednesday 21st November 2018

The order of the agenda was altered slightly in order to accommodate a fuller discussion.

1. Minutes of the Annual General Meeting held on 25 April 2018 were approved with 2 amendments:

6.i HLEC should investigate 3rd party funding & management of EV charging points.

7. Post meeting MN did make an apology to SMcG.

The minutes were duly signed.

2. Matters arising from the minutes. Electric vehicle charging points and Security were dealt with as separate items later in the meeting.

3. Review and plans.

3.i. Chair's Statement. The Chair elaborated on her statement, which can be found in full on the website at <http://hle.org.uk/sites/default/files/2018%20half%20yearly%20Chair%27s%20statement.pdf>

The basis of our funding from LBC was changed a few years ago and is now paid on our expenditure rather than our income. A question was raised about what formula is used. It was explained that there isn't a fixed formula and that our annual invoices to them show in detail how the sum invoiced has been arrived at, which is about 46% of our expenditure.

The Chair explained that we cannot borrow funds from the bank, so we have to have a sufficient contingency on deposit in order to address any unexpected occurrences.

Justyn Trenner asked whether we had made a formal financial risk assessment for unexpected major events, as is now good practice for similar organisations. The answer was not as yet, but HLEC will explore.

The Chair moved on to report briefly on security, before elaborating later in the meeting, and highlighted all the initiatives implemented by HLEC so far. She noted that the debate on security patrols has been quite polarising and several companies were approached to look at surveying the residents. It was decided by HLEC that a qualitative forum would be arranged with a group of representative residents, but due to lack of response the forum was cancelled. The Security Liaison Group continues to explore a way forward.

The EV charging project was reported as ongoing. MN has made several applications for grant funding and a planning application is being made. No decisions will be made without coming back to residents. It was suggested that a liaison group be set up to look at EV charging and parking issues, similar to the Security Liaison Committee.

Plot Owners' engagement. It was acknowledged that HLEC only meets formally with Plot Owners twice a year and although there is a great deal of informal communication there may be a need for other approaches. It was put forward that, along with liaison groups to look at more complex issues such as security and EV charging, HLEC might hold surgeries periodically. There may be other options and HLEC would be happy to hear any other suggestions.

Community engagement – after summarising this section of her report DF asked Barbara Smith, Chair of the Community Centre, to say a few words on their latest news.

The Community Centre is now classed as a Tenants and Residents' Association hall which means that as a TRA Hall they are no longer liable to pay rent to Camden, thus saving a good sum of much needed funds. The CC is a now a sub-committee of the TRA but remains a separate entity in all but name and continues to be a registered charity.

The range of classes being held is expanding and now includes yoga, telescope making and using, pilates for cancer recoverers, qi gong and zumba.

The Luncheon Club has gone from strength to strength and continues to open on Mondays to provide a 3-course meal for £3.50. They regularly get 30-40 visitors and is open to anybody. Participants can often take home bread and cakes donated by Gail's. Lunch Club also opens on a Friday now for a fish and chip lunch run by the Highgate Newtown Community Centre. There is one paid member of staff, being the cook, who is funded by regular donations from HLE residents. Christmas lunch planned for 17th December received a donation of £250 from Noble House.

£6850 has been given by the Community Investment Levy Fund, recommended by the Neighbourhood Forum, and this will be used to start a new film club and to provide new tables and chairs.

A round of applause was made to Barbara to acknowledge all her hard work with the community.

The Chair completed her report by thanking all the grounds staff, the Estate Manager, the Estate Accountant and the Committee members who all give freely and extensively of their time. A special thanks were given to Peter Wesley who stood down as Chair earlier this year after 6 years of thoughtful, generous and committed involvement. He remains on the HLEC.

3.ii. Accounts and the Estate Maintenance Fund.

Peter Jacobs, the treasurer reported briefly that we underspent last year and this year, with a comparable budget, we overspent, largely to fund the new hut. We have offset this by not doing so many smaller projects. Income has been as expected and the forecast reserves are at £577k. This is needed to cover any unforeseen expenditures such as any major incident or the event that LBC do not pay their contribution. EMF payments have been good. Next year's budget is set at £343k against last year's budget of £339k, so basically stable. Staff salaries increased by CPI of 2.7%.

It was proposed and unanimously agreed that the EMF should remain at £600 for the coming year. Proposed by Tom Harris. Seconded by Pippa Rothenberg who asked for a round of applause for all the hard work done by Peter and Daniel. It was also noted by a resident that we get very good value for money.

EV Charging

It was suggested that a residents' liaison group be set up to explore this project. If anyone would like to be involved, please give your names to BW or MN.

TfL have commissioned an EV study which is a very useful document to inform our project. The report can be found on our website. This includes analysis of different options for EV charging, including communal solutions and individual ones.

HLEC was asked to clarify how the EV charging survey responses could be validated as not including multiple responses from the same resident. The reply was that it could not be guaranteed that all responses were honest, but most people gave their addresses, and all gave the road in which they live and there has been no reason to believe that there was any deceit.

The capital cost of installing any chargers is not included in the budgeting as it will ultimately be self-funding and as LBC pay 46% of any expenditure it would be unfair to include this cost and have them pay towards it.

The project is intended to be self-funding and a question was raised about when the costs will be recouped. This will obviously depend upon usage and the charge set for electricity, but MN will update his original costings once a final plan has been agreed.

Security

A lengthy and impassioned discussion ensued. The question of conducting a survey of residents around security interventions was discussed. Some were in favour, but it was also pointed out that simplifying this nuanced issue into a simple survey was challenging and potentially expensive, and security on the Estate is more than just security patrols. Comments from the floor also made the point that the issue had been extensively and indeed sufficiently addressed already, particularly at the St Anne's meeting.

The Security Liaison Committee is active in looking at all the options and thanks were made to RS for his hard work in this area.

The reasons behind the HLEC not allowing a group of residents to employ a private security firm were clarified, being that it is not appropriate for a group of residents to independently organise such an action.

It was noted that Anti-Social Behaviour continues on the Estate on occasion, especially at the top of Hillway, but HLEC should be the body that decides any actions taken.

4. AOB.

- Question raised about resurfacing the footpath & crossover outside HW018 which is in poor condition and has been raised by tree roots. MN & BW agreed they would take a look.
- Request for barriers or cones to be placed at top of Hillway on New Year's Eve. Residents gather there to watch the fireworks and cars coming through can be quite dangerous. BW will arrange with the staff.
- A point was made that there should be an easier way for residents to make their voices heard during the year, in between Plot-Owners' meetings, by the HLEC other than calling a Special General Meeting or holding Committee elections. There are channels already in existence that have worked well so far, but HLEC will look at other possibilities such as surgeries & liaison groups on more complicated issues etc. The HLEC members continue to be contactable via email, addresses to be found on the website, or via post sent to the Estate office.

Meeting closed 21.50

HOLLY LODGE ESTATE PLOT-OWNERS' ANNUAL GENERAL MEETING 1ST MAY 2019
CHAIR'S STATEMENT

FINANCES

Plot-owners will be able to review the Estate's unaudited accounts for the year ending 30th November 2018 at the meeting on May 1st as hard copies. Prior to the meeting, the accounts will also be available to view on the HLE website from the 17th April. They will be briefly presented and reviewed at the AGM on the 1st May.

GOVERNANCE

The governance of the Estate and the HLEC is largely as set out in the HLE Trust Deeds, which of course date from early last century. The Estate does benefit from many aspects of this organisation, not least the extremely low financial costs considering the detailed and extensive input required from Committee members, many of whom give very long service. Nevertheless, some aspects do appear old-fashioned and out of step with modern practices. These are issues which have been considered relatively recently but which may benefit from further examination. The Trustees are elected by fellow committee members potentially for life. Most recently a voluntary arrangement was agreed for Trustees of 2 successive 5 year terms. However, a more modern and democratic approach could be considered, despite the fact that a financial cost is entailed in changing Trustees. Currently all non-Trustee HLEC member are elected annually. Again, it may be worth considering alternative arrangements, perhaps (re) electing only a rotating fraction of the HLEC annually and with fixed though possibly renewable terms. This would allow for both increased continuity and democracy. It is suggested that the HLEC should consider these matters, together with interested plotowners' views, and report back at the November meeting.

SECURITY

During the past six months, the issue of security has continued to dominate Committee business. This may appear paradoxical given that statistically the HLEC is a low crime area compared to its surroundings. However, a subset of plot-owners, mainly at the top of the Estate, have experienced repeated disturbances particularly at night, with non-residents parking and sometimes engaging in anti-social behaviour. In addition, there have been some (fewer but of course important) incidents of more overtly criminal activities, such as thefts from cars parked on the estate. The fact that these events only affect a minority of estate residents should not of course make them of any less concern – we are one Estate and the HLEC is concerned with the whole of it. Among the ongoing active measures undertaken by the HLEC are the keeping of an incident log, regular communication with local police, involvement in the Safer Neighbourhood panel, support of Neighbourhood Watch, setting up a Security WhatsApp group, improved lighting in some parts of the Estate, changes to the top gate opening hours and regular meetings of the Security Liaison Group. The challenge continues to be to identify measures which meet a range of criteria including effectiveness, ongoing financial viability and acceptability, commensurate with the level of disruption, acceptability to plotowners who give the HLEC their democratic mandate as well as pay the EMF and legality from the point of view of the Trust deeds. It is also important for the HLEC to draw a distinction between activities which reside more appropriately in the sphere of individual plotowner responsibility or with the police versus those which on which plotowner funds should be disbursed. The HLEC has recently instituted a number of approaches specifically focusing on the parking aspect of transgressions, including a call out service from our parking contractors MET, engagement of a specific parking attendant for the HLE from MET during the night hours, use of cones and yellow lines and is actively pursuing the development of a CCTV proposal. The CCTV possibilities will be presented more fully to plotowners on the 1st May. There are significant financial implications of some of these measures particularly CCTV but the focus on parking has the advantage that it would address the majority of (though not all) transgressions and is within the current practice of the HLEC which has wide acceptance by plotowners. However there remain strong calls from a minority of residents for a permanent security guard/night watchman. The HLEC has taken the view that a short-term use of such measures is within their remit in the event of a short-term need, presuming clear indications and format for such an intervention can be developed.

On the subject of longer term or permanent security patrols funded through the EMF, this would require wider consultation and approval with the plotowners; the impact on the emf would be significant. Thus far, on the strength of the St Anne's meeting and other fora, widespread support for this has not been demonstrated. Legal advice was taken about the proposed deployment of patrols funded and organised by a small group of residents without the permission of the trustees; this was deemed to constitute trespass. An alternative possibility could be an optional security levy to fund patrols under the auspices of the HLEC; this would require approval by the plotowners as a whole. Discussion of further surveys or research into plotowner views on security measures at a recent security liaison meeting did not find favour; the meeting rather focused on the development of a number of other options which the HLEC is pursuing.

ELECTRIC VEHICLES

HLEC's planning application for a communal electric vehicle (EV) charging station has been submitted to Camden and is currently under consideration. The application shows a station with the capacity to charge 6 vehicles, all located on the south side of Makepeace Avenue just east of the junction with Hillway. Initially only facilities for 4 vehicles will be installed and only 2 parking spaces would be marked as reserved for charging of vehicles, the additional chargers / spaces could be added as demand warrants. Use of these chargers would be restricted to HLE residents and their guests and the usage cost based on the amount of electricity drawn rather than the time one is plugged in. Costs of the installation are being determined and it is hoped some can be met by obtaining grants such as from Camden's Climate Fund. The cost of the planning application has been funded by the Mayor's London Community Energy Fund. Installation of a communal charging station would enable those residents without off-street parking to charge their vehicles without trailing cables across the footpath which due to the risk of serious injury to pedestrians, and in common with all London boroughs, is not permitted on HLE land.

COMMUNITY ENGAGEMENT

The HLEC is primarily concerned with the fabric of the Estate but has also been involved in fostering good relationships with all Estate residents. The annual summer party will be held on 23rd June and hopefully will be well attended. We are grateful to all those involved in its organisation. Relationships between all Estate residents have been improved by regular meetings of the HLE Joint Communication Group, which includes both plotowners and flat residents. The Estate manager is very active in multiple liaison roles both on and off the Estate, with individuals and organisations.

STAFF AND OPERATIONS

The Estate's smooth running is due to a number of dedicated individuals. Our HLE staff, Gerry, Sean, Dean and Dean, continue to work to maintain and improve the excellent condition of the Estate. We were fortunate to have a relatively mild winter, but on days when snow is forecast they have had to come in at night and at weekends to ensure that the Estate roads are safe to drive on and that gates are opened when necessary. Plotowners have an unusually direct and responsive relationship with the grounds team. Our Estate manager, Barbara Wheatley, daily (and nightly) deals with a wide range of issues and concerns, from plotowners, residents, staff and committee members. Her ability to juggle many different perspectives whilst keeping a cool head is impressive. We are grateful to Daniel Virgili for his continued input into our accounts, and particularly for his role in the past few months in helping to ensure that Camden's financial contribution, somewhat delayed, was eventually paid. The Committee members continue to serve for the benefit of plotowners and the Estate, work which is carried out unremunerated and is at times challenging.

Dominique Florin
Chair
Holly Lodge Estate Committee