

MODS 2020 Board Candidate Q&A

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1) What will be your priority in guiding the direction of MODS? Rec? Touring? Juniors? Disc golf? Capital infrastructure growth?

Amanda Froese

My priority is the junior program but I believe that will help both rec and touring because a strong junior program will help more young people get involved in ultimate and help build other programs. It all starts with a consistent junior program that is for all juniors not just touring juniors.

Margret Gobert

My priority would be the Junior program in conjunction with the touring program as it is the one area I feel I have the greatest understanding of. Following my own daughters growth in the sport and seeing the similarities to my daily life in working in amateur sport from recreational to high level competitive is where I would have the most to offer.

Charlotte Thrift

COVID is not going away any time soon. My priority is making sure that MODS is able to continue to offer programs, ensuring that members feel safe participating and maintaining financial stability.

Innovation is one of MODS' values, and this crisis is providing an opportunity to try different ways of doing things. This experimentation will be critical to the maintenance and growth of the sport going forward.

Delaney Vun

My priority would be the growth of Recreational ultimate. It is not seeing the growth that it once was, and the organization needs to spend time examining why that is. The lack of growth is particularly concerning given the growth at the Junior level; it appears that Juniors who play ultimate in high school are not registering for programming as adults. I don't profess to know the answer as to why that is, but that is something I would like the organization to tackle.

Jesse Greenberg

We need to be critical and creative given our constrained resources.

- Short-term, our priorities should go toward ensuring disc sports are able to maintain safe protocols over the next 1 to 2 years until pandemic restrictions are lifted to mitigate the possibility of having to shutdown our current programs. With cases on the rise this ranks as high impact, high probability, and should be met with strong measures.
- Long-term, we could look at how we can improve current revenue streams, develop new ones, and reinvest funds towards marketing disc sports in our province.

Sean Restall

My priority in guiding the direction of MODS would be focused on growth in the recreational leagues. This is because I see the rec leagues as the best way to grow the organization not only in member base but also financially. We can only assume that there is going to be a significant decline in revenues and

the operating funds of the organization due to covid-19. In my mind, garnering a larger member base will not only add more funds to the organization but will also make such growth long term. In business, customer acquisition is always considered the most difficult part; but it is vital to long term success.

The organization cannot rely on the long-term members or the touring committee for growth of the organization. While both of those groups are important, the touring committee is a small fraction of the member base and long-term members get old. Registrations of teams has gone down over the past number of years. Taking myself for a further example, 4 years ago I was signed up and playing on a team for every day of the week during summer and multiple teams and leagues during winter. Now due to growth in my personal life, last winter I was only signed up for two teams.

Eric Robert

No priorities, yet. My plan is to be familiar with MODS as an organization and then from there decide on my priorities for the benefit and future of MODS as an organization and to all members, past, present and future.

Donovan Wiebe

I think that all of these should be priorities of our organization. I would like to see MODS grow and succeed as a business that provides quality services for its members.

2) How do you feel Disc golf fits into the MODS organization? Should it be included, supported, and have resources put into for growth? Or should it be separate, and the MODS acronym be changed to only represent ultimate frisbee?

Amanda Froese

I feel that disc golf should be a part of mods but should have its own sub board but still be joint. This will allow for better cohesion but give disc golf more freedom to run how they see fit. Disc golf is something that I think needs more attention, not because it is run wrong but because it is growing and just like ultimate needs an organization that will grow with it.

Margret Gobert

I am not sure if I am well versed enough about Disc Golf to offer a fair opinion on this matter. From my experience in gymnastics I think what would need to be looked at is the benefits to both programs from a Sport Manitoba funding point of view. If the numbers are greater together that allows the Sport greater access to funding and other opportunities it would make sense to stay as one. I know in gymnastics for example, if you look at Artistic Gymnastics as to Rhythmic Gymnastics the PSO saves money by having the one of full time office employees split their time and duties on behalf of both organizations. On many items the two programs run completely separate, but from the funding and Sport Manitoba level it works together. I think it would make sense to look at this outcomes before making a decision.

Charlotte Thrift

I believe that Disc golf should be included and supported by MODS.

Delaney Vun

I am not a disc golfer myself but I have not seen disc golf been given, historically, the same time and attention at MODS as ultimate has. That is not necessarily a criticism of MODS staff or the MODS Board; it is just a statement of what I have observed. I think that the decision as to whether disc golf is included as part of the MODS mandate depends on how much overlapping interests and requirements there are between the two sports. I need more education on that. If there is very little overlap between the two sports, it makes more sense for disc golf to be managed by a separate entity. If it makes sense for a single organization to manage both, MODS must dedicate more resources to support disc golf.

Jesse Greenberg

I think it fits well. Disc Golf in Manitoba has likely seen more ultimate players taking up the sport. There are certainly diverse needs for both sports, and there may not be a short-term ROI for operating together. I do think there is a strong strategic case to support both sports within MODS considering the (newly) significant overlap in communities, the lessons and benefits we can share with each other as comparable growing sports, a businesses ecosystem that caters to both communities (discs, apparel, etc.), and the need for organizations to be more collaborative than ever given how the pandemic has affected participation in our sports.

Sean Restall

Although I have never played disc golf myself (yet), I get that the sense that it's the sometimes-forgotten sibling of ultimate Frisbee. I do feel that it should remain a part of the MODS organization. As such, resources should be used to maintain the current facilities.

In my view however, there is a lack of knowledge of the availability of disc golf as an option for people to play. As a member of MODS for almost a decade, I only learned where Happy Land Park is last year. Education is required to let potential new players know where the resources are, how to use the resources, and what they need to get started. This could even potentially be done by having an introductory session or league similar to how MODS has a beginner's league for ultimate Frisbee.

Eric Robert

I feel that disc golf, as a disc sport, should fit into the MODS organization. I believe it is a sport that is increasing in popularity and MODS should help foster this.

Donovan Wiebe

I believe that disc golf should be incorporated in MODS. Disc golf was included in MODS for many years. I believe that MODS needs to put more effort, organization and resources for growth of all disc sports. A board member dedicated to disc golf would be beneficial. This could lead to creating new leagues, venues and members.

3) Do you feel a 2 year term is sufficient to learn about board governance and to follow through with your plans/ideas? Or should the terms be extended to 3 or 4 year terms to gain some continuity in board members visions?

Amanda Froese

I feel that a 2 year term makes the most sense because people have lives outside of ultimate/MODS so a 2 year term is more manageable for more people. I do however think that maybe extending it by a few months as new board members come in would be a good idea to help the transition be smoother.

Margret Gobert

Even though it is very common to have board positions typically run for two years, when looking at long term projects and goals the longer a unit can work together the greater chance of successful outcomes. I think if you can get longer commitments on the board and possibly staggering the positions so you have President and Vice President open on alternating years and the same for Treasurer and Secretary makes it easier to avoid a full new board from being green at the same time. I have seen that some organizations require the executive positions only be offered to those that have been involved for a minimum period of time i.e. two years to ensure they have a greater understanding of the organization.

Charlotte Thrift

A two-year term is a standard for board positions and should be sufficient. Re-election is an option for board members who have not accomplished goals in a two-year term.

Delaney Vun

I think there are two separate questions here. One speaks to the learning curve of a new Board member. For someone who has never been on a Board before and/or who has no experience working with a non-profit organization, two years may be too short for that person to feel like they have contributed to the organization in the way they envisioned. In this case, my understanding is that MODS has thorough "new director training" which will certainly help new directors hit the ground running post-election, and make the most of their two year terms.

I think there is a separate question here about plans and vision. It is impossible, no matter how long a term, for an organization to action on each individual Board member's personal visions, and that is not the purpose of the Board. It is important for Board members to want to be involved in the organization to champion a cause or represent a certain interest, but it is just as important for Board members to understand that the Board must act in the best interests of all members.

Jesse Greenberg

I think 2 years is a sufficient amount of time to serve on a board. If there is room for more positions or a role is vacant, and the people decide to vote in a board member for longer than 2 years then I see no problem with that. Regardless of terms on the board, so many people in our community have been able to contribute to our sport in insurmountable ways. You're not required to be on the board to make the change you want to make.

Sean Restall

I feel that a 2 year term is sufficient. I would be against extending the term further. If a board member is championing a cause, they can always run for re-election to continue their work. On the other hand, extending the term may make it so that even less people are volunteering to run for the board. Keep in mind that out of thousands of members, we only have 8 people running this year. Last year, we only had 6 people running.

Eric Robert

Yes, I do believe a 2-year term is sufficient to learn about board governance but the option to be re-elected for another 2-year term should be available as this will provide the option to follow through with plans/ideas if needed.

Max 2 2-year terms back-to-back, with the option of returning after a 1-year leave is common among many boards.

Donovan Wiebe

I feel that the 2 year term is adequate. Of course some of the bigger projects/visions may take longer, but hopefully would be able to be transferred onto the new board members for continuation/completion.

4) What is your opinion on some of the decisions the organization had to make this year? Re: shutting down league play in winter, the return to play plan etc.

Amanda Froese

My opinion on decisions the organization has made this year are that some problems that have come up are due to lack of communication and not planning far enough in the future which caused things to be rushed or not completely thought out. I think the indoor season is going to be tough no matter what happens and there are arguments for both sides. I think as an organization we have a responsibility to do whatever will be best for all of our members in the long run even if that means some dislike decisions that are being made.

Margret Gobert

COVID brought all sports and activities to a crashing halt and into a world of unknowns that are very challenging to navigate. I feel we were maybe a bit behind with the return to play and maybe could have started a bit sooner, but once it was going the summer programming was done well. Moving forward I think we have to look at working with the strict guidelines we have to follow in the indoor season, but see if we can still find ways to adapt programs so those that want/need to can play more than one hour a week.

Charlotte Thrift

MODS has had to make some difficult decisions this year, and my sense is that the decisions have been reasonable. Shutting down league play in March was in line with public health recommendations at the time and I think players appreciated being reimbursed for some of the winter fees. I also feel like MODS' approach to returning to play has been reasonable, though I know members who are still not ready to return to play, and others who feel that the protocols put in place are too restrictive. I expect MODS will

need to continue to be adaptive as public health recommendations and regulations change over time, and as the sports community learns better ways to manage and reduce risk.

Delaney Vun

I support the decisions that were made by MODS in how it has handled the pandemic. MODS owes a responsibility to its members to provide programming in the most reasonably safe way as possible. Shutting down 2020 Winter League, a slow return to 2020 Summer (with some league rule amendments) and the restrictions around 2020 Fall have been reasonable to me.

Jesse Greenberg

It was a good call. Safety is one thing, public perception is another. Even if the risk is low, unless we are taking the right actions to ensure our members are safe we could lose the trust of our community. When/if someone gets sick through our sport, MODS will be forced to halt all play for the people who may have been in contact with that person. There's a significant burden for organizations and businesses to be overly cautious because it is known that not everyone will follow every protocol or rule, but setting up strong protocols and rules is the first line of defense to ensure the majority of people will follow it and reduce our probability of having to shut down or worse put our members' health at risk.

Sean Restall

While I do miss playing greatly, I feel that the board has made the proper decision in shutting down/reducing league play since the start of the Covid-19 pandemic. I also support their return to play plan.

While I understand the desire for people wanting to return to play for both the physical and mental benefits, the plan being implemented can help prevent any cluster outbreak going through our entire community.

Eric Robert

I believe they were the right decisions. Despite them being tough decisions and people missing out on ultimate frisbee, which I know personally was difficult, the shut down and return to play was for the benefit of all members and their health.

Donovan Wiebe

My opinion of the decisions made were for member safety which should always take priority. Shutting the winter leagues down was nation-wide and throughout all sports and a decision I support. I believe that MODS could have been more transparent about the return to play process. Disc golf and ultimate should have been treated as separate sports when submitting return to play approval.

5) What unique skills have you developed over your life or career that could be of a benefit to improving MODS as an organization? What committees would you to join or how would you apply those skills to benefit MODS?

Amanda Froese

Some skills that I have developed over my life are being able to work on a team well, willingness to fill roles that are needed, and quick learner. I've been playing sports for almost my whole life and have learned how to have good cohesion with others I am working with. I am someone who has a broad range of skills and interests so I am able to fill many positions for whatever is needed. I pick up new skills/concepts very fast and able to integrate it into my work to help keep it up to date.

Margret Gobert

Working with amateur sport and not-for profit day to day has provided me with the experience of running an organization very similar to MODS, just a different commodity. Communication, customer service and be open to the different needs of all members whether recreational or competitive is the key to success. The skills I use every day while not necessarily unique onto their own, but rather a perfect fit in improving the MODS organization. Hopefully working with the Junior committee would provide me the opportunity to try and grow the sport by providing more access to families and children who may not otherwise get a chance to play.

Charlotte Thrift

I am a consensus-builder. I have lived on three different continents, and have worked with people with very, very different perspectives. My job is to bring people with different perspectives together to work on common objectives in a consensus-based environment.

I have expertise and experience in managing processes for setting priorities and establishing monitoring and evaluation systems. I have project management training and experience - setting and maintaining scope, budget, timelines, monitoring quality. I have organised many events in recent years, including an international conference, stakeholder consultation meetings, smaller working group meetings across Canada, and many virtual events and meetings. I work in a policy environment.

I believe that all these skills are quite relevant to board responsibilities and organisational management. I hope to participate on the policy committee, and other committees as needed to best support the organization.

Delaney Vun

For an organization to be successful, I believe that it must be run by people who are reasonable, dedicated and forward-thinking. These are skills that I have honed over my 10+ years of legal practice, and in my volunteer history. In terms of Committees, I would be open to hearing from existing Board members as to where they think I would best fit, but the two Committees that strike me as being best suited for my skills are the Governance & Policy Committee and Communications Committee.

Jesse Greenberg

I think more than anything, I have a lot of perspective on the sport, not just formed by my own simple mind, but through years of hands-on involvement and discussion with many of the members in our community. If you know me, I'd want to join every committee and it would be a huge mistake. For whichever committee I join, I'll do my best to ensure we're being considerate of the diverse needs of our membership.

Sean Restall

I am a lawyer that runs a general practice with experience in corporate/commercial law and employment law. These are areas that are extremely relevant to the operations of MODS.

Further, back when I was in university I was also the Vice President of Communications for the Manitoba chapter of an international organization and prior to that the then largest student organization at the University of Waterloo.

I would hope that I can use my present and past experiences to help out with one of three committees: the personnel committee, the conduct committee, and/or the communications committee.

Eric Robert

As a public practice accountant for the past 15 years, I have many years of experiencing auditing Not-For-Profit and For-Profit entities that are governed by a board of directors. Along with my experiencing of sitting on boards in a variety of roles, this has given me an excellent perspective of board governance both from a board member and an auditor.

Donovan Wiebe

In my job at a senior's residence, it was my job to coordinate 100's of volunteers for daily activities. I have also found, applied for and successfully obtained grants from the government. I have worked in marketing, produced monthly newsletters for clients, managed budgets and served on community centre boards. A major part of the job was listening to clients to find out their questions, concerns and priorities.

6) How do you feel about MODS current level of transparency? Would you look to improve transparency?

Amanda Froese

The transparency of MODS currently is not very good. I think minutes should be posted on the website after every meeting and there should be more communication about what the board is doing/what goals they are working towards.

Margret Gobert

I think the staff in the MODS office and the heads of various programs have done a great job of utilizing social media and the like to spread the word on MODS events and activities. As for transparency from a BOD level, I am sure that there is always room for improvement keeping in mind as organizations grow it gets harder to always please everyone.

Charlotte Thrift

I strongly support transparency, and one of the reasons I want to join the board is to get more information posted on the website. While I recognise that not all information can be posted online, and I have not had issues obtaining information from MODS when I have requested it, some information should not need to be formally requested, and should instead be posted on the website for easy access.

Delaney Vun

There is always a balance that needs to be struck in terms of how much information an organization should provide its members. At this time, I would like to see MODS provide more information. From my perspective, the right balance on information sharing would be to start with MODS providing to its members an Annual Report that contains financial statements, membership data and annual reports from each Committee.

Jesse Greenberg

I think the transparency is great. There has been a lot of work to overhaul communications over the past few years and that is a foundation we must protect. That being said, I think there's always room for improvement. With COVID forcing us to congregate digitally, and more eyes on our phones and computers, overly communicating and marketing the inner workings of MODS is crucial and will be appreciated by our current and future members.

Sean Restall

I had thought that there was decent levels of transparency, but recently I have come to the belief that the current level of transparency is very sub-par. While I was happy with the synopsis reports given in the monthly statement from the president, I am not thrilled that any further inquiry into the board's decision is shut down. Specifically I am against the board's current position that the minutes and resolutions of the board meetings will not be shared with the membership.

Eric Robert

I am not aware of the full amount of transparency that the current board of directors is providing. This will be something I am interested in learning more about as the board of directors are representatives of the members and are working on their behalf.

Donovan Wiebe

Improving transparency is an asset for businesses (whether its publishing a newsletter, board meeting minutes, surveys, etc.). Communication to and from MODS members, board members and employees should be free flowing and encouraged. Board meeting minutes should be freely available and invitations to all members to partake in MODS events should be extended to all MODS members.

7) Are there any goals or specific changes that you would champion as a board member?

Amanda Froese

I think for starters I just want to learn the organization and see what needs improving. Communication and transparency needs to be better between the board and the members and just from MODS in general so I would like to help with that. I would like to see a greater social media presence to help people stay informed and just help the sport grow.

Margret Gobert

My goal would be to help try and grow the sport at the Junior level and maybe even look to see the feasibility of hosting a CUC here like when we had the Masters.

Charlotte Thrift

At the moment, financial stability, finding ways to ensure that members feel safe playing, and ensuring programming can continue.

As a transgender athlete, I also have a strong personal interest in making MODS, and the sports community more broadly, more welcoming to trans athletes. I would like to see Ultimate Canada's Inclusion Policy posted on the MODS policy page, greater visibility for minorities in the sport, and would love to see a Pull for Pride tournament happen in some form in 2021 (if possible, given COVID).

Delaney Vun

I would like MODS to improve on both information gathering and information sharing (see #6 above) with its members. For example, as I mentioned in #1, I think that MODS needs to address the lack of growth at the Recreational level. To do this, we need to understand who is not playing and why they are not playing. To answer this question, we will need to examine MODS registration data, and also survey our members.

Jesse Greenberg

I've always believed in giving back to this community and with everything I do I learn more and more about how I can get better at it. Two of the hardest lessons I've had to learn are 1) to make sure my intentions and actions are aligned to benefit the majority of the community and not a select few, and 2) to have a long-term mindset in everything I do so I'm not forcing future organizers and participants to clean up after the mess I make.

Lessons aside, I don't have a specific agenda I want to push. The reason I'm running for a board position is because I care more about first listening to what's truly important to our membership, then deciding with the rest of the board how we can best serve with our combined resources and competencies.

Sean Restall

Following question 6, the first change I would want to see is a change to allow members in good standing to see the resolutions and minutes of the board, provided that confidential and personal information is redacted. I would want this taken a step further by having it put to a vote to add it to the by-laws of the organization for the next AGM (I had missed the deadline for this AGM as I had not discovered this policy until after)

Aside from that, I would want to assist in minimizing the long term effects that MODS will suffer during the Covid-19 pandemic. Two of these effects are going to be a declining membership base as some people may just not return to play once society views the pandemic as being "over". The second is for winter leagues and the availability of field space and preferential time. To my knowledge, the facilities base their scheduling on the last year with organizations have preference for returning to their previous rentals. With a decrease in the size of the winter leagues and the corresponding decrease in field reservations, the organization needs to start working now to ensure that we will be able to rent the spaces at the times we desire in the future once there is a greater demand.

Eric Robert

No goals or specific changes, yet, but that will most likely change when I learn more about the organization from an internal perspective.

Donovan Wiebe

I would like to see Disc Golf to be associated with MODS. I believe that there has been a “rift” between MODS ultimate and disc golf. I also believe that we can provide better services, communication and benefits for disc golf. I believe there should be mandatory volunteer hours for touring teams. There should also be a way to show appreciation for volunteers within the MODS organization (newsletter shout outs, appreciation dinner, gift card draws, membership discounts).

8) Are you for or against making the resolutions and/or minutes of the board available to members upon request, provided that personal and confidential information is redacted?

Amanda Froese

I am for this and I don't think a member should have to ask for that information it should be on the website for all to see with confidential information redacted.

Margret Gobert

In my experience the minutes from the BOD meetings have always been available upon request so I have no issues with such. I would hope that if there was a concern members would feel comfortable to bring it forward for a proper discussion and/or if they were so inclined run for a position themselves.

Charlotte Thrift

I support making records of decisions available to members.

Delaney Vun

I do not support making Minutes of Board meetings available to members. As I have mentioned earlier, the organization will need to strike a balance to find the right amount of transparency and my perspective is that making Minutes available errs on the side of too much information sharing. For one, making them available can lead to sparser recording in the Minutes, knowing that they might be shared.

I would, however, consider sharing Resolutions (i.e. the decision that was made, but not how the Board got there) with members.

It seems to me that the issue of sharing Board resolutions or Minutes is really a red herring; what members want is to know what is happening at the organization. That is an area on which, I think, MODS can improve.

Jesse Greenberg

If this is something the majority of our membership would like then I'm for it. Decisions that are made by the board, whether they are perceived as beneficial or harmful to the members should be allowed to be put to the test by our membership if there is significant disagreement with the decision.

Sean Restall

As per the last two questions, I am for making the resolutions and minutes of the board available to members upon request, provided that personal and confidential information is redacted.

I am for this as the board members are elected by the membership. Currently we have no clue of how a board member is voting on an individual topic and we do not know what the board is even voting on. While there may be many resolutions that the general member-base won't care about, they should be available for transparency.

I have also heard the argument that these documents should be kept private to allow the board members to vote freely. I don't believe that is a valid argument. That argument is making the assumption that our board members will only follow the vote of popular opinion, rather than what they believe to be the right decision; which is a discredit to our board members. It also makes an assumption that our board members would have a negative outcome should they vote against popular opinion. As this is a volunteer board, the only negative outcome would come from vocal individuals who attack the board member for their decision. In such a situation, we as a community have the obligation to stand for the right of that board member's opinion should it be one we agree with. If it is an opinion that is stemming from any rooted prejudices or misbeliefs, we have the ability to not vote for that board member if they run for re-election and have the ability to remove them midterm.

Eric Robert

I am for making the minutes of the board available to paying members of MODS as this is standard practice. There should be restrictions though, such as In-Camera sessions and sensitive information redacted.

Donovan Wiebe

Yes, provided personal and confidential information isn't compromised.

Questions Directed At Specific Candidates:

Jesse Greenberg

Coming from primarily a touring perspective, will you focus your efforts in that category or do you feel you can fairly represent the recreational players as well?

While I have extensively devoted most of my time to touring programs and university programs, I have strong roots on the recreation side of ultimate. I understand there's a world outside of the touring teams I'm involved in and I don't want to lose that myself nor do I want others to feel under represented. Throughout my time touring you'll still see me supporting hat tournaments, volunteering at events, coaching MODS clinics, or high-school teams, and on the disc golf courses. I drank the kool-aid, what more do you want?

Donovan Wiebe

At this stage of your already storied ultimate career, what direction do you feel MODS should be focused on? Do you feel we need a change of course in some respect, or just steady guidance on the path we are already on?

I feel that MODS is on the proper direction. I believe that by limiting ourselves to “just ultimate” and not including other disc sports that we are capping our potential growth. Disc Golf, goaltimate, double disc court and other variations of disc sports could be included/implemented/offered to our members.

I have been very fortunate to play ultimate for the last 25 years; locally, nationally and internationally. I have traveled to many parts of the world and met great friends along the way. I would like to give my time, effort and skills back to the community that enabled me to have this opportunity.

Margaret Gobert

How do you feel a parental perspective on the board will benefit the growth of MODS? Where do you feel your input would be best seen?

I think that a parental perspective brings the feedback and perception of the sport from the younger players point of view to the table. For the most part they are not represented on the BOD level and many have great thoughts and ideas on the programs. A parent also provides input into things like costs, training times and other factors that are beyond a child’s control that determine their ability to being able to participate or not.

Understanding the dynamics that influence younger players opportunities and allowing the voice of the junior players to be heard is a major step in the growth of MODS as they are the future of the sport. Competitive juniors strive to become touring players and as they develop many give back to the community by coaching future generations as all ready seen in the variety of coaches that work with them today.

In my professional life I work with amateur sport in a not-for-profit organization on a daily basis and my input from this experience would be seen on a variety of levels. In my role I have been responsible for hosting competitions and events using volunteers in a variety of roles. I think a can offer ideas and suggestions to make these types of necessities more user friendly and beneficial to the MODS community. I am also very knowledgeable in Kidsport and Jumpstart programs that provide funding assistance for families who otherwise could not afford to have their children participate in sport programs. I think this is a great tool that MODS could be utilizing to get even more children involved on our programs throughout the province.