TOWN OF GRAND LAKE
BOARD OF TRUSTEES – WORKSHOP/SPECIAL MEETING
MONDAY FEBRUARY 11, 2019  5:00-7:00 P.M. – TOWN HALL

Statement of Purpose: Workshops are held in the afternoon prior to each regular Board of Trustees meeting. Workshops are conducted:
1. To ensure that the board members have adequate information and background to make informed decisions on various agenda items.
2. To provide the Trustees with a forum to frame emerging issues and to discuss potential alternatives to address these issues.
3. To learn about important events affecting the Town and to provide a chance for citizens to bring “for your information” items to the Trustees.
4. To make efficient and effective use of citizens’ time at Board meetings but allow citizens time to make their comments known in a recorded evening meeting.

CALL TO ORDER

ROLL CALL

CONFLICTS OF INTEREST

DELEGATIONS:
1.) Diane Butler, Creative District/Space to Create Update (Page A1)

DISCUSSION
1.) Town Manager Update (Page A12)
2.) Board of Trustees Topics
   Trustee Southway - items/issues that Need to Come Before the Board
   Setting a Level/Percentage with Line Items that Go Over Approved Budget.
   Trustee Bruton – Hiring Committee for Replacement of Town Manager
3.) Meeting/Committee Updates

BOARD ACTION ITEMS FOR EVENING MEETING:
#1) Sam Namet Retirement Gift (Page E16)
#2) Consideration to Appoint New Trustee to Fill the Board of Trustees Vacancy (Page E17)
#3) Consideration to Appoint Trustees to Open Committee Vacancies (Page E23)
#4) Consideration to approve Ordinance XX-2019, an ordinance amending Chapter 12, Article 6 [Land Subdivision] and repealing Chapter 12, Article 9, Section 8 [Redevelopment Procedure] of the Town of Grand Lake Municipal Code, to establish regulation for Lot Consolidations and Lot Line Adjustments. (Page E24)
#5) QUASS-JUDICIAL (PUBLIC HEARING) Continuation of public hearing on the request for Planned Development (PD) Amendment for the Grand Lake Lodge Planned Development located on property at 13500 US Hwy 34, Town of Grand Lake, CO. (Page E31)

LOCAL LIQUOR LICENSING AUTHORITY:  NONE.

FOR YOUR INFORMATION
1.) All Ladefoged Letter: Water Main Break on Mountain Avenue (Page A16)
2.) Reward Offered for Recent September Poaching Incidents in Rocky Mountain National Park (Page A17)
3.) Certificate of Achievement Grand Lake (Page A18)
4.) Grand County Rural Health Network Thank You Letter (Page A20)
5.) Mountain Family Center Thank You Letter (Page A21)

*Items attached to workshop agenda  #Items attached to evening agenda
CRAFTING A
CREATIVE COMMUNITY
HELP US CREATE AFFORDABILITY FOR YOUR CREATIVE EMPLOYEES
INSPIRE LOYALITY
A PLACE FOR EMPLOYERS AND THEIR EMPLOYEES TO GET INVOLVED

Working with the Colorado Creative Industry initiative, we want to support and encourage the innovators, creators, change-makers and dreamers who improve our quality of life and make Colorado creative. Here's what you can do to help:

- Talk to your employees about getting involved in the creative economy
- Join us at our monthly Creative meetings to learn about our progress.
- Become a member of the Creative District!
- Visit our website at www.grandlakereahtivedistrict.org for more information
A CREATIVE ECONOMY IS ALREADY HERE

IT STARTS WITH A CONVERSATION

Two years ago, Grand Lake began searching for a way to build a year round creative economy. Today, the opportunity is here. Now designated as a creative district, we are searching for the hidden gems in our economy.

Help us find those who are seeking a way to live and work in the Rocky Mountains while crafting their creative talents. Whether you have an employee who is a musician, a painter, or a thespian, we have a plan for you to find a creative outlet!

WE ARE BUILDING A “SPACE TO CREATE"

In the next four to seven years, the Grand Lake Creative District will build a creative workspace that will address the affordable housing issue in the county. During the first two years, ArtSpace Consulting will engage the community in a development process to address the unique needs of the surrounding area. By taking the time to observe and listen to artists, civic leaders, employers and other stakeholders in the community we can provide a solution that is cherished by all. Though this can be a time-consuming process, Space to Create Projects are fully supported and funded at the time of initiation.
PRELIMINARY FEASIBILITY STUDY

Preliminary Feasibility Study is underway! Now the fun begins... March 6-8, 2019
Space to Create has invited Artspace, the nation's leading nonprofit developer of affordable space for artists and arts organizations, to help us assess the feasibility of a local arts/artist development.
Artspace would like to better understand how artist spaces fit into the community's current priorities and hear from locals.
They hope to gather ideas about what the creative sector is missing, collect feedback about potential sites, and look at fresh ideas to serve the needs of the Town of Grand Lake.
Potential ideas can include live/work housing, maker space, co-working spaces, shared spaces, gallery space, and whatever else you can think of.
This an early discussion to gather input from selected stakeholders about current and new creative spaces and housing needs that will benefit greatly the Space to Create Project as it moves forward.
Site Tour

• Tour of potential sites/buildings and arts community

• Purpose: to understand the context for the project, walk through candidate properties, visit the local "arts scene," and meet artists in their spaces. The tour should include 3-5 potential properties, as well as artist studios, live/work facilities, galleries, etc.
FOCUS GROUPS

The focus groups are important for Artspace to better understand how artist spaces fit into the community's current priorities and hear from locals.

Artspace suggests conducting three focus groups geared to different audiences. These meetings serve to gather ideas about what the creative sector is missing, collect feedback about potential sites, look at fresh ideas to serve the needs of the community, and explain Artspace's process.

**Artists and Arts Organizations Focus Group**

**Funding and Financing Focus Group**

**Civic Leaders Focus Group**

Invitations will go out to a select diverse representatives, suggested 15 – 20 people.
AGENDA MARCH 6\textsuperscript{TH} : Afternoon

Wed., March 6\textsuperscript{th}:

- 3:00 to 4:00 pm Site Tour (first part of tour)
- 4:30 to 6:00 pm Artist, Creatives and Art Organizations Focus Group: Community House
- 6:30 pm Dinner with Core Team
Agenda March 7th : Morning & Early Afternoon

Thursday, March 7th:
• 9:30 to 10:30 am Meet for Coffee then finish up Site Tour (second part of tour)

• 11:00 to 12:30 pm Finance and Funders Focus Group
  Community House

• 12:30 to 1:30 pm Working lunch with Core Team
  Community House
AGENDA March 7th & 8th

Thursday Afternoon & Evening: March 7th

• 2:00 to 3:30 pm Civic Leaders Focus Group Community House

• 3:30 to 6:30 pm Break to prepare for public meeting and have dinner. Set up for public event

• 7:00 to 8:30 pm Public Meeting at Rocky Mtn Theatre

• Friday, March 8th: Wrap up
ARTSPACE PUBLIC PRESENTATION

MARCH 7TH @ 7 PM at Rocky Mountain Repertory Theatre

Purpose: to educate attendees about the work of Artspace, successful national project models, and the economic and community impact of the arts; build community support for a project while addressing questions/concerns; gather information about the community need for and interest in a project. Includes a full-length (30-45 minute) presentation.

Participants: community-wide, including: artists, arts organizations, creative businesses, community leaders, civic leaders/elected officials, local merchants, real estate developers, neighborhood residents, and media.
Our Sponsors

Funding and support provided by:

artspace
Grand County, Colorado Economic Development
boettcher Foundation
Colorado Creative Industries
GRAND LAKE
Date: Monday, February 11, 2019
To: Mayor Peterson and Town Trustees
From: Jim White, Town Manager
RE: Items from the Town Manager

1. **West Portal Bridge Project**

   Winter shutdown began in the third week of December, 2018. The plan is to commence work as early as possible in the spring of 2019.

2. **East Grand School District/Strategic Planning Meeting**

   Frank Reeves, East Grand School District Superintendent, contacted me to help coordinate a Strategic Planning meeting to be held in Grand Lake. Jean Cross and Deb Fitch have also helped in the planning. The meeting in Grand Lake will be held on Monday evening, February 18, 2019 beginning at 6pm at Squeaky B’s. The School District will be discussing its overall Strategic Planning process and will be seeking feedback and input from Grand Lake residents and interested parties.

3. **Bernie McGinn Retirement Announcement**

   After 40 years, Bernie McGinn, Public Works Director, announced his retirement on February 4, 2019 in a brief letter to the Mayor, Town Trustees, and me. Bernie is one of the most genuine people I have ever met. We offer our gratitude for all those 40 years of service to the Town of Grand Lake. It is unlikely for that to ever occur again in Grand Lake.

   It will be effective on Wednesday, May 15, 2019 (SEE ATTACHMENT). We will prepare a public notice and advertise for his replacement by the first week of March 2019.

   We will also plan a GREAT PARTY!
4. **Space to Create/Art Space Visit**

Art Space will visit Grand Lake from Wednesday, March 6, 2019 through Friday, March 8, 2019. A Civic Leaders’ Focus Group is planned on Thursday, March 7, 2019 from 2:00 pm to 3:00 pm at the Community House. The Mayor and Town Trustees are urged to attend.

There will also be a **Public Meeting that evening, Thursday, March 7, 2019 from 7:00 pm to 8:30 pm at the Rocky Mountain Repertory Theater**. The Mayor and Town Trustees are urged to attend.

**ANNOUNCEMENTS**

- I will be attending the Colorado City and County Managers’ Association (CCCMA) Annual Conference in Glenwood Springs from Wednesday, February 6 through Friday, February 8, 2019.

- Grand Lake’s Winter Carnival will be held on Saturday, February 9, 2019. All the usual events are planned: tea pot curling, bed-sled races, human bowling, snow golf and fireworks.

- The Ice Addition Fishing Tournament will be back for its second year on the same day as Winter Carnival. It hosted approximately 600 attendees last year in its inaugural year and the coordinators expect an even better turnout this year.

- We received two bids on the removal of the wall at the Grand Lake Center, and accepted the low bid from Divide Builders. Work is planned to start the week of February 11-15, 2019.

- We had two initial candidates for the Public Works mechanic position currently advertised. Neither of the first two worked out. We did receive several new applications this week. Interviews will be scheduled during the week of February 11-15, 2019.

- We will have a Finance Committee meeting on Monday, February 11, 2019 at 2pm. The Committee is currently comprised of Trustee Cindy Southway, the Town Manager Jim White, and the Town Treasurer Erin Ackerman.
• Staff evaluations are nearly completed and delivered. All will be completed by February 12, 2019. Staff raises will be decided and included in the mid-February payroll, retroactive to January 1, 2019.

• The CML Legislative Day will be Thursday, February 14, 2019. Mayor Peterson, Trustee Tom Bruton, and I are registered to attend.

• The CML Policy Committee will be Friday, February 15, 2019. Trustee Tom Bruton is registered to attend.

• The Colorado Association of Ski Towns (CAST) Legislative Day will be Thursday March 7, 2019 in Denver. Mayor Peterson is planning to attend. It does conflict with the Space to Create Visit to Grand Lake in March (6-8). I will attend the Space to Create/Art Space events here in town that week.

• The CML Annual Conference will be held Tuesday, June 18 through Friday, June 21, 2019 in Breckenridge, CO. Mayor Peterson, Trustee Southway, Trustee Bruton, and I are planning to attend. Anyone else interested has to provide notice by Feb 12, 2019 as lodging and registration fill up fast.

As always, please let me know if you have any questions or concerns.

**Quotable Quote(s):**

"The servant-leader is a servant first. It begins with the natural feeling that one wants to serve, to serve first."

—Robert K. Greenleaf
February 4, 2019
To the Town of Grand Lake
Mayor, Trustees, and Town Manager

Re: Retirement

This is to inform you that I, Bernie McGinn, plan on retiring as of May 15th, 2019. I want to thank the Town for letting me serve my community these last 40 years. This has been a great honor and privilege to be a part of a wonderful community such as Grand Lake. Thank you so much!

Sincerely,

[Signature]

Public Works Director
Hi Alayna,

This is just to reiterate our conversation from the other night in regards to the water main breaking on 1/5. Below is what I had intended to say to the board so please feel free to pass this onto anyone else necessary.

On 1/5 at 6:30am I woke up to 3 messages from guests stating they had no water, and a 4th guest shortly after. Mike immediately headed over to the cabins to see what the issue was and found the water in our laundry shed was also off. We could only assume this was our problem so we placed an additional heater on the floor of our shed heating the main water pipes and had guests open their sink taps. About an hour later they started messaging saying the water was back on, but that only lasted a short time.

At this point I got online and checked the Grand County Garage Sale Facebook page to see if anyone else was having issue, nothing. I checked the town website, nothing. Feeling horrible for our guests even though they were being very patient, we issued each of them a $50 sorry-for-the-inconvenience refund ($200 total), as well as 2 gallons of water for each. Around noon Mike went back over to check on things and found Trustee Rourke speaking to someone working on the street, and only then did we learn that the issue was the water main.

Thankfully our guests were all able to still enjoy their day. They were very happy in the end and appreciated our sense of urgency, however we would have appreciated the same urgency from the town. Once we knew what was happening we were very pleased at how quickly the town handled the situation, however we would like to know what the town has planned in the way of communication in the event that something like this happens again? Had this been a life threatening emergency there is a system in place, Code Red, but it seems there is not a system for a non-life threatening emergency. A simple update on the website or post on Facebook would have alerted everyone of the situation.

Please let me know if you have any questions or need any info from me.

Thanks,

Ali Ladefoged
Lupine Village at Grand Lake
lupinevillage.com
**From:** Jim White  
**Sent:** Monday, February 04, 2019 2:45 PM  
**To:** Alayna Carrell  
**Subject:** FW: Reward Offered For Recent September Poaching Incidents In Rocky Mountain National Park

FYI for the packet...

Jim White  
Town Manager  
PO Box 99  
1026 Park Avenue  
Grand Lake, CO 80447  
glmanager@townofgrandlake.com  
970-627-3435  
970-531-8900 (cell)

**From:** Patterson, Kyle [mailto:kyle_patterson@nps.gov]  
**Sent:** Monday, February 4, 2019 2:36 PM  
**Subject:** Reward Offered For Recent September Poaching Incidents In Rocky Mountain National Park

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**Rocky Mountain National Park** News Release  
February 4, 2019  
For Immediate Release  
Kyle Patterson 970-586-1363

**Reward Offered For Recent September Poaching Incidents**  
**In Rocky Mountain National Park**

Up to a $2,000 reward is offered for information regarding elk poaching incidents that occurred in Rocky Mountain National Park in September, 2018. In order to be eligible for a reward, the information must be relevant and lead to an arrest or criminal conviction.

On Wednesday morning September 12, Park Rangers discovered a large bull elk had been shot alongside Trail Ridge Road near Milner Pass. This occurred during the night of Tuesday, September 11, or early morning September 12. This bull's head had been severed and the carcass remained.

On the morning of September 22, park visitors reported a dead bull elk next to Trail Ridge Road, near the Ute Crossing Trail south of Forest Canyon Overlook in Rocky Mountain National Park. Park Rangers investigated and discovered the large bull elk had been shot during the night of Friday, September 21, or early morning Saturday, September 22.

Rocky Mountain National Park's wildlife is a resource for all visitors to enjoy viewing and appreciate. The individual(s) who assisted or carried out these poaching incidents robbed future park visitors of this experience.
Park Rangers at Rocky Mountain National Park and Special Agents with the U.S. Fish and Wildlife Service urge anyone with information on these incidents or other incidents of wildlife poaching in the park to call the National Park Service Investigative Services Bureau at 888-653-0009, U.S. Fish and Wildlife Service, Office of Law Enforcement at 1-720-981-2777, or call Operation Game Thief at 1-800-332-4155.

-NPS-

- Kyle

Kyle Patterson
Management Specialist/Public Affairs Officer
Rocky Mountain National Park
(970) 586-1363
www.nps.gov/romo
www.facebook.com/RockyNPS
January 4, 2019

For being the State of Colorado’s first-ever electronic signature on a state contract.

Grand Lake, Colorado

Congratulations and thank you to

Certificate of Achievement
January 15, 2019

Board of Trustees
Town of Grand Lake
PO Box 99
Grand Lake, CO 80447

Dear Board of Trustees,

On behalf of the staff and the Board of Directors of the Grand County Rural Health Network, I wish to thank you for awarding our nonprofit a $900 grant to support the Advocacy for Children’s Health and Education (A.C.H.E.S.) and Partners for Adults in Need of Services (P.A.I.N.S.) Voucher Programs. Thanks to your generous support, we continue to provide medical, dental, and mental health care to the uninsured residents of Grand County.

The A.C.H.E.S. and P.A.I.N.S. Programs provide healthcare vouchers for uninsured children and adults in Grand County living below the self-sufficiency income level, which is how much a family must earn to meet their basic needs. Access to affordable health insurance continues to be a struggle for people with seasonal incomes and the self-employed. These are often the people we serve through our programs; the people upon whom we build our local economy – typically those working in our service, tourist, and construction industries. In 2018, we served 98 children and adults with 117 health care vouchers. These programs help ensure our Grand County neighbors receive the healthcare they need, when they need it.

We truly appreciate your continued commitment to these programs. Support such as yours will allow us to continue these valuable services, as they are funded entirely through grants and philanthropy. We know you have many excellent nonprofits from which to choose to fund, which makes us even more grateful for your funding.

Again, I thank you on behalf of the many uninsured in our community who can receive timely healthcare through the A.C.H.E.S. and P.A.I.N.S. health care voucher programs.

Sincerely,

[Signature]

Jen Fanning
Executive Director
September 12th, 2018

Town of Grand Lake
PO Box 99
Grand Lake, CO 80447

Dear Friends at the Town of Grand Lake,

On behalf of Mountain Family Center (MFC), and those we serve, I would like to thank you for choosing to support our organization. Your grant of $4,500 awarded on August 13th, 2018 for the Grand Angels Fund directly translates into the greater well-being of Grand County residents in need, thereby building a stronger community as a whole.

Research and our own observations have shown that until a family has their basic needs met, they are not ready and sometimes not capable of thinking about the future or making any long-term plans. Your support helps provide the means for us to work with families and individuals, helping them move out of crisis mode and into a healthier, more sustainable environment.

In addition to those living in crisis, MFC also continues to serve the county’s “working poor”. These individuals could be our grocery clerks, the custodians at our children’s schools, our bus drivers, food and beverage servers, housekeeping staff, lift operators, and more; residents who love living and working in Grand County, and who are contributing members of our community. Due to seasonal shifts in work, low minimum wages, increasing housing costs and unexpected events such as illness or injury, these neighbors and friends sometimes have difficulty providing for their own basic needs. Without generous and thoughtful supporters such as you, it would not be possible for MFC to help them weather the tough times and continue to live and thrive in this beautiful place we all call home.

We hope you realize that you are truly making a difference in the lives of those in need. We appreciate you, and look forward to your continued support!

Sincerely,

Helen Sedlar
Executive Director

Note: No goods or services were provided in exchange for this donation. Mountain Family Center is an exempt organisation as described in Section 501(c)(3) of the Internal Revenue Code. EIN 74-2443590. Your support helps address the hardships associated with hunger and poverty.
<table>
<thead>
<tr>
<th>Program</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
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</thead>
<tbody>
<tr>
<td><strong>Housing Retention:</strong> Providing up to one month’s</td>
<td>89 Households</td>
<td>116 Households</td>
<td>124 Households</td>
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<td>assistance with rent/mortgage.</td>
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<td><strong>Utility Assistance:</strong> One-time assistance with main</td>
<td>60 Households</td>
<td>75 Households</td>
<td>90 Households</td>
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<td>utility’s (heat and electric).</td>
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<td><strong>Hunger Relief:</strong> Providing three to five days’ worth</td>
<td>5,175 Visits</td>
<td>6,819 Visits</td>
<td>7,494 Visits</td>
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<td>of food to prepare nutritious meals and snacks.</td>
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<td>(Kremmling &amp; Granby numbers combined).</td>
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<td><strong>Thanksgiving Project:</strong> Helping families continue</td>
<td>419 Families</td>
<td>400 Families</td>
<td>430 Families</td>
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<td>holiday traditions with Turkey and all the trimmings.</td>
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<td><strong>Holiday Project:</strong> Matches families in need with</td>
<td>115 families</td>
<td>121 families</td>
<td>MFC 124 families</td>
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<tr>
<td>people, organizations, and churches that can provide</td>
<td>with 314</td>
<td>with 305</td>
<td>with 359 children</td>
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<td>groceries and gifts for families.</td>
<td>children</td>
<td>children</td>
<td>Grand Lake</td>
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<td>Secret Santa</td>
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<td>125 families</td>
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<td>220 children</td>
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<td><strong>Health Advocacy:</strong> Helping families and individuals</td>
<td>Dental: 17</td>
<td>Dental: 19</td>
<td>Dental: 24</td>
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<td>find financial assistance for medical, vision or dental</td>
<td>Vision: 29</td>
<td>Vision: 28</td>
<td>Vision: 27</td>
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<td>expenses.</td>
<td>Hearing: 7</td>
<td>Hearing: 6</td>
<td>Hearing: 3</td>
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<td><strong>Nutrition Wellness:</strong> Educational classes or programs</td>
<td>213</td>
<td>218</td>
<td>197</td>
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<td>for children and/or adults. Including: Cooking</td>
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<td>Matters, Parent/Community Engagement, Exploring Foods</td>
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<td>Together.</td>
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<td><strong>School Supply Program:</strong> Backpacks, rulers, pencils,</td>
<td>325</td>
<td>325</td>
<td>400</td>
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<td>paper, notebooks, scissors, glue, etc. provided to</td>
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<td>children in grades K-8.</td>
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<td><strong>Cancer-Related Services:</strong> Providing financial</td>
<td>23</td>
<td>35</td>
<td>34</td>
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<td>assistance of up to $2,500 annually per person (travel</td>
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<td>expenses, prescriptions, hotel stays) to any Grand</td>
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<td>County resident undergoing diagnosis or treatment of</td>
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<td>any type of cancer.</td>
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<td><strong>Totes Weekend Food Program:</strong> Serving children,</td>
<td>Kremmling 100</td>
<td>Kremmling 102</td>
<td>Kremmling 105</td>
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<td>18 and under, who have food insecurities at home.</td>
<td>Granby 116</td>
<td>Granby 138</td>
<td>Granby 145</td>
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<td>60 Indian</td>
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<td>Peaks 18</td>
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<td>EMS 61</td>
<td>EMS 61</td>
<td>EMS 78 108 25</td>
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<td>Health Item Services 15+</td>
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<td>**Other Direct Client Services including Colorado</td>
<td>67</td>
<td>81</td>
<td>114</td>
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<tr>
<td>Community Response (CCR): medical, family</td>
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<td>development, household maintenance, transitional</td>
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<td>housing, vehicle repairs/transportation (snow tires,</td>
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<td>windshield, train/bus tickets, shuttle for medical,</td>
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<td>etc.)</td>
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<td><strong>Summer Totes Program:</strong> Weekly healthy snacks</td>
<td>150</td>
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<td>provided county-wide over the summer break, June-Aug</td>
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<td><strong>CATCH:</strong> Coordinated Approach to Child Health. After</td>
<td>137</td>
<td>140</td>
<td>146</td>
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<td>school program in Kremmling, focused on exercise and</td>
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<td>provides a healthy snack.</td>
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<td><strong>Eat Play Grow:</strong> 11 weekly sessions for children</td>
<td>94</td>
<td>89</td>
<td>90</td>
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<td>ages 6 and younger. Teaches the importance of making</td>
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<td>healthy choices at an early age. Artistic approach to</td>
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<td>better health.</td>
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<tr>
<td><strong>Clothing Vouchers/ Winter Clothing</strong></td>
<td>250 Individuals</td>
<td>250 Individuals</td>
<td>300 Individuals</td>
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On average, MFC serves 2100 unique individuals (counted one time during the year) through all of its programs and services.
AGENDA: Art Space Visit March 6 – 8, 2019

Wed., March 6th:
3:00 to 4:00 pm Site Tour (first part of tour)
4:30 to 6:00 pm Artist, Creatives and Art Organizations Focus Group: Community House
6:30 pm Dinner with Core Team (Introductions and Discuss site tour criteria, details for rest of visit, etc.)

Thursday, March 7th:
9:30 to 10:30 am Meet for Coffee then finish up Site Tour (second part of tour)
10:30 to 11 am Break/Transition
11:00 to 12:30 pm Finance and Funders Focus Group Community House
12:30 to 1:30 pm Working lunch with Core Team At Community House
2:00 to 3:30 pm Civic Leaders Focus Group Community House
3:30 to 6:30 pm Break to prepare for public meeting and have dinner
6:00 to 6:45 pm Set up for public event
7:00 to 8:30 pm Public Meeting at Rocky Mtn Theatre

Friday, March 8th:
9:00 to 10:30 am Final Wrap Up with Core Team