Cumann na nIar - Oifigeach Coimisiúnta

newsletter Association of Refired Commissioned Officers

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President's Report to ARCO (30th) AGM - 11 Oct 2024

ARCO Perident, Brig Gen Séamus Ó'Giolláin (Retd) presented his third and final report to the AGM, which was held in Cathal Brugha Bks. on 11th October 2024. The following is his report which was presented to the well attended meeting.

"In accordance with the Objectives set out in our Rules, ARCO has continued to engage with a wide range of Internal and External stakeholders in furthering our members interests and concerns. They continue to form the basis of ARCO's effective governance, transparency, accountability, and relevance.

Since our last AGM on the 6thOct 2023, ARCO's internal focus has been on our Governance matters, and I can report to you that our Executive Committee continues to be well founded, and compliant in terms of Finances, and GDPR provisions.

Our membership continues to grow, and this year passed the threshold of over 900 members for the first time. Despite the inevitable losses of former comrades, we continue to attract retiring officers from both the end of career and early retirement cohorts and show positive growth year on year.

ARCO's visibility to our serving comrades and amongst the recently retired is a key factor in promoting our relevance. In this I wish to compliment the untiring work of Billy Campbell, Declan Carbery, and Ken Sheehan in maintaining our website, newsletter, and social media platforms. The work of our membership Secretary Des Bergin supported by the Regional Representatives, pays dividends in prompting applications to join.

Our Executive Committee meets monthly and comprises between 20 and 22 members. Our meetings are a combination of in person attendance as well as remote attendance. Whereas the size of the Executive Committee (EXCOM) could prove unwieldy, on the other hand, positions adopted by the Committee and submissions on behalf of the members receive in-depth consideration and approval prior to action. This legitimatises and enhances ARCO as an Association of import and consequence. As with all Societies, Clubs and Associations finding members to commit to voluntary service is difficult. ARCO is no different with many of our co-opted members remaining, despite long years of unstinting service to our members. I would urge your assistance to remedy this.



Looking to the future ARCO needs to encourage

Brig Gen Séamus Ó'Giolláin, ARCO Perident.

more gender and generational transition within its membership and also at the level of the EXCOM. The profile of retired officers is changing as are their interests and concerns. We must remain relevant to this ever-increasing diversity. I am firmly of the belief that the particular interests and concerns of the various diverse groups within our membership must find expression, but it is of more importance that the opinions of these groupings are also reflected in shaping the broader issues concerning ARCO.

To that end, I am delighted to have welcomed Maj Gen Maureen O Brien DSM (Retd), (pictured below, with ARCO members) to the EXCOM his year and to nominate her as my successor as President.



Pensions, and pension related issues, remain a major focus of the EXCOM's endeavours.

ARCO's Pension Strategy continues to focus on:

> Retaining Pension Parity,

> Maintaining the value of military pensions into the future, and

The implications of the Single Pensions Act 2013 on the DF in terms of retention and consequently on the longer-term future of ARCO in terms of relevance to future membership.

The matter of parity with the relevant paygrades of serving personnel is enshrined in the Public Service Pay Agreement 2024–2026. This applies to all former personnel in receipt of a full or part occupational pension, other than those who are subject to the Single Pensions Act 2013.

Details of the Pay Measures included in the new 2024-2026 Agreement are summarised as follows: -

• 2024

3 Instalments in 2024 totalling 4.25%. The benefit of a 4.6% CPI-based increase is now reflected in all Single Scheme military pensions, with effect from 1 January 2024.

- 2025 2 Instalments in 2025 totalling 3%. A Local Bargaining clause equivalent to 1% due o 01 Sep 2025).
- 2026
 2 Instalments in 2026 totalling 2%)

Generally speaking, and when allied to the recent budgetary provisions the relative value of pensions is being maintained for the present.

ARCO has been active in recent years in articulating in various fora that the Pension provisions since 1995 and more significantly the Single Pensions Act 2013, will have long term negative consequences for serving and retired personnel of the DF. The pre-1995 pension provision for DF personnel (about the 20yr service mark) was a HR strategy that holistically provided for induction, retention, and exit policies from the forces in a single policy.

The Single Pensions Act 2013 has proven to be a very significant push factor for personnel exiting the forces earlier and this is mirrored in the wider fast accrual sectors such as the Gardai and fire services for example.

The recent engagement of the various Representative Associations as well as some recognition at Government level is to be welcomed and I believe ARCO can, at least, claim some credit in this by articulating the associated problems when no one else was doing so. Beyond the reassurance on Parity for the duration of this agreement, the Alliance of Retired Public Servants continues its slow but deliberate work, through various fora, on the evolution of the status of pensioners and de facto accreditation of public service pensioners within the industrial relations machinery of the State. Continued affiliation and support of the Alliance is critical to our members interests.

All the Association's Social Media accounts have grown since Oct 2023. We have concentrated on the X (Twitter) and LinkedIn accounts as these are the social media platforms more focused on work and policy related updates. The messaging by the Association has concentrated on events that we have attended, items of interest to the Defence Forces, and general security and defence topics. All members of ARCO are encouraged to submit any photos or suggestions for postings to the Social Media Manager, Ken Sheehan.

ARCO has published its usual informative and professionally produced newsletters 45and 46 since our last AGM. Our latest issue set out our considered observations on aspects of the Defence Amendment Bill. We have found that publishing submissions on the Newsletter gets very good traction amongst members but also gets the attention of external actors who obtain copies. As such we run the risk of ruffling some feathers who may disagree with us but on balance the feedback from the members (our audience) is entirely positive.

We are continually conscious of the importance of timely and accurate internal communication as this is how most of our members retain contact with the Association. Whether via the Website, Text Service, social media, Emails from local Reps, Newsletter or circulating documents it is our intention to keep members informed of issues and events. Concomitantly, reciprocal contact from our members with opinions, suggestions, photos etc would further enhance our communications platforms.

ARCO's relevance as an Association continues to be recognised and grow. In previous years I have reported to you on our engagement to various forums in the defence and security discourses, including with the Minister and Department on the development of the Terms of Reference for the Tribunal of Inquiry. These engagements have usually followed a request for a written submission and a subsequent meeting. I refer to these to demonstrate the continuum of engagement with ARCO and continues into the current year. They, at the very least, show a respect for the collective experience of our members, as well as the professional knowledge and expertise to contribute to broader discourses. ARCO members should take pride in our history of constructive and erudite submissions.

In the past year ARCO has been requested to make a written submissions to the Joint Committee for Foreign Affairs and Defence (JCFAD) on the Defence Amendment Bill 2023, and to the Tribunal of Inquiry. Our submission to the JCFAD was associated with the committees report to the Oireachtas and focussed on the overly subjective nature and provisions



regarding the functions of the External Oversight body and its composition.

ARCO declined to make a submission to the Tribunal of Inquiry despite repeated requests for us to do so. ARCO sought informal advice and considered that any submission made would not be in the best interests of our members. our Association, or the Defence Forces. It was difficult to determine what matters could be addressed by ARCO. In the past fortnight, we have received a request for a specific document which was submitted to the Minister on the 14 June 2023 concerning ARCO's considered observations on the Findings and Recommendations of the IRG - DF Report. As the document was addressed to the Minister for good reason in the context of that time, ARCO does not feel it appropriate that it be now submitted to the Tribunal for which it was neither drafted nor intended. However, the Tribunal has been advised an abridged version of the document was published in Newsletter Issue 44, which is available on our website and publicly accessible.

ARCO's main concerns regarding the Tribunal have been focussed on the potential reputational and financial risks of those of our members who may be called before it to address matters they had dealt with in some capacity whilst serving. Since 2023 we have been seeking clarity from the Minister, and the Tribunal's legal team on what protections would be provided.

Our concerns have been heightened since July last when the Tribunal ruled on what bodies would be permitted legal representation. ARCO noted that the Tribunal acceded to the application from the Department of Defence legal team that former officials of the Department would be covered. A similar application by the Defence Forces legal team was partially granted but did NOT cover former personnel. In a response to a query from ARCO, the Chief of Staff, assured former members that the Defence Forces is committed to safeguarding the rights and interests of serving and retired personnel where applicable and they will receive the support and representation from the DF Legal Team throughout the private investigative phase of the Tribunal. We believe that this is a re-assuring commitment at least for the foreseeable future, as the Tribunal takes its course.

ARCO continues to meet annually with the Minister and quarterly with the Department officials.

ARCO was represented at All State ceremonial events during the year as well as remembrance and other events organised by ONE and IUNVA. ARCO awards were presented to the leading newly Commissioned Officers of the Army and Naval Service at their respective Commissioning Ceremonies during 2024.

ARCO remains actively engaged with ONE and IUNVA, in advancing the interests of Defence Forces Veterans. ARCO's submissions and lobbying frequently champion the interests of veterans of all ranks.

In conclusion, I would like to sincerely compliment ARCO's Officers, Regional Representatives, for their steadfast support in advancing the Association's ethos, values, and objectives during 2023/24. I commend the work of our co-opted members to the Executive Committee for their work on specific roles and functions. Their unstinting work and commitment have been a great support to me personally as President. All deserve a special tribute.

It has been my privilege to serve you as President for the past three years and I hope I have done that to your satisfaction."

DATE	UPCOMING EVENTS 2025	
08 March 2025	DSM Presentation to family of Pte Billy Kedian (RIP). Renmore Bks. Galway @	0 10.00hrs
28 March 2025	100th Cadet Class and PO Commissioning Ceremony, DFTC @ 14.00hrs	
17 March 2025	DF involvement in selected St Patrick's Day Parades	AR
20 April 2025	109th Anniversary of Easter Rising. GPO, Dublin at 12.00hrs	ECO:
25 April 2025	Ministerial Review of 126 Inf Bn UNIFIL. Renmore Bks. Galway @ 11.00hrs	
07 May 2025	1916 Leaders Commemoration Ceremony, McKee Bks, Dublin, at 10.00hrs	
18 May 2025	National Famine Commemoration. Loc: TBC	
13 July 2025	National Day of Commemoration. Royal Hospital Kilmainham. Time: TBC.	

Defence Forces Overseas Commitments : 2024/2025

Lt Col Fiacra Keyes, OIC Overseas Sec, Editor.

The Defence Forces continues to have the longest unbroken record of overseas service with the United Nations than any country in the world, since first deploying to a United Nations' mission in 1958. In 2024, Defence Forces personnel were deployed on United Nations, NATO PfP (Partnership for Peace), EU CSDP (Common Security and Defence Policy) and OSCE Peace Support and Crisis Management Operations across 12 missions in 13 countries. There are approx. 450 Defence Forces personnel currently serving overseas.

The largest overseas deployment is with the United Opera National Interim Force in Lebanon – UNIFIL, where approx. 360 personnel currently serve. Throughout 2024, the 123rd, 124th and 125th Infantry Battalions have served in UNIFIL, alongside personnel in UNIFIL HQ and UNTSO OGL.

The ongoing escalation of the conflict in the Middle East coupled with Israel's invasion of Southern Lebanon in late September '24 has significantly altered the operational environment for our personnel in UNIFIL. As Israel's military activities intensified in southern Lebanon, the mission's already challenging mandate became even more challenging and complex.

IRISHPOLBATT's operational focus has naturally shifted from routine operations to specialised tasks such as route clearance, EOD tasks, and resupply efforts. The growing presence of unexploded ordnance, IED threats, as well as direct and indirect kinetic activity continue to pose a serious threat to our personnel but despite these challenges, they continue to act professionally and conduct operations within the parameters of the operational environment.

Early 2024 saw the Defence Forces withdraw as the Force Reserve Company in UNDOF. Ireland commenced participation in UNDOF in June 2013, when a number of Defence Forces personnel deployed to UNDOF Headquarters on the Golan Heights in Syria, at the request of the United Nations. A contingent later deployed as the Force Reserve Company (FRC) in September 2013. The 68th Infantry Group, commanded by Lt Col Oliver Clear were the last deployment as the FRC. A collaborative effort from the 68th Inf Gp, DJ3/5 and DJ4 ensured the successful withdrawal from the mission on 05 Apr 24.



Operational Activities in UNIFIL

The Defence Forces' ongoing involvement in EUMAM-UA (EU Military Assistance Mission - Ukraine) saw several mobile training teams travel to Germany and Poland for specialised training in areas such as Tactical Combat Casualty Care, Drill Instructor Training, and Junior Leadership. These deployments have not only enhanced the capabilities of our personnel but also encouraged cross-cultural exchange and strengthened international cooperation.

There were also several significant donations made from the Defence Forces to the Ukrainian Armed Forces; in early February, two Doking Mine Flails were donated after a small team of Engineers delivered an instructional course on the equipment. June saw a large donation of vehicles including Ford Rangers, Ambulances and DROPs trucks to the UAF through the International Donor Coordination Centre in Poland. Future donations are expected in 2025.





Mine Flail Training - EUMAM-UA



EUBG Inf Coy

January 2024 saw the commencement of the German led European Union Battle Group (EUBG). The Defence Forces are currently providing a Mechanised Infantry Company as Force Protection for the EUBG. The Battle Group is a two year commitment, divided into two distinct phases; 'STAND UP' Phase which is one year in duration involved the unit training in Ireland, a validation exercise in September and the completion of a EUBG Certification Exercise (MILEX 24) in Bergen, Germany in Nov/Dec 2024. The second phase is the 'STAND BY' phase and will last for one year, and commenced in January 2025. For the first six months, the Battle Group will be on 25 Days' Notice to Move (NTM), moving to ten days NTM for the last six months. An 'Alert Deploy' Exercise (MILEX 25) is scheduled for April/May 25 in Hungary.

The Infantry Company of 139 personnel are commanded by a Group HQ and supported by a National Support Element to allow the Unit to conduct effective operations and maintain their personnel and vehicles. Alongside the Inf Coy, there is a Logistical Transport Section, Medical Section, CIS Section, Vehicle Maintenance Section, Ordnance Section and Military Police detachment. Ten personnel have been deployed to the FHQ in EUROCORPS HQ in Strasbourg since January 24. In late September 24, four personnel deployed to Pfungsdtadt, Germany to the PESCO Logistics Hub IOT maintain the vehicles and equipment for the Irish Contingent. The Irish Force package currently has an overall strength of 191 personnel. 2 Bde is the Lead Formation; 1 Bde and DFTC are Supporting Formations.

EU Battlegroups (EUBG) are multinational, military units, ordinarily comprised of 1500 personnel and form an integral part of the European Union's military rapid reaction forces to respond to emerging crises and conflicts around the world. Established in 2004, the EUBG system aims to enhance the EU's ability to respond swiftly across a broad spectrum of situations, ranging from humanitarian assistance to peacekeeping and conflict prevention. In line with the EU Rapid Deployment Capacity (RDC) concept, EUBGs must be capable of deployment to a wide variety of theatres with a guide of a 6000km radius around Brussels within 5 to 10 days, furthermore they must maintain the sustainment capacity to conduct and support operations for a period of up to 120 days.

Ireland's participation in the EUBG is part of its broader commitment to international peacekeeping and crisis management. Ireland has been a long standing and active contributor to EU CSDP missions namely Operation Artemis, EUFOR Chad, EUFOR BiH, EUTMs Mali and Somalia, EUMAM-Ukraine as well as several Naval deployments to the Mediterranean under Op PONTUS/SOPHIA and most recently EUNAVOR MED in 2023. Ireland, who has almost 67 years of unbroken overseas service with the United Nations (UN), has developed extensive experience across a broad spectrum of Peace Support Operations (PSOs) and also across a range of diverse operational environments including urban, desert, jungle and mountainous terrain. Ireland's commitment to the EUBG and the EU RDC concept enhances Irelands support and contribution to the EU CSDP framework whilst ensuring that our forces are prepared and equipped for rapid deployment across a wide spectrum of operations and international theatres.

Engagement with EUBG25 will be Ireland's eighth EUBG participation since its first commitment to the concept in 2008. Ireland has previously participated in the Nordic Battlegroups in 2008, 2011 and 2015, the UK-led EU Battlegroup in 2016 and the German-led Battlegroups in 2012, 2016 and in 2020.

Ireland's engagement with the EU Battlegroup initiative provides the opportunity to demonstrate Irish Defence Forces willingness, capability and readiness to act within the framework of the EU's CSDP and further enhance its commitment towards global peace and security.

The Defence Forces contributions to the EUBG concept have typically included logistical support, medical, and infantry units, underscoring Ireland's versatility in its capabilities across combat and combat support functions. The experience both contributed and gained from these periods of participation has enhanced the operational readiness and international experience of the Defence Forces, positioning Ireland as a valued and reliable partner in potential future EU CSDP operations.

Fr Desmond (Des) Campion, RIP 15.03.1944 – 16.11.2024

By Editor

It was with great sadness that, on November 18th 2024, ARCO informed its members of the death of Father Desmond (Des) Campion, Chaplain to the Forces at the Naval Base, Haulbowline, County Cork. Des passed away peacefully on November 16th, 2024, in the presence of his friends and family and in the wonderful care of the Bon Secours Hospital.



The following article (with

minor adjustments) was prepared,

prior to Des's death, to celebrate his 50 years as a Salesian priest and also, to celebrate his 80th birthday on 15 March 2024.

Des Campion was born on 15th March 1944 in Drimnagh on Dublin's Southside. His local St John Bosco Club took many young boys for summer camp to the Salesian School in Pallaskenry, Co. Limerick. It was there that Des believed that the seeds of his vocation were planted. Having completed his secondary education at the Salesian School in Ballinakill, County Laois, he became a novice at the Salesian Novitiate in Warrenstown, County Meath. Des studied philosophy in Beckford, England, and then went to India where he completed his studies and spent five years teaching and running a technical school. He studied theology in Maynooth and on 7th December 1973, was ordained a priest in his own parish of Drimnagh. Des then went to Ballinakill as a teacher and assistant. There followed appointments in Pallaskenry and at the Provincial House at Crumlin. During this time Des went to Germany to serve as a temporary chaplain to the American troops serving with NATO. Following his return he held appointments in Finglas, County Dublin, and in the Salesian parish in Castletroy, County Limerick.

Having been appointed a Chaplain to the Forces in Óglaigh na hÉireann at Sarsfield Barracks, Limerick, Des travelled a year later as chaplain to 60th Irish Battalion UNIFIL Lebanon in November 1986. On his return he was posted to the Army Apprentice School (AAS) in Naas for six months followed by another six months at Finner Camp, County Donegal with the 28th Infantry Battalion. Des was then appointed to the Naval Service and Spike Island Prison in 1988, where he continued to minister up until his passing. During his ministry in the Naval Service, he served on four further tours of duty to Lebanon (66, 72, 82 (where I had the pleasure of serving with Des), and 88 Battalions) and on five tours with KFOR in Kosovo (7 Transport Group, 28, 29, 31, and 33 Infantry Groups). He was also involved in numerous pilgrimages to Lourdes throughout his service in the Defence Forces.

While serving with the Naval Service, Des sailed as part of the ship's complement to Plymouth, Jersey Island, Kiel, Boston, Newport, New York, and finally to Hong Kong. Des celebrated, with the Naval Service, the 50th anniversary of his ordination in December 2023 and his 80th birthday in March of 2024.

His was a busy and fulfilled life dedicated to those he served. He was a well-respected DF Chaplain who gained the trust of all ranks in the Army, Air Corps and Naval Service. Highly respected by all, his compassion, knowledge and advice will forever remain in our hearts. Rest in Peace Des.





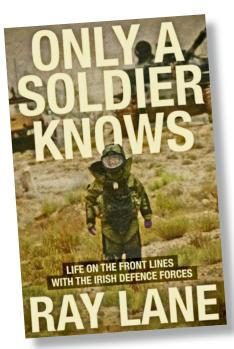
New Chief of Staff

ARCO congratulates Brig Gen Rossa Mulcahy who has been nominated by Government to be appointed by the President as the new head of the Defence Forces.

Brig Gen Mulcahy, who has more than 39 years experience across a wide variety of rolls in the Defence Forces including peacekeeping deployments to Lebanon and Afghanistan, with NATO, is set to succeed Lt Gen Seán Clancy as Chief of Staff of the Defence Forces. Lt Gen Clancy will take up a new appointment as the next Chairman of the European Union Military Committee (EUMC) – the highest military body within the Union – later this year. This is a three-year appointment and is the first time that the committee will have an Irish chairperson. Brig Gen Mulcahy, currently the Assistant Chief of Staff – a role he has served in since 2021 – is a graduate of the Defence Forces' Senior Command and Staff Course (2008) and the US Army Command and General Staff College (2011). Brig Gen Mulcahy will take up the appointment of Chief of Staff on 1st June 2025.

Only a Soldier Knows by Lt Col Ray Lane

ARCO member, Lt Col Ray Lane, launched his memoir in Barker & Jones bookstore, Naas in September 2024.



On a grey Sunday afternoon in the depths of the Troubles, bomb disposal officer Ray Lane, in his first ever deployment was tasked with defusing an IRA 1,000kg bomb planted on the Border. It was the dangerous start to an extraordinary career that would take him to the frontlines of some of the world's most perilous conflicts.

From beer kegs packed with explosives to ingenious homemade devices designed to maim and kill, Ray's job was the very definition of danger. With nerves of steel and unmatched skills in wartime diplomacy, Ray dove into some of the world's most hostile environments: Bosnia, Lebanon, Afghanistan, and Ukraine. Every mission brought him face-to-face with the atrocities of war and left their scars-both physical and emotional.

A memoir that is riveting in nature, this takes the readers from the darkest depths of humanity to the heights of bravery. Ray reflects on mental strength and courage- deep inside- to override every human instinct and walk toward a bomb, knowing the risks yet choosing duty over fear.

> "Standing Room only" at the Launch of Lt Col Ray Lane's book in Barker & Jones Bookstore, Naas.



Ray speaking at the launch of his book : "Only a Soldier Knows"

Ray will be in the Riverbank Arts Centre, Newbridge on Friday night, 16th May 2025 to talk about his book. The exact time of his talk is to be confirmed later.

Former TD, Comdt Cathal Berry (Retd) speaking at the launch of Lt Col Ray Lane's book.



NEWS... NEWS... NEWS...

6th Infantry Battalion Association

The Association's AGM was held in Custume Barracks, athlone on 20th November 2024 where Lt Col Pat Ryan (Retd) was elected President of the Association. Pat succeeded Lt Col John Durnin (Retd). Comdt Johmmy Ridge (Retd) was appointed Secretary/Treasures at the AGM.



Pictured are those who attended the Association AGM.

ARCO members Lunch: Collins Bks., Cork



Pictured are the ARCO members who attended the ARCO Lunch in Collins Bks., Cork in June 2024.

For further information, please visit ARCO's Website: https://iarco.info/ and follow us on LinkedIn under Association of Retired Commissioned Officers, or on Facebook and Twitter (now known as X), via @ARCOIreland

EDITOR'S NOTE

This Newsletter is issued in Spring/Summer and Autumn/ Winter. The editor welcomes articles or items of interest, or suggestions as to what should be included. If you have any contribution or suggestion please send them to the Editor, Declan Carbery at declancarbery@hotmail.com

Welcome to ARCO's New Members

Comdt Jim Deely Comdt Fabio Scalici Comdt Jonathan Marley Capt Peter Williams Capt Denis Hevey Lt Col Michael Rock Comdt Eamonn Kenneally Comdt Dermot Hogan Comdt Declan Greenway Lt Col David Prendergast Comdt Daire Roache Capt John Mulkearns Capt Peter Condon Lt Col Philip Kiely Comdt Michael Walsh Col Partick White Comdt Tom O'Keeffe Lt Col Michael Clancy Lt Col Mick Verling Comdt Paddy Walsh

Deceased Officers Ar dheis De go raibh A n-Anamacha

Our condolences to the families and friends of those comrades who passed away since our last newsletter.

Comdt Finbarr (Barry) Studdert	09 July 2024
Comdt Traolach Sweeney	11 July 2024
Brig Gen Gerry McNamara	02 Aug 2024
Capt Aidan O'Leary	06 Aug 2024
Comdt Richard (Dick) Irwin	16 Aug 2024
Comdt Andrew Brady	24 Sept 2024
Comdt Joe Lynch	06 Oct 2024
Col Fred O'Callaghan	05 Oct 2024
Lt Col Michael (Mick) Tallon	13 Oct 2024
Lt Col Patrick Joseph (Paschal) McCann	29 Oct 2024
Capt Con Power	03 Nov 2024
Fr Desmond (Des) Campion	16 Nov 2024
Lt Cdr Patrick (Paddy) Kavanagh	19 Nov 2024
Capt Roger O'Shea	10 Dec 2024
Capt Felix (Brendan) O'Callaghan	19 Dec 2024
Comdt Martin Flanagan	28 Dec 2024
Col John Ryan	29 Dec 2024

Important Notice: Texting Service Mobile Phone Number

ARCO's Texting Service is part of our aim at improving communications with our members. Thanks to all members who responded to this notice in previous Newsletters. Your details have been updated on our database, so you should now be receiving messages through the Texting Service. Any Members of ARCO who are still **NOT** receiving messages through the ARCO Texting Service should ensure that their **current mobile phone number** is recorded on our database. Please forward your mobile number to your Regional Representative or to declancarbery@hotmail.com