PORTAGE COUNTY BUSINESS COUNCIL

# THEACTIVE VOICE

Annual Dinner
Ambassador Give Back Program
Women in Business
PIE Program
Greece Trip

DECEMBER 2023

Photo by pure julia on unsplash

The Active Voice



Special thanks to November's Business X-Change host Secure Heritage Insurance Agency!

# Subscribe to our new video series 'Monday Mornings with Mike' on YouTube!



#### In This Issue

Business X-Change	4
Business After Hours	5
Business After Hours Dates	6
Greece Trip Details	7
Ambassadors Give Back	8-9
Meet our Ambassadors	10
Annual Dinner Details 11	-16
Leadership Portage County	17
Teen Leadership	19
Welcome New Members 20	-21
PIE Program	22
Member to Member Deals	25



## **Our Giving Community**

by Michael Witte, President + CEO, Portage County Business Council

We are in the midst of the Holiday Season and everywhere I turn I see the reason Portage County is such a special place to Live, Work and Thrive.

In the cold snap we had a few weeks ago I saw people helping complete strangers changing a flat tire, jumping a stalled car and neighbors checking on neighbors to make sure they are safe.

I have witnessed people at three different stores picking up the bell for Salvation Army kettles and happily thanking people for their donations. I have seen people buying food packages at various grocery stores donating for those that are less fortunate.

We are truly a giving community in so many ways, more than just monetary. We see businesses helping each other. The Shop Small Passport program was a great way to learn about 29 businesses in the downtown area you may have not been familiar with. I spoke to one business owner that specializes in children's clothing and she was so happy to see so many new faces during the passport event.

One of the most over looked but impactful ways to give is of your time to one another. The Holidays can be a very stressful time for many. Be open to taking time to talk with a co-worker, a person at the grocery store or a friend or neighbor you haven't spoken to in a while. Try and become more aware of the people around you. Take time to look at others and realize a smile, a kind word, a shake of your hand or a pat

on the back all are all signs to let people know they are not alone.

On behalf of the entire team here at the Portage County Business Council, we want to wish you the Peace and Joy of the Holiday Season. Merry Christmas and we will see you in the next issue of our digital magazine, next year!

Please Stay Tuned!!

#### **Contact US!**

Portage County Business Council, Inc. 5501 Vern Holmes Drive | Stevens Point, WI 54482 715-344-1940

#### Michael Witte President & CEO

MichaelW@portagecountybiz.com

#### Karen Myers Director of Events

KarenM@portagecountybiz.com

### Sheamus Roelle Director of Marketing

SheamusR@portagecountybiz.com

# Holly Fox Director of Professional Development

HollyF@portagecountybiz.com

# Chloe Kreuser Director of Investor Engagement

ChloeK@portagecountybiz.com





#### What is Business X-Change?

A presentation which allows business owners and their employees the opportunity to discuss pertinent topics, learn from local industry leaders and, most importantly, learn from each other.

#### **Business X-Change with Expanded Learning Time**

Wednesday, December 13, 2023

7:30 am - 11:00 am

#### **CLICK HERE** to Register

- This program will be offered in person at PCBC.
- · No cost to attend.
- · Coffee and danish provided.

# Topic: "The Enneagram...Wait, what is it? Discover What Makes You Tick!"

About the Program: Why do we act, think, feel, and believe the way we do? The Enneagram teaches there are 9 different personality types in the world, one of which we naturally gravitate towards and adopt in childhood to cope and feel safe. Most people assume they know who they are with "pretty good" understanding, even though they might not. They don't question the lens through which they see the world, where it came from, how it has shaped their lives or even if the vision of reality it gives them is distorted or true. Even more troubling, most people aren't aware of how things that helped them survive as children are now holding them back as adults.



Wendy Mitch



Special THANK YOU to Shifting Perspectives for their sponsorship of this program.

#### **Key Points included:**

- How to identify your type based on the descriptions provided in this Business X-Change.
- How to recognize your "wings", those types on either side of your primary type that influence and color your way of seeing and being in the world.
- Understand how you habitually take in, process, and respond to life, and the role your Triad plays in you becoming who you are.

**About our Presenter:** Wendy Mitch is certified in the Enneagram Spectrum Method, A New Ventures West Integral Life Coach, and will finish her course work in January with Wisdom Ways Life Coaching. She has her Master's Degree in Servant Leadership from Viterbo University in LaCrosse, WI. Wendy is also a devoted facilitator in the Leadership Portage County program and is the owner of Shifting Perspectives: Coaching and Consulting. She is a Stevens Point native, currently living in Plover with Rusty Mitch, her husband of 35 years and they have 6 adult children many of whom seem to find their way back to their childhood bedrooms for extended periods of time.



Tuesday Dec 12, 5 - 7 pm

RSVP by Monday, Dec 11, 2023

#### Hosted by Blenker Construction

#### 5741 Windy Drive, Suite C Stevens Point



Please join Blenker Construction for their Making Spirits Bright Business After Hours! Attendees of the event will be treated to Christmas cocktails & mocktails, and delicious hors d'oeuvres in their beautiful office space. Door prizes, gifts for all that attend and a 50/50 raffle will be played.

Don't miss the fun!

WHAT IS BUSINESS AFTER HOURS? A social event designed for and hosted by Business Council members to give business professionals an opportunity to network, share ideas and have their facility seen by other members. The member host(s) furnishes refreshments and hors d'oeuvres for the evening. A different Business Council member hosts Business After Hours every month. Members are welcome to co-host the event with another Business Council member. Members should call to book the month they are interested in hosting as early as possible. Sponsorship opportunities are available.

#### **CLICK HERE TO REGISTER ONLINE**

#### **FESTIVE ATTIRE IS REQUESTED**

For questions contact Karen Myers: 715-344-1940 karenm@portagecountybiz.com



## 2024 Calendar

January 16 – UW-Stevens Point Conference & Event Services

August 20 – Central Wisconsin Food Truck Association with District 1 Brewing

February 20 - Mid-State Technical College

March 19 - Stevens Point Country Club

April 16 - Guild Designs

May 21 - Duraclean

June 18 - PABS Cycling

September 17 – Mission Coffee House Stevens Point

October 15 - Simplicity Credit Union

November 19 - Monk's Bar and Grill

December 17 - The Opera House

July 16 - Portage County Historical Society

IF BUSINESS AFTER HOURS IS NOT IN YOUR PLANNER YET, NOW IS THE TIME TO PENCIL IT IN! WOULD YOU LIKE TO PROMOTE YOUR BUSINESS, SHARE IDEAS AND MAKE IMPORTANT BUSINESS CONTACTS? YOU CAN DO THIS AND MORE, BY SPONSORING A BUSINESS AFTER HOURS IN 2025. IT'S NOT TOO EARLY TO RESERVE A DATE.

HOST BUSINESSES CAN PROMOTE THEIR FACILITY, STAFF AND/OR NEW PRODUCTS OR SERVICES TO OVER 100 AREA BUSINESS PEOPLE. SMALL BUSINESSES MAY WISH TO HOST THIS EVENT AT A MEMBER RESTAURANT, LARGER FACILITY, OR CO-SPONSOR THE EVENT WITH ANOTHER BUSINESS COUNCIL MEMBER.

A HOST BUSINESS PROVIDES THE LOCATION, REFRESHMENTS AND HORS D'OEUVRES DURING THE BUSINESS AFTER HOURS. IN ADDITION, THE HOST BUSINESS MAY CHOOSE TO SPONSOR A DOOR PRIZE(S) FOR THE EVENING. THE BUSINESS COUNCIL WILL ASSIST IN THE INVITATION, MARKETING, REGISTRATION, 50/50 RAFFLE AND DOOR PRIZE DRAWING.

FOR QUESTIONS CONTACT KAREN MYERS: 715-344-1940 KARENM@PORTAGECOUNTYBIZ.COM

#### Portage County Business Council presents...

### **Greece Island Hopper**

October 1 - 11, 2024



Upgrade to Elite Airfare! see inside for details

#### SPECIAL TRAVEL PRESENTATION

Date: Thursday, October 12, 2023 Time: 11:00 AM or 5:30 PM Portage County Business Council, 5501 Vern Holmes Dr, Stevens Point, Wisconsin, 54482



For more information contact
Michael Witte
Portage County Business Council
(715) 344-1940
MichaelW@portagecountybiz.com

### **Ambassadors Give Back**

We love to see our members and all Portage County businesses thrive and grow!



On November 9th City leaders, law enforcement, members of our Ambassadors Club and Portage County Business Council staff joined The Salvation Army Stevens Point team to celebrate the kick-off of the red kettle campaign.



On November 10th members our of Ambassadors Club and family members volunteered their time to ring bells for such a wonderful cause.



Help us congratulate the new owners of Midstate Lock & Safe - Rick & Jenna Rzentkowski located at 3525 Patch Street, Stevens Point. On November 14th members of our Ambassadors Club, Portage County Business Council staff, representatives from the City of Stevens Point & Village of Plover and community members attended their grand opening and celebrated with a ribbon cutting.



Help us congratulate The Commons Community Non-Profit Center on their grand opening located at 2801 Hoover Road in Stevens Point. On November 29th members of our Ambassadors Club, Portage County Business Council staff, City dignitaries, our State Representative Katrina Shankland, and community members celebrated with all the ten non-profits that are in this space: Inclusa Foundation, Big Brothers Big Sisters of Central Wisconsin, ODC, Inc., Meals on Wheels, Community Foundation of Central Wisconsin, United Way of Portage County, Sisters of the Third Order of Saint Francis, Epilepsy Foundation, and the Workforce Development Vocational Rehabilitation.

# Meet our Ambassadors

#### Victoria Schultz

Stevens Point Realty and The Playhouse Theatre Group

Tell us about your company and your position. I am the Broker/Owner of Stevens Point Realty, Inc. I also founded a nonprofit Theatre Co The Playhouse Theatre Group.



Why do you love where you work?

The people! For real estate; I love being a problem solver and have 22 years of experience as both a Real Estate Broker and Real Estate Appraiser. I'm the only realtor in the area to carry the additional education and certification to have the designation of an Appraiser. I love getting to know all of the incredible people and families I have had the opportunity to work with.

For Playhouse; Creating The Playhouse is what I'm most proud of. We produce 4-5 theatre productions a year and I've now had the opportunity to work with over 1000 area students. All playhouse proceeds are paid forward to help underfunded performing arts in the area and we have provided countless new band and orchestra instruments for Stevens Point area schools as well as having provided nearly 40 college scholarships. Getting to know and love the students involved in The Playhouse has been the greatest privilege. Every child deserves a standing ovation.

Why did you pick Portage County to live?

I went to college at UW-Stevens Point and met my husband here. We stayed because we couldn't ask for a better community to raise a family.

Why would you recommend Portage County to prospective residents or employees?

If you like a community where the people take care of each other and want the very best for each, then you'll love Portage County.



Presented by Aventus Data Centers & KerberRose



KerberRose

Thursday, January 25, 2024 5:30-8:30PM Holiday Inn Hotel & Convention Center

**CLICK HERE TO REGISTER** 

\$75 per person

Winners of the Decree of Excellence Award, Ambassador of the Year Award, Small Business of the Year and the President's Award will all be recognized during the Portage County Business Council's Annual Dinner and Silent Auction on Thursday, January 25th.

Held at the Holiday Inn Hotel & Convention Center, 1001 Amber Avenue, Stevens Point, the evening extravaganza promises to be exciting with a social hour with complimentary hors d'oeuvres and cash bar.

Those in attendance will also have the opportunity to bid on an endless list of Silent Auction items. The Business Council extends an invitation to all Business Council members and their guests to attend the Annual Dinner. Reservations are due by Wednesday, January 17, 2024. Cost is \$75/person. Reserved seating for tables of 8.

#### **Be Sure to Attend!**

#### Social

5:30-6:50PM

Complimentary Hors d' oeuvres, Cash Bar

#### **Silent Auction**

5:30-6:50PM

A spectacular array of jewelry, artwork, travel, sports and entertainment packages

#### **Dinner & Program**

6:50-8:00PM

Choose from two mouth-watering entrees:

- 1. 6oz Filet Mignon with Shrimp & Bearnaise, Garlic & Chive Mashed Potatoes, and Chef's Choice Vegetable
  - 2. Vegetable Lasagna with Marinara, and Chef's Choice Vegetable

Entrees also include Rolls, Caesar Salad with Shaved Parmesan & Rustic Croutons, and Chocolate Tuxedo Cake for dessert, coffee, tea & milk.

#### **Awards**

8:00-8:30PM

Presentation of Ambassador of the Year Small Business of the Year Decree of Excellence And the 2023 President's Award Recipient –



Craig Aittama, Vice President, Finance of Delta Dental of Wisconsin

# Our Master of Ceremonies for the event will be WSAW News Channel 7 Anchor Mr. Jeff Thelen.





# Would you like to become a sponsor of the Annual Dinner? Here are the opportunities available:

#### Presenting Sponsor SOLD OUT

Special thanks to Aventus Data Centers & KerberRose for their Co-Presenting Sponsorship





## **Pay it Forward Sponsor** SOLD OUT

Special thanks to Van Horn Nissan Stevens Point



#### **Award Sponsor** \$950

Special thanks to Delta Dental, Nicolet National Bank, Sentry, Simplicity Credit Union and WoodTrust Bank











#### Benefits for Award Sponsor:

- Sponsor of all 4 Award recipients
- Logo and Award Sponsor recognition in event marketing including event program, digital magazine, and PCBC web site.
- Logo and Award Sponsor recognition during event award video presentation.
- Recognition as Award Sponsor on all emails to over 1,800 member contacts.
- Verbal recognition at dinner.
- Four (4) complimentary dinner tickets to event with reserved seating.

## **Reception Sponsor** \$675

Special thanks to Aspirus Health, Steel King Industries and The Dirks Group







#### Benefits for Reception Sponsor:

- Recognition in event program, digital magazine, and PCBC web site.
- Logo and Reception Sponsor recognition during event award video presentation.
- Recognition as Reception Sponsor on all emails to over 1,800 member contacts.
- Verbal recognition at dinner.
- Two (2) complimentary dinner tickets to event.
- Four (4) complimentary beverage tickets.

## **Silent Auction Sponsor** \$675

Benefits for Silent Auction Sponsor:

- Recognition in event program, digital magazine, and PCBC web site.
- Logo and Silent Auction Sponsor recognition during event award video presentation.
- Recognition as Silent Auction Sponsor on all emails to over 1,800 member contacts.
- Verbal recognition at dinner.
- Three (3) complimentary dinner tickets to event.

#### **Silent Auction Donor**

Silent Auction Opportunity:

- Recognition in Silent Auction program and newsletter.
- Logo and Silent Auction Donor recognition during Reception.
- Recognized with a creative display during the Reception promoting both your business and the merchandise and/or service.

Sponsorships are limited and handled on a first come, first served basis. Please contact Karen Myers with your commitment by Friday, December 8, 2023 at 715-344-1940 or karenm@portagecountybiz.com.

Thank you for your support.

# Annual Dinner







# Annual Dinner

# Promote Your Products and Services at Annual Dinner Silent Auction

You have a unique opportunity to promote your business at the 30th Annual Silent Auction fundraiser event. The Business Council is currently seeking unique products and services to be auctioned at the Annual Dinner and Silent Auction on Thursday, January 25, 2024. Proceeds from the event benefit member programs and new Business Council initiatives.

As a Silent Auction donor, the Business Council promotes both your business and the merchandise and/or service in all printed promotional material.

Your business and donated item will also be promoted during the Annual Dinner to over 375 business people. Each donation will be recognized with a display at the Silent Auction, highlighting your business name.

Contribution ideas could be a specialty product and/or a service your business offers. Ideas might include a performance tickets, floral delivery, consulting services, golf lessons, artwork, jewelry, clothing or various themed gift baskets. Need more ideas? How about a weekend get-away package, home/office cleaning, Packer, Badger or Brewer tickets, a photography session or dining out certificates.

Be creative...Don't miss this chance to promote your business to the business community.

For more information, or to register a Silent Auction contribution contact Karen Myers at the Business Council office at 715-344-1940 or karenm@portagecountybiz.com by Friday, January 5th.

## **Leadership Portage County**

November's theme for Leadership Portage County was Economic Development, Entrepreneurship and Placemaking. Sentry was our Title Sponsor while University of Stevens Point MBA sponsored the day. Adam Olson, the MBA Program Director introduced the program to us and had a panel of several recent graduates of UWSP's MBA whom shared their experiences and inspirations.

Wendy Mitch, owner of Shifting Perspectives joined the group for several hours in the morning to continue sharing how experiences shape our perspectives. She also led the group in several activities illustrating inward vs outward behavior. Servant leadership was the overarching theme of the day.

Ryan Kernosky (City of Stevens Point) and Adam DeKleyn (Village of Plover) held a Q&A session on Portage County zoning and development. Chris Klesmith, Stevens Point Neighborhood Planner and Economic Development Specialist discussed Economic Gardening of Entrepreneurs initiatives. These discussions lead into a entrepreneur group activity for us to gain a better understanding of what might be involved while pitching your business ideas.

Ben Nusz and Craig Bernstein, from Mid-State Technical College focused on Strategic Leadership. Activities centered around Mission Statements, Vision, Core Values, Strategic Direction, and Key Results.

The day was closed out with a ride on the Pointer Pedal Bar and some Portage County trivia. The weather couldn't have been better.

-LPC Participant, John Jagoditsh







## **Teen Leadership Day - DEI**

Teen Leadership Day, Title sponsored by Sentry took place at the Plover Municipal Building on November 1. The day's event's focus and theme were on Diversity, Equity and Inclusion.

The group started their day off with a leadership lesson with Mid-State Technical College.

Learning about people with disabilities and including them within our work, only adds value to our world as a whole. Ann Lepak, ODC Director of Public Relations and Fund Development delivered a heartfelt and passionate presentation to the group. Making our spaces inclusive is imperative to make all feel included and valued. Ann Lepak, ODC Director of Public Relations and Fund Development delivered a heartfelt and passionate presentation to the group.

Stephanie Ahrens and Mai Thao, CAP services Mental Health Advocates presented on Mental Health and "Making it OK", taking the societal stigma off the mental health crisis that our world is seeing at all ages.

Vikram Gill, Mid-State's Student Life and Equity Retention Specialist delivered a vulnerable story, sending an emotional message on the assumptions we make on others every day.

Thank you to our sponsor and speakers who made our DEI day!





# Welcome New Members - November 2023

#### **TASTEFUL TOURS**

A tour company downtown Stevens Point to help showcase the best dishes,

drinks, and places downtown.

Email: info@tastefultoursllc.com

Phone: 715-347-3566

#### **BEALIGHTFUL ACRES**

An Artisan Bakery & Homestead located in Dancy, WI.

715-457-2805

Email: Bealightful.acres@gmail.com Website: Bealightful Acres

FB: Bealightful Acres

#### **SERVPRO OF STEVENS POINT & WAUSAU**

Specializes in the cleanup and restoration of residential and commercial property after a fire, smoke or water damage.

715-370-7181

Email: loraine@servprowausau.com Website: Servpro

#### THE LEGACY GROUP AT REALTY ONE GROUP

A realtor group based in Plover, Wisconsin. 2901 Madison Avenue, Plover, WI 54467

715-340-8349

Email: Amy.legacygroup@gmail.com Website: The Legacy Group

FB: The Legacy Group

#### SHUDA FUNERAL CHAPEL

A funeral service company that assists in designing the most fitting memorial or funeral service to honor your loved one's memory.

3200 Stanley Street Stevens Point, WI 54481

715-344-2113

Email: Shudafuneralchapel@gmail.com Website: Shuda Funeral

#### **SMOKEHOUSE BARBEQUE**

A BBQ food truck providing a great SmokeHouse flavor 920-419-9876

Email: Ryan3576@gmail.com Website: Smokehouse Barbeque

#### **NEXT LEVEL MASSAGE: POINT**

A massage therapist with 12 years of experience that specializes in deep tissue, therapeutic, sports massage, and recovery. 3108 Church Street Stevens Point, WI 54481 808-855-8486

Email: nexxtlevelinc@gmail.com Website: Next Level Massage Point

#### **NORDIC NIGHT SAUNA**

Find connection and community in the sauna through resting, resetting, and recovering in downtown Stevens Point.

1027 Union Street Stevens Point, WI 54481

715-344-2113

Email: Nordicnightsauna@gmail.com Website: Nordic Night Sauna

FB: Nordic Night Sauna

# Want to be featured on Monday Mornings with Mike? It's free with your membership!



# Contact Sheamus Roelle at:

SheamusR@portagecountybiz.com or 715-344-1940



Pursue what's possible. ///

# HAPPY MEMBERVERSARY

#### Spectra Print





January 5, 2024 - Mock Interviews with 8th Graders from Ben Franklin 12:30-2:00 PM @ Mid-State Technical College January 9, 2024 - Reality Shop with Juniors & Seniors 7:15-11:30 AM @ SPASH April 9, 2024 - Reality Shop with Tomorrow River High School

April 9, 2024 - Reality Shop with Tomorrow River High School 7:45-11:15 AM @ Jensen Center

SPEAKERS NEEDED: Therapists, Nurses, Forensic Sciences

Portage County Business Council is committed and dedicated to the success of our students. Want to make an impact and get involved?

Schools are always reaching out for our programs. To get on the volunteer list,

Call Holly at 715.344.1940 or email at hollyf@portagecountybiz.com.

# NEW HOME HOLIDAYS

Bringing you holiday cheer & HUGE SAVINGS
UP TO \$27,468!

#### 26 HOMES & 42 LOTS TO CHOOSE FROM

#### **WESTON & PLOVER**

Purchase a qualifying home before 12/30/23 and receive bonus items or upgrades for great savings. Visit our website to learn more or call our sales team to save NOW!



**SALE ENDS DEC 30, 2023** 



denyonhomes.com | (715) 575-1701



**CD Rate Special** 

11-Month

**5.00**%

Annual Percentage Yield

Available on personal or business accounts. \$1,000 Minimum Deposit to obtain the APY. Rate effective as of 10/10/23. A Penalty may apply for early withdrawal.



Banking | Lending | Guidance prevail.bank / 800.205.0914

Member FDIC

Pursue what's possible. ///





What's Your Story?

Film & Video Production

(715) 467-7895 www.radproductionsusa.com



#### **DIVERSITY, EQUITY, & INCLUSION APPLIED**



LEARN MORE AND REGISTER AT MSTC.EDU/DEI-APPLIED **CHANGE IS POSSIBLE.** 

DEI Applied is an in-person conference to drive systemic change in topics of diversity, equity, and inclusion. Join us to engage in actionable DEI initiatives!

· Come ready to engage with your community in meaningful dialogue and collaboration.

THE TIME TO ACT IS NOW.

- · Learn from best practices and case studies on how to create inclusive and equitable spaces.
- Geared toward professionals, educators, and community members of Wisconsin but open to all.
- · Keynote presentation from Mikaila Brown, PhD, globally recognized diversity, equity, and inclusion (DEI) consultant and educator.

Creating a sense of belonging is the responsibility of all. Let's get to work.

#### Thursday, January 11 & Friday, January 12

Mid-State Technical College Stevens Point Campus 1001 Centerpoint Drive Stevens Point, WI 54481

Conference Fee: \$175 (\$75 special student rate)













**Keynote Presenter:** Mikaila Brown, PhD (She/Her)

Dr. Brown has taught thousands of professionals worldwide through her leadership of the eCornell Inclusion, Equity, and Belonging certificate program.

#### Questions

If you have questions about this event, please contact: Ashley Borchardt, Workforce & Professional Development Coordinator ashlev.borchardt@mstc.edu • 715.422.5347

If you have a disability and require accommodations to participate in this activity, contact the event coordinator as soon as possible, ideally 14 days in advance.











mstc.edu • 888.575.6782 • TTY: 711

MID-STATE TECHNICAL COLLEGE **WORKFORCE & ECONOMIC DEVELOPMENT** 

employment. The following person has been designated to handle inquiries regarding the nondiscrimination policies: Vice President - Human Resources; 500 32nd Street North, Wisconsin Rapids, WI 54494; 715.422.5325 • AAEO@mstc.edu. 11/2023

# Tis the Season...

Be on the lookout for Jolly Biz the elf on our Facebook!

you just might win something...



# Member to Member Deals



Purple Basil is an Italian inspired food truck offering catering services with and without the truck! We offer a variety of delicious, freshly made dishes for your corporate event. We are dedicated to creating a menu that will make your event unforgettable. From appetizers to entrées, whatever your needs may be, we can provide the perfect culinary experience!

Whether it be for employee appreciation, work lunch meetings, company picnics or just a group order for lunch, we can customize a menu for any occasion. PCBC members receive 10% off up to \$50 on our services, meal deliveries have a 10 meal minimum. PCBC Members will receive an extra month when you subscribe to the Social Media Master or Branding Boss Session before December 31st.

CLICK HERE FOR MORE INFORMATION