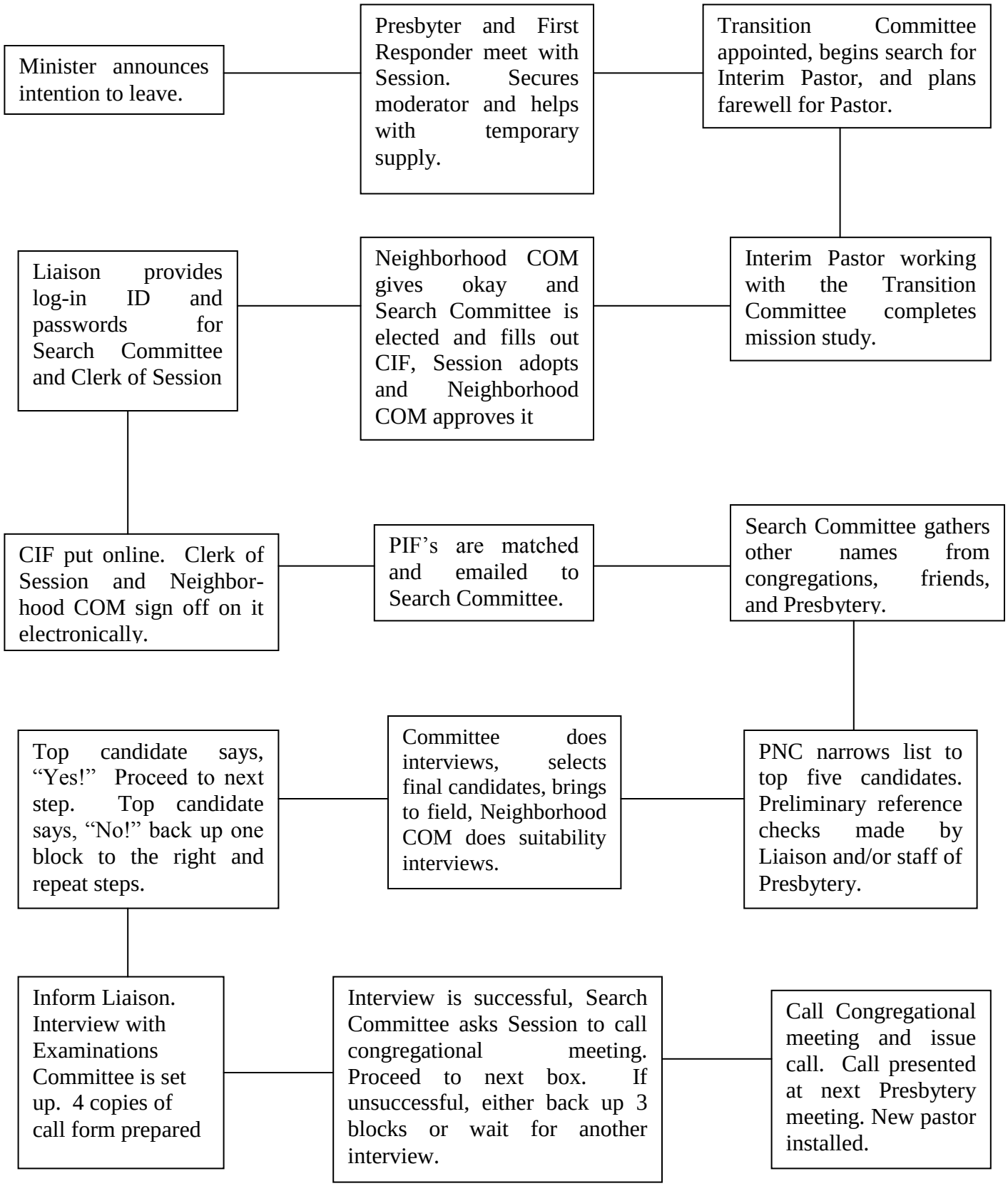8a. PASTORAL CHANGE FLOW CHART