

## YIT PROGRAM PROGRESS REPORT - Biannual

1. Grant Number: 03150-C6005-FY14-YIT
2. Grantee Name and Address:  
Counseling Service of Addison County, Inc., 89 Main Street, Middlebury, VT 05753
3. Telephone Number: 802-388-6751
4. Project Title: Addison County YIT
5. Period of Performance from: December 31, 2013 to July 31, 2014
6. Approved Project Period from:
7. Author's Name and Telephone number: Samara Coble (802) 989-3427
8. Date of report: 07/31/14
9. Comments (if any):

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The federal Government Performance and Results Act (GPRA) primarily focuses on demonstrating accountability and achieving meaningful outcomes for all federally funded programs. Please make sure to include information on the outcomes of your project activities and the impact of your project on improving the lives of Youth in Transition and their families in the Program Progress Reports submitted.

**For each State fiscal year, two Program Progress Reports must be submitted. Specify whether for:  FY 2013 or  FY 2014:**

1. one for the time period from July 1 – December 31 (due by January 31), and
2. one for the period from January 1 – June 30 (due by July 31).

### Report Contents

#### **1. Major Activities and Accomplishments During this Period**

Report both quantifiable and non-quantifiable accomplishments for the General Expectations and Regional Goals listed in Attachment A (see pages 3-5 of the grant award):

- Quantifiable accomplishments include numbers of youth/families served, people trained, support groups established, etc.
- Non-quantifiable accomplishments should be listed in chronological order. Describe any draft/final products in this section.

**Please report major activities and accomplishments for the following goals, outcomes, and indicators as relevant for the sub-grant. [This section of the report may be entered directly into the table below.]**

<p><b>Goals for strengthening the systems of care</b></p>	<p>1: Young adult (YA) leadership is developed in VT.</p> <p><b>Required activity:</b>  <i>Operate in accordance with continuing input from key stakeholders (including youth and family members) within the regional systems of care.</i></p> <p>The YIT youth advocate was hired and started in February.</p> <ul style="list-style-type: none"> <li>• YIT youth advocate has made contacts with at least 23 young adults (YA) throughout Addison county, connections were made through the 3 local teen centers, school based clinicians, Parent Child Center, JOBS, CSAC’s clinicians and Champlain Valley Academy (CVA), CSAC’s in house alternative education program.</li> <li>• The YIT youth advocate has created multiple activities to support better leadership roles for this age group. Including, a ‘Get a Job’ program to teach YAs to have a better understanding of the expectations of employers and the importance of job retention. 2 YAs had leadership roles as facilitators for these groups.</li> <li>• The YIT youth advocate with a fellow clinician co-worker created a 6 week summer program to teach YA girls independent living skills, covering topics such as apartment rental law, understanding credit, applying to continuing education and student loans, woman’s health and safe relationships. These programs will encourage YAs to understand the importance of planning ahead as they continue with transitions into adulthood, these programs also offer these YAs another safe ally to turn to with needs and questions.</li> <li>• The above team also facilitates a young women’s group which is co facilitated called the ‘Girls Escape’ also co-facilitated by another young woman who assists greatly in decision making processes and need of the group as a whole.</li> <li>• The YIT youth advocate has been working with a young man who has struggled with substance abuse he has a very strong interest in helping others who are struggling with similar issues, since he’s not in a place to work as a mentor, he was interested in talking with adults who work with youth similar to him. He presented his story and offered suggestions to a group of local school based clinicians, the discussion lasted a little over an hour, and the SBCs felt much more informed about how they can assist other YAs who are struggling with substance abuse. The YIT team created this forum for clinicians to learn to enhance the effectiveness of their relationships when working with youth who are struggling with substance abuse. We will continue to work this this young man to increase his leadership skills with in his peer group.</li> <li>• We are in the process of planning an open mic style weekly or monthly get together for young adults who struggle with substance abuse of know someone struggling, where they can artistically express themselves through poetry, music or other forms of performance or</li> </ul>
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	<p>visual art.</p> <ul style="list-style-type: none"> <li>• The YIT youth advocate is using these youth, to slowly create a county wide youth leadership board. To continue to find what youth need, and what skills they want to learn.</li> <li>• The youth advocate also plans to form an employment mentoring program with local employers, to show the YAs what local jobs are looking for in employees. These programs will further build the youth leadership aspect of this grant for Addison County.</li> </ul>
	<p>2: Family/adult allies support young adults....</p> <ul style="list-style-type: none"> <li>• The Addison county YIT team meets on a biweekly basis, the members of this team include the YIT youth advocate, a CSAC YIT clinician, a CSAC substance abuse clinician, an Addison County Parent Child Center staff, two CSAC staff supervisors and the JOBS program manager. We have invited a DCF youth development worker to the group but her busy schedule limits her participation. This group works collaboratively to discuss the needs of our YAs and our best solutions to assist in resolving their struggles. The present issues that have been addressed have been, how to bring more YAs to YIT in a variety of supportive connections and activities, substance abuse; particularly heroin and how to assist youth in detox, how to reduce the stigma of youth who are addicted to substances; and support them into a decision to recover.</li> <li>• All of the YAs that the Addison county YIT team has come across has reported one or more allies in their lives who they are able to turn to in times of need, these allies include but are not limited to, family, friends, clinicians, staff of CSAC, the Parent Child Center, area school based clinicians, teachers, doctors, and teen center staff.</li> </ul>
	<p>3: Workers use caring practices known to be helpful for young adults and families.</p> <p><b>Required activity:</b>  <i>Provide cross-system case management and individualized service plan development, ensuring that young adults are engaged in planning for their own futures....</i></p> <ul style="list-style-type: none"> <li>• The YIT team has begun the TIP training process, and continues to use these skills when working with the YAs. The YIT team has also gone to a few strength-based and motivational interviewing trainings, our YIT clinician has also been trained in CBT.</li> <li>• The youth involved in CSAC programs are always able to request</li> </ul>

	<p>services of the case managers, school based clinicians and JOBs program staff. Each of these programs encourage young adults to engage in their own future planning.</p>
	<p>4: System of Care partners gain cultural &amp; linguistic competence (CLC)....</p> <p>CSAC has a fluent Spanish speaking clinician on staff who has been helpful in working with the local migrant and immigrant population.</p>
	<p>5: Local communities (including young adults) change their perceptions of young adults and of mental health issues, reducing stigma....</p> <ul style="list-style-type: none"> <li>• The YIT youth advocate and clinician have created a few programs which reduce the stigma and changes perceptions of young adults in our community. They created a curriculum for a once a week summer program for young adults, which covers multiple subjects, renting laws and regulations in Vermont, understanding the importance of credit, safe relationships, and addiction services, job searching, retention and skill services, higher education and student loans. These skills will build our YA's independent skills and offer them agencies to turn to when they are struggling.</li> <li>• We have brought youth into meetings and conferences with adult learners in two situations, one at the Youth Workers conference, where one of our young adults co-facilitated a conference session about starting strengths-based group therapy meetings.</li> <li>• Another of our youth came to the table with a group of high school based clinicians to discuss his personal struggle with substance abuse and how he recovered on his own, but also how he felt about the 'support' people around him and how they may have been able to better support him through this transition.</li> <li>• The YIT team is also in the process of building a presentation to discuss the best practices to build and keep positive staff and youth relationships. By meeting youth where they are at, similar to the TIP, strength-based, and motivational interviewing techniques. The YIT youth advocate and clinician will use the youth they work with in this group to utilize their leadership skill in future projects and activities.</li> <li>• The YIT substance abuse staff is also working on a project to create an open mic style coffee house evening for young adults who are struggling or recovering from substance abuse and their friend and family. They are also working on discussing group therapy sessions,</li> </ul>

	<p>based in a more relaxed setting, where youth who are currently struggling with substance abuse and youth who are in the process of recovery. We hope the group will encourage the exploration of recovery, discuss the benefits of recovery, and reduce the fear that these youth have about discussing their struggles with addiction.</p> <p>6: Effectiveness of the Vermont System of Care for young adults with SED is evaluated.....</p> <p><i>See attached CSAC Integrated Family Services System of Care plan.</i></p> <p>7: The State supports and sustains regional services for young adults....</p> <p>YIT youth advocate maintains relationships with DOL, Vocational Rehab, CVOEO, DCF youth development coordinator, Addison County court diversion program Parent Child Center, and the 3 area high schools, Mt. Abraham, Middlebury and Vergennes Union High School.</p>
<p><b>Desired outcomes for young adults of transition-age</b></p>	<p>1. Decreased number of young adults involved in the corrections system (including an increase in the number who are free of incarceration).</p> <p><b>Required activity:</b>  <i>Reach out to young adults with SED who are out-of-school at least through teen centers, recovery centers, homeless youth programs, and by intercepting them at critical intervention points with the juvenile and criminal justice systems....</i></p> <ul style="list-style-type: none"> <li>• Addison County reports very low numbers of young adults involved with the corrections system. The CSAC JOBS program supports YAs who are coming out of the juvenile justice system in finding employment and housing connections supports. Addison county also relies heavily on the court diversion program and local probation and parole to reduce the numbers of youth who have criminal records stick with them in the future.</li> <li>• The YIT youth advocate plans to continue to connect with the local probation and parole and court diversion program to continue to bring youth in to leadership roles and empower them to continue on positive tracks. We plan on accomplishing this by connecting with these agencies and introducing our future planning programs such as the substance abuse groups (Open Mic, and alternative group therapy</li> </ul>

sessions), the Girls Escape group, and the YIT youth advocate herself as support and ally's for these young adults.

2. Increased number of young adults who are employed....

- Addison County JOBS served 39 young adults during this period, 12 obtained new employment with a 90-day success as defined by VR, 7 maintained previous employment, and 4 others were employed for less than 90 days. Six young adults participated in employment training programs, PCA, LNA, Serve-Safe, VT Tattoo Artist License. One young adult obtained her High School Diploma via Vermont Adult Learning.
- Two consumers were able to work with the Court Diversion Program to address outstanding fines, and get their Driver's Licenses back.
- The JOBS program assisted Outreach Clinicians with employment for young adults who did qualify for JOBS.
- The YIT youth advisor created and implemented a 'Get a Job' program teaching youth and young adults about job searching, resume writing, interview skills, and expectations of employers. The YIT youth advocate offered a stipend for participation and a reference to youth who attended all 4 sessions of the program. The program had 13 participants across 3 locations and had 2 young adult leaders who assisted the YIT youth advocate. The participants reported that they had learned a great deal of information that they were unaware of prior to the start of the group. Discussions about small business ownership, higher education, benefits, savings and loan requests were some of the topics that started as a result of this group.

3. Increased number young adults participating in (or who completed) educational programs....

The YIT team has created and implemented two programs that teach transitioning youth the skills they will need to continue into adulthood.

- A summer program 'Looking for the Future' taught by the YIT team encourages the learning and understanding of, apartment renting and laws, the importance of credit scores and how a bad credit score can drastically cause individuals to have higher interest rates or deposit requirements. We discuss safe relationships and substance abuse, how to help your friends and know what to do when someone needs help. They learned about Job Corps, and the programs they offer to young adults who struggle to find jobs, or do not have the proper qualifications for the job they want. They also learned about higher

	<p>education and the loans and services associated with going back to school. We hope to allow the youth who participated understand all of the services that are available to them in the region, for when they do become independent they know who will support them through each transition or they can support their friends or family members through these support systems as well.</p> <ul style="list-style-type: none"> <li>The second program the YIT youth advisor created and implemented is a 'Get a Job' program teaching youth and young adults about job searching, resume writing, interview skills, and expectations of employers. The YIT youth advocate offered a stipend for participation and a reference to youth who attended all 4 sessions of the program. The program had 13 participants across 3 locations and had 2 young adult leaders who assisted the YIT youth advocate. The participants reported that they had learned a great deal of information that they were unaware of prior to the start of the group. Discussions about small business ownership, higher education, benefits, savings and loan requests were some of the topics that started as a result of this group.</li> </ul>
	<p>4. Increased number of young adults who have access to, and are using, a medical home....</p> <p>CSAC has a clinical staff in 4 area medical practices for a day in each practice. This has allowed increase access to services and collaboration between primary care and CSAC.</p>
	<p>5. Increased number of young adults living in safe and stable housing....</p> <p>CSAC utilizes local supports for housing assistance such as, local shelters, Parent Child Center (where applicable), VCHRYP, and emergency shelter funds as needed. Staff in the JOBS program also assisted youth in finding safe and stable housing, the JOBS director attends is a Housing Solutions member and attends weekly meetings.</p>
	<p>6. Increased number of young adults who have caring &amp; supportive relationships....</p> <ul style="list-style-type: none"> <li>The Addison county YIT team meets on a biweekly basis, the members of this team include the YIT youth advocate, a CSAC YIT clinician, a CSAC substance abuse clinician, an Addison County Parent Child Center staff, two CSAC staff supervisors and the JOBS program manager. We have invited a DCF youth development worker to the group but her busy schedule limits her participation. This group works</li> </ul>

collaboratively to discuss the needs of our YAs and our best solutions to assist in resolving their struggles. The present issues that have been addressed have been, how to bring more YAs to YIT in a variety of supportive connections and activities, substance abuse; particularly heroin and how to assist youth in detox, how to reduce the stigma of youth who are addicted to substances; and support them into a decision to recover.

- All of the YAs that the Addison county YIT team has come across has reported one or more allies in their lives who they are able to turn to in times of need, these allies include but are not limited to, family, friends, clinicians, staff of CSAC, the Parent Child Center, area school based clinicians, teachers, doctors, and teen center staff.

7. Increase in young adults' strengths and protective factors....

- Our CSAC YIT clinician created a young woman's group called "Girls' Escape" this group is facilitated by this clinician and the YIT youth advocate and a young adult. Both staff support conversations around present struggles in these young woman's lives, including but not limited to relationships, deaths of people in the community, and job vs life struggles. The staff also assists the YAs in creating activities and supports the young adults' thoughts concerns and ideas relating to the ongoing group. This group continues to grow as we find more young women who have an interest in joining; there are currently 5.
- Our summer program 'Looking for the Future' described above in #3 provides young adults with strengths and the knowledge of area services available to them as they continue into adulthood. The guest speakers are safe adults who they can meet with or call for assistance at times of need. This provides other avenues for our young adults to use when they need help. This group currently serves 4 young adults.

8. Improved mental health for young adults.

**Required activity:**

*Improve access to mental health services for the young adults most at risk for poor outcomes and use the power of the courts to increase their likelihood of use of those services....*

- With this YIT grant funding CSAC has been able to improve young adult's access to mental health services in an easier and less intrusive way. YIT does not require all youth to become clients, so YA's can see the Youth advisor without feeling as though they are being diagnosed, or need "therapy". If the youth advisor and YA feel that a clinician would be more helpful, that connection is easily made. The JOBS program staff is also readily available for support or connections to CSAC services. We also offer many referrals to YAs when alternative services



	are needed.
<b>System of Care Infrastructure Indicators</b> (for federal TRAC):	<p><u>Workforce Development</u>: Organizations or communities implementing mental health-related training programs as a result of the grant. Please enter the number of organizations or communities and briefly describe the training programs....</p> <ul style="list-style-type: none"> <li>• VCHRYP Best Practices meetings meet every other month. Topics include, homelessness issues arising in Vermont and YA struggles with the “system” practices. Guest Speakers come from agencies throughout Vermont to speak about LGBTQ services, youth human trafficking issues, and homelessness issues throughout the state.</li> <li>• Ending Poverty in Vermont; presented by the Vermont office of economic opportunity. YIT youth advocate attended workshops for Motivational Interviewing techniques and a discussion from Pathways VT on their mental health services available, and their future Soteria Project, building an alternative residential home for adults who suffer from psychosis.</li> <li>• Transforming Peer Aggression in Girls; presented by Vermont Works for Women. This was a discussion about working with young girls who seem to be forming aggressive relationships with each other, and how to change the discussions with girls, to assist them in forming healthier relationships with each other.</li> <li>• Investigating and Responding to the Sex Trafficking of Minors in Vermont; Presented by the Vermont Center for Crime Victim Services. The attended sessions were, an overview of the Vermont legislation and statewide protocol of sex trafficking, the Vermont DCF response and how to interview victims of youth trafficking while decreasing fear, shame and isolation and increasing motivation and resiliency.</li> <li>• Supporting Queer Youth Conference; presented by Outright Vermont. This training discussed how to support youth who identify as LGBTQ... We learned how to reduce stereotyping and assumptions.</li> <li>• Daniel Siegel Lecture; Daniel Siegel is a clinical professor and a writer who studies the brain development of youth and young adults. This presentation was based off of his new book, Brainstorm: The Power and Purpose of the Teenage Brain. This lecture offered attendees to learn mindfulness techniques to enhance relationships with our young adult clients.</li> </ul>

- Bob Bertolino Lecture; Presented by Vermont Coalition of Runaway and Homeless Youth Programs. Bob Bertolino is an associate professor and oversees clinical services at Youth in Need Inc., a community based program that assists youth and families. Bob is also an author who focuses on strength based practice, the lecture focused on creating positive relationships with our young adult clients and support them in a strengths-based perspective.
- Youth Workers Conference; Presented by, Vermont Federation for Children’s Mental Health, Vermont Department of Health and Vermont Developmental Disabilities Council. This conference focused on programs that are available for youth currently and ideas or discussions on how to improve on the programs that we currently have in our organization. The sessions we attended were, RAMP, a mentoring-based Career Development Program for Youth, this session was very helpful, and gave the YIT youth advocate many ideas and ideas to create a great mentoring program for youth in Addison Co. Gotcha! Creating dynamic enthusiastic staff team through innovative and energizing techniques, although this workshop was based for staff, we will use these techniques for our young adults in group activities.

Organizational Change: Organizational changes made to support improvement of mental health-related practices/activities that are consistent with the goals of the grant. Please enter the number of changes and briefly describe them....

- CSAC is in the process of building a medical addiction treatment clinic, for clients who are looking for support for substance abuse addiction.
- CSAC has implemented more youth engagement methods to include the youth’s ideas into the planning and implementation of new programs throughout the agency.

Partnership/Collaboration: Organizations that entered into formal written inter/intra-organizational agreements (e.g., MOUs/MOAs) to improve mental health-related practices/activities that are consistent with the goals of the grant. Please enter the number of organizations and briefly describe the agreements

*See attached CSAC’S Integrated Family Services SOC*

	<p><u>Types/Targets of Practice:</u> Programs/organizations/communities that implemented evidence-based mental health-related practices/activities as a result of the grant. Please enter the number of programs/organizations/communities and briefly describe the evidence-based practices.....</p> <ul style="list-style-type: none"> <li>• The YIT clinician has begun using her DBT training in the local high schools to teach girls how to better regulate their reactions to emotions.</li> <li>• The YIT team has begun training in the TIP model and will continue to use it as services progress.</li> </ul>

**2. Problems**

Describe any deviations or departures from the original project plan including actual/anticipated slippage in task completion dates, and special problems encountered or expected. Use this section to describe barriers to accomplishment, actions taken to overcome difficulties, and to advise DMH of any needs for assistance.

**3. Significant Findings and Events**

For special notice to Principal Investigator, State Outreach Team for Youth in Transition, Federal Project Officer, etc. This should include any changes in staffing, including of persons, time spent, and/or responsibilities. Attach resumes and qualifications of new staff.

The YIT Youth Advisor was hired in February 2014.

The YIT Clinician was hired in December 2013.

#### **4. Dissemination activities**

Briefly describe project related inquiries and information dissemination activities carried out over the reporting period. Itemize and include a copy of any newspaper, newsletter, and magazine articles or other published materials considered relevant to project activities, or used for project information or public relations purposes.

See attached monthly YIT newsletter which is sent to CSAC employees who work with the YIT age group.

#### **5. Other Activities**

Briefly describe other activities undertaken during the reporting period.

#### **6. Activities Planned for Next Reporting Period**

Briefly describe the project activities planned for the next reporting period.

Emerging Youth Conference in September

Working on substance abuse support systems

Attending Peer Leadership Institution in September with YAs

Attending Women Can Do conference in October with YA women

Continue to support youth in creating activities and offering support as needed.

Young adult leadership board will be building as youth begin to trust the YIT team and advisors.

Mentoring programs are in the works for employment and substance abuse support.

***DMH only:***

*Date received:* \_\_\_\_\_

*Approved by:* \_\_\_\_\_

*Date approved:* \_\_\_\_\_

*Approved by:* \_\_\_\_\_

*Date approved:* \_\_\_\_\_

**The Hub Teen Center & Skatepark  
Community Advisory Board Meeting Minutes  
July 8, 2014**

C.A.B. members present at the meeting: Ryan Krushenick, Dave Rosen (in spirit—he met with us briefly and then had to tend to other nearby obligations), Chuck Richardson, Paulita Washburn, John Kromer, Darla Senecal, and C.B. Littlefield.

Minutes recorded by C.B. Littlefield.

Meeting called to order at 7:04 pm by Ryan Krushenick.

**Opening:** We used the first breaths of our July CAB meeting to establish that its start time was very much a mistake. Please note that this CAB meeting was held at 7:00 rather than 6:00 PM. This was very much an aberration and—essentially—a clerical error; basically, the meeting was publically (and accidentally) posted to be at 7 PM and as soon as those agendas were tacked to walls there was no way we could alter the meeting time. Rest assured, it won't happen again, plan on 6 PM from here on out.

After we finalized that particular leg of our meeting, we talked about our recent SUPER AWESOME SUCCESS with our 4<sup>th</sup> of July (read: 3<sup>rd</sup> of July) glow stick sale. We sold all but about 10 of our sticks in an hour or so which, really, was quite the feat considering we didn't get started until about 8:15 PM and not many people were out and about due to the weather. Thank you a million times over to anyone who supported us in this fundraiser, we appreciate you having our backs. We're looking forward to holding a similar fundraiser at next year's bash.

Additionally, Darla put her nose to the wind and found an indoor skatepark that's selling all of its ramps and we're in the process of seeing whether or not any of these features might be good additions to our skatepark family. Now, all we need is a flatbed truck so that we can transport the features we (potentially) choose from Point A (somewhere near Rutland) to Point B (our skatepark, of course). If you have access to a flatbed truck (or know someone who does) we'd be much obliged if you could help us out, we'll even pay for your gas!

**Summer Programming:** Our summer programming is in full swing and, to that end, we're going to play paintball this Friday (the 11<sup>th</sup>) in Colchester. If you're interested, there are still some seats to fill!

Here's the rest of our summer schedule:

July 17<sup>th</sup>: Trip to Texas Falls

July 23<sup>rd</sup>: Silver Lake Hike

July 29<sup>th</sup>: A trip to the Jay Peak Pumphouse for only \$15 a kid!

(Tentatively) August 5<sup>th</sup>: A free screening of Guardians of the Galaxy!

(Tentatively) August 12<sup>th</sup>: A free trip to Sugarbush zip lining!

If you're interested in any of these awesome trips, come knocking on our door and we'll give you the required paperwork!

**New Kitchen:** Our new kitchen is well on its way to completion; come by and check it out! So far we've repainted the walls, leveled the floors (and put new flooring down), installed the cabinets, and reworked the electrical. The next step is installing our brand new countertops (thanks rk Miles!).

This project wouldn't have been doable without the enormous generosity of local individuals. Thank you, thank you, thank you to:

Countryside Carpet & Paint  
Erwin Electric Services  
Jackman's of Bristol—Plumbing Division  
Martin's Hardware  
rk Miles of Middlebury  
White Dog Construction LLC  
(...and everyone else who has made this incredible project possible!)

**\*\*We're hoping to have a big ol' community gathering at The Hub to celebrate our wonderful new culinary addition—expect that it will occur at the end of August. Details to come!\*\***

Also, get stoked for a slew of cooking classes that we're going to offer here in the coming months; we're excited to get as much mileage as we possibly can out of our new space!

**Ray Beaver:** We miss him a lot; the Hub's just not the same without him. Where has he been? Ray, come home!

**AmeriCorps Member:** Unfortunately, we didn't get a summer AmeriCorps. For whatever reason, not many people applied and the candidates that did apply we're really up to our standards of employment. This isn't necessary on us, though—I guess that VYDC, the AmeriCorps branch that gives us our AmeriCorps volunteer, experienced a near-record low of applications and successful placements for their summer VISTA positions. Weird. We're going to try extra hard to successfully hire an AmeriCorps for this coming year, however, so definitely keep your eyes open for details on that!

**Bathroom:** The bathroom here, in case you've never given it a visit, is a splatter painted in an incredibly unfortunate way. Our next big project, we think, is to make it look more crisp and clean—akin to a fresh gala apple compared to a mealy red delicious apple. (Y'know?) More on this later!

**The Next CAB Meeting will be** on Tuesday, August 12th promptly at 6 PM. CAB Meetings, if you haven't been picking up what we've been putting down, are always held on the second Tuesday of every month at 6 PM. Join us next time, we'd love to hear your opinion(s) and to be able to share our thoughts and ideas with you.

Meeting called to a close at 7:50 PM