



Tualatin Hills Park & Recreation District Minutes of a Regular Meeting of the Board of Directors

A meeting of the Tualatin Hills Park & Recreation District Board of Directors was held electronically on Wednesday, February 10, 2021. Work Session 4:30 pm; Executive Session 5:30 pm; Regular Meeting 6:30 pm.

Present:

Ashley Hartmeier-Prigg	President/Director
Tya Ping	Secretary/Director
Heidi Edwards	Secretary Pro-Tempore/Director
Wendy Kroger	Director
Felicita Montebianco	Director
Doug Menke	General Manager

Agenda Item #1 – Work Session: Sports Affiliation Process

A Work Session of the Tualatin Hills Park & Recreation District Board of Directors was called to order by President Ashley Hartmeier-Prigg on Wednesday, February 10, 2021, at 4:30 pm.

General Manager Doug Menke introduced Julie Rocha, Sports Department Manager, and provided opening comments, noting that this evening's presentation marks the beginning of a substantive discussion about the district's sports and aquatics affiliation process, including the formation of a diverse and inclusive taskforce to help influence what the district's affiliation process may look like in the future.

Julie presented information regarding the district's sports and aquatics affiliates program via a PowerPoint presentation, a copy of which was entered into the record, and which included the following information:

- Affiliate History
- Intergovernmental Agreement with Beaverton School District
- 2018 Field Fees
- Field/Pool Subsidy
 - \$2.6 million annual total cost for field maintenance
 - Field sports affiliates' usage is \$1.3 million
 - Current recovery of affiliates' usage: 37%
 - Currently working on pool fee cost recovery
- Lessons Learned
 - Site control (PCC & BSD sites)
 - Number of affiliates
 - Demand exceeds supply
 - Access and equity
- Stakeholder Work Group
 - Charge:
 - Review current process
 - Examine impacts to existing affiliated clubs

- Help staff revise options for affiliate requirements
 - Provide suggestions on making the process more equitable
 - Reflect both current affiliates' and non-affiliate users' interests
 - Define measures of success
 - Establish periodic review of affiliates
- Timeline
 - Board work session - February 2021
 - Seek stakeholder members - March/April 2021
 - Kick off - May 2021
 - Board updates - June/July 2021 and September/October 2021
 - Return to the board with a recommendation - late fall 2021

Julie asked for the board's feedback on the following topics in relation to approaching the review of the district's affiliation process:

- Affiliate Considerations
 - Recreational v. Competitive
 - In-District v. Out-of-District
 - Youth v. Adult
 - Nonprofit v. Profit
 - Define seasonal month for each sport
 - One governing body per sport
 - Others?
 - Example: Affiliate Focus
 - Focus on recreation
 - In-district priority
 - Affiliation requirements
- Equity Considerations
 - Implement maximum practice time to open up more field/pool time
 - Open fields/pools for community use during prime time
 - Requiring equal or consistent participation fees within each sport
 - Increase BIPOC participation in leagues/clubs
 - Require demographic information from leagues/clubs
 - Targeted marketing/outreach to underrepresented groups
 - Create THPRD recreation-oriented BIPOC/unified leagues
 - Example: Equity Focus
 - Open THPRD fields/pools for community use
 - Each club required to have an equity statement
 - Require demographic information
- Resource Allocation Considerations
 - Maintenance cost considerations
 - Peak v. non-peak pricing
 - Equitable fees v. equal fees
 - Resource Allocation Targets
 - Current resource allocation target: 100% (Tier 3)
 - Re-evaluate resource allocation pyramid

Affiliate Considerations

Board discussion and comments included the following:

- ✓ Tya Ping expressed her preference for serving In-District participants as much as possible. Regarding Recreational v. Competitive, she prefers facilitating Recreational use as a priority, but questions whether that focus may detract from the program's financial sustainability. She prefers an even split between Youth v. Adult. For Nonprofit v. Profit,

she would prefer working with Nonprofits, with the caveat that such a limitation would still enable enough participants to make the program viable.

- ✓ Heidi Edwards expressed the need to prioritize affiliated groups that serve In-District community members, acknowledging that there may be some Out-of-District participants, but we need to develop solid criteria regarding In-District participation. Another consideration should be in how the affiliates are including and recruiting BIPOC and/or underrepresented populations, including through tangible criteria and ability to demonstrate their mission and service to underrepresented participants. She expressed agreement that now is the right time for this in-depth discussion and to move forward with intentionality.
- ✓ Felicita Montebianco expressed preference for serving Recreational programming, noting that this is where the district's priorities should lie. She struggles with the In-District vs. Out-of-District topic, mostly because of how expensive it is to live In-District, without detracting from the work the district has done in support of affordable housing or the district's mission to serve its taxpayers. Regarding Youth v. Adult, she believes that the priority should revolve more around In-District than age of participant. For Nonprofit v. Profit, she is more focused on working with organizations, regardless of their tax status, that share the district's values and are committed to doing great work, noting that becoming a Nonprofit is not a very accessible process for many organizations. She anticipates that the board's opinions will evolve through this process as they learn more.
- ✓ Wendy Kroger noted that the district does not have enough fields or pools to serve everyone who wishes to use them; the quality of facilities we provide makes them highly desirable. Regarding Youth v. Adult, she leans toward both, as there are no other opportunities for adult sports and aquatics. She expressed agreement with Felicita's comments regarding Nonprofit v. Profit. She commented that this will be a complex process requiring transparency, noting that some of the current affiliated groups are adept at representing their own interests, and that providing clear, transparent guidance to district staff through this process will help. Regarding site control, she would like to see the district have more control over the recreational facilities we use and maintain through our partnerships with Beaverton School District and Portland Community College, noting that these sites being totally closed to us during the pandemic serves as a great example of an unequitable partnership.
- ✓ President Hartmeier-Prigg inquired whether metrics currently exist for these areas relative to our current affiliate program. Regarding Recreational v. Competitive, she believes the emphasis should be on Recreational, although that does not mean that there will be no room for some level of Competitive. She appreciates Felicita's comments regarding In-District v. Out-of-District and Nonprofit v. Profit, as well as the board's comments regarding Youth v. Adult. She expressed agreement with Heidi's comments regarding supporting groups that serve historically underrepresented communities.

Equity Considerations

Board discussion and comments included the following:

- ✓ Wendy Kroger commented that the sample considerations given are right on target, but that she is especially intrigued by the last suggestion of creating THPRD recreation-oriented BIPOC/unified leagues. She noted that metrics are needed in order to be able to further evaluate some of these considerations. She cautioned against the district becoming involved in how the affiliated groups set their own fees, and suggested to focus instead on how we appropriately identify our costs in providing the facilities.
- ✓ Discussion occurred regarding the equity consideration in opening fields and pools that are typically heavily programmed for affiliated use, such as those at the HMT Recreation Complex, to the community during prime time. Reallocating the facilities that we already have may be able to accommodate that type of community use.

- ✓ Felicita Monteblanco noted that, while equity statements are beneficial, the district should also see the groups growing in this area, as well; not just submitting the same equity statement year after year.
- ✓ Tya Ping expressed agreement with Felicita's comments. Regarding BIPOC/unified leagues, her preference would be that the district work with community-led and created recreation-oriented BIPOC/unified leagues that the district can allocate time to rather than creating its own.

Resource Allocation Considerations

Board discussion and comments included the following:

- ✓ Felicita Monteblanco commented that she struggles with the concept of peak pricing when those times coincide with the only times that families are able to accommodate recreation during their schedules.

Stakeholder Work Group

Board discussion and comments included the following:

- ✓ Wendy Kroger suggested that the three consideration areas discussed by the board this evening also be discussed by the stakeholder work group, as well.
- ✓ Heidi Edwards noted that she would like to see the stakeholder work group's charge specifically speak to DEIA. She would also like to see the group address affiliates who reserve field time but do not use it, noting that this is a common issue with other park and recreation providers as well on which the district may wish to collaborate.
- ✓ Felicita Monteblanco commented that she would like to see a similar approach used in forming the stakeholder work group that was used for the field fees task force a few years ago, which was an extremely diverse group representing many different viewpoints. She also expressed agreement with Heidi's comments regarding further exploring fields that are reserved but not used.
- ✓ Tya Ping expressed the need to include voices without current representation on the stakeholder work group. Regarding fields that are reserved but not used, she noted that many times this is due to inclement weather and for the safety of the players. She would like to see continued discussion around accommodating community use of fields outside of the affiliate program, such as what has occurred during the pandemic.
- ✓ President Hartmeier-Prigg suggested that consideration be given to asking groups who applied for affiliate status but were declined, to participate on the stakeholder work group to offer a fresh perspective regarding what it is like to go through that process. She would also like the stakeholder work group to explore whether resubmitting affiliate paperwork every five years is the right timeline. At a future board update, she would like to see the metrics behind some of the points of discussion this evening, such as the current makeup of our affiliated groups; what it takes to become an affiliate; and whether the affiliate programs take up all of the reservable field time within the district or if there is still capacity for non-affiliated community group use. Finding a way to designate community usage times could be a creative way in providing more equitable access to our fields; she would like to see the results of this process provide an overall more equitable use of the district's facilities, not just for the affiliates, but for the community as well. Lastly, she would like to see community-oriented members on the stakeholder work group that can represent positions outside of their own particular interest areas.

Julie thanked the board members for their feedback this evening and welcomed any additional questions or comments as the district moves toward the creation of the stakeholder work group.

Agenda Item #2 – Executive Session (A) Legal (B) Land

President Ashley Hartmeier-Prigg called executive session to order for the following purposes:

- To conduct deliberations with persons designated by the governing body to negotiate real property transactions, and
- To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed.

Executive Session is held under authority of ORS 192.660(2)(e) and (h).

President Hartmeier-Prigg noted that the news media and designated staff may attend executive session. Representatives of the news media were directed not to disclose information discussed during executive session. No final action or final decision may be made in executive session.

Agenda Item #3 – Call Regular Meeting to Order

A Regular Meeting of the Tualatin Hills Park & Recreation District Board of Directors was called to order by President Ashley Hartmeier-Prigg on Wednesday, February 10, 2021, at 6:30 pm.

Agenda Item #4 – Action Resulting from Executive Session

There was no action resulting from executive session.

Agenda Item #5 – Proclamation: Black History Month

The board members read into the record a proclamation declaring the month of February as Black History Month.

Agenda Item #6 – Audience Time

There was no public testimony received for audience time.

Agenda Item #7 – Board Time

A. Committee Liaisons Updates

Heidi Edwards provided the following updates and comments during board time:

- Attended the recent joint advisory committees meeting and the following Nature & Trails Advisory Committee meeting, and noted that holding these meetings online has enabled greater participation by committee members and that she is grateful for their volunteerism and adjustment to the current virtual environment. The committee received an update on the development of trails in the South Cooper Mountain area, and discussed the committee's overall goals for 2021, including seeking out grant opportunities and continued work with the Natural Resources Functional Plan.

Wendy Kroger provided the following updates and comments during board time:

- Attended a community outreach meeting regarding the planned Westside Trail bridge over Highway 26, and noted that there is a lot of public interest in the aesthetics of the bridge. She reached out to Eileen Kravetz, Executive Director of the Tualatin Hills Park Foundation, who was also at the meeting, to discuss how the THPF Board of Trustees may become involved in the artistic aspect of the bridge design.
- Attended the recent joint advisory committees meeting and the following Parks & Facilities Advisory Committee meeting, and expressed appreciation for the staff presentation to the committees regarding the district's current financial status and budget work. The Park & Facilities Advisory Committee focused on goal setting for 2021 and received an update on the district's dog run efforts, which includes bringing two new dog runs online every year.
- She inquired if the district is considering hosting any Covid-19 vaccine clinics.
 - ✓ General Manager Doug Menke provided an update regarding the district's conversations with Washington County in being a potential host for a vaccine clinic, noting that the district stands ready and willing to help support this important community health initiative.

Tya Ping provided the following updates and comments during board time:

- Attended the recent joint advisory committees meeting and following Programs & Events Advisory Committee meeting, and noted that an update was provided regarding spring and summer programming and the creative ideas staff are working on in order to enable more events and safe participation by the community.

Felicita Montebianco provided the following updates and comments during board time:

- Expressed gratitude to district staff for their eagerness in helping with the vaccine effort.
- Met with Diane Taniguchi-Dennis, Chief Executive Officer for Clean Water Services, who is reaching out to community leaders regarding the racial equity journey being embarked upon by CWS.
- Met with Eileen Kravetz, Executive Director of the Tualatin Hills Park Foundation, to share and discuss ideas regarding the potential for casting a wider net in terms of soliciting donors for the foundation.

President Hartmeier-Prigg provided the following updates and comments during board time:

- Attended the recent Chinese New Year celebration event hosted at Cedar Hills Park, and noted that the outdoor event was held in shifts to maximize safety and participation.
- Excited that Washington County’s Covid-19 risk level has fallen enough to allow for an increase in district activities, including the return of some indoor activities.
- A resignation was recently received by a member of the district’s budget committee (Ryan Bansbach). She suggested that the board consider reopening the application process on an expedited pace in order to recruit for a new member. The district is obligated by local budget law to attempt to fill the position as soon as possible and the intent will be to have the new committee member in place in time for the April budget work session.
 - ✓ The board members expressed agreement to reopen the recruitment process. Discussion included encouragement for the board members to reach out to community members themselves in order to increase the size and diversity of the candidate pool; reaching out to the most recent budget committee applicants to see if there is interest in resubmitting their applications; and the possibility of appointing an alternate to the committee, if permissible under local budget law.

Agenda Item #8 – Consent Agenda

Wendy Kroger referenced consent agenda item D, System Development Charge 5-Year Capital Improvement Plan Update, and inquired whether this includes funding for the Scholls Ferry Road crossing.

- ✓ Jeannine Rustad, Planning Manager, replied that funding for that project will require a budget transfer from undesignated funding in the annual budget.

Felicita Montebianco moved that the board of directors approve consent agenda items (A) Minutes of January 13, 2021 Regular Board Meeting, (B) Monthly Bills, (C) Monthly Financial Statement, and (D) System Development Charge 5-Year Capital Improvement Plan Update. Tya Ping seconded the motion. Roll call proceeded as follows:

Heidi Edwards	Yes
Wendy Kroger	Yes
Felicita Montebianco	Yes
Tya Ping	Yes
Ashley Hartmeier-Prigg	Yes

The motion was UNANIMOUSLY APPROVED.

Agenda Item #9 – Unfinished Business

A. 2021 Legislative Update

Aisha Panas, Director of Park & Recreation Services, introduced Kylie Grunow, state legislative consultant for the district. As a follow-up to the board’s December work session to discuss the

district's 2021 Legislative Platform, this evening's presentation will focus on a high-level overview of the bills, themes, and trends observed thus far in the 2021 legislative season. Aisha and Kylie provided a PowerPoint presentation, a copy of which was entered into the record, and which included the following information:

- Local Agency Control & Authority
 - HB 3023: Prohibits sale or use of two-cycle gasoline-powered leaf blowers in counties with population greater than 400,000.
 - SB 299: Authorizes formation of children's service districts.
 - SB 376: Requires employer to grant unpaid leave of absence to employee who is called into service to perform duties related to service as volunteer firefighter, reserve peace officer or civil air patrol member.
- System Development Charges
 - HB 3040: Directs Legislative Revenue Officer to study system development charges and report findings to interim committees related to local government (Placeholder Bill).
- Right to Rest
 - HB 2367: Establishes Oregon Right to Rest Act.
 - HB 3115: Provides that local law regulating sitting, lying, sleeping or keeping warm and dry outdoors on public property that is open to public must be objectively reasonable as to time, place and manner with regards to persons experiencing homelessness (The Speakers Bill).
- State Funding for Parks & Recreation and Trails
 - Currently tracking seven bills, either monitoring or supporting all of them, depending on the target of the funding or the likelihood of the funding.
- Covid-19 Relief
 - No bills currently related to Covid-19 relief funding.
 - There are a handful of bills related to liability issues and health data.
- Other
 - These are policy areas that are not areas of priority for THPRD, but are issues that will impact the district and need to be tracked.
 - Currently tracking 26 bills:
 - Public contracting and issues like prevailing wage (determining the base rate, reducing the number of districts, etc.)
 - Workforce issues (requirements regarding air quality and employees working outdoors; making it illegal to require a driver's license as a condition of employment; not allowing conditioning employment on refraining from using any substance that is lawful to use in the state)
- Other (Childcare)
 - Childcare was not reflected in the THPRD platform – need guidance on priorities and position.
 - HB 2503: Expands eligibility for certain child care subsidy programs.
 - SB 239: Expands eligibility for certain child care subsidy programs.
 - SB 716: Requires employers to reasonably accommodate employee's work schedule availability related to child care. Declares emergency, effective on passage.

Board comments and discussion related to the childcare bills included the following:

- ✓ Felicita Montebianco commented that these bills relate to the district in a multitude of ways: we provide childcare; we provide space for childcare providers to do their work; availability of childcare impacts our patrons; and availability of childcare impacts district staff. The pandemic has highlighted a systemic problem that has existed for some time. These ballot measures have been shaped and guided by BIPOC-led organizations, which

is not seen in other bills, and dovetails well with the district's values. She encouraged the submission of written testimony in support of these bills.

- ✓ Heidi Edwards expressed agreement with Felicita's comments, noting that this topic should be a priority for the district as childcare is critical to its work and to the community it serves. She places emphasis and priority on this work as it relates to childcare (HB 2503, SB 239, SB 716) over that of SB 299 relating to children's service districts. She also encouraged the submission of written testimony in support of these bills.
- ✓ Wendy Kroger expressed agreement, as well, and described how the lack of childcare through the pandemic has significantly impacted the number of women in the workforce.
- ✓ President Hartmeier-Prigg and Tya Ping expressed agreement with Felicita and Heidi's comments.
 - Kylie noted that testimony on these bills is due by February 15 and that she will work on a draft letter of support for the board's consideration and review.
- ✓ Discussion followed regarding SB 299 relating to the creation of children's service districts, with Heidi noting that most, if not all, of the board members have been approached about this bill by Katie Riley, President of Washington County Kids. Senator Rob Wagner reached out to Heidi to let her know that THPRD was mentioned in the testimony for SB 299. Two of the district's partners, City of Beaverton and Special Districts Association of Oregon (SDAO), have gone on record opposing this bill.
- ✓ Wendy inquired how SB 299 addresses the issue of compression, and what form a children's service district would take - another special district or as a funding source?
 - Kylie confirmed that SB 299 would create a special district funded via property taxes, but would not provide the services itself; instead, it would facilitate a competitive grant process to provide funding to those who do provide children services, of which the definition is currently quite broad. Many of the proponents who testified recently talked about the need for children's services, equity and access, and the lack of affordable childcare. Opponents, such as SDAO and League of Oregon Cities (LOC), expressed concerns regarding compression and competition; they agreed with the intent of the bill, but not the mechanism. This bill is expected to pass the senate. Oregon Recreation & Park Association (ORPA) finds themselves in a neutral position since some of their members will be impacted from a tax base competition standpoint, but could also potentially be recipients of the funding. During the public hearing on Monday, Senator Chuck Riley erroneously stated that THPRD has taken a neutral stance on the bill. ORPA has reached out to him in order to clarify this error.
- ✓ Felicita commented that she has some major concerns regarding SB 299, noting that it has not been led by or centered on racial equity. She believes it is critical that the district align its legislative priorities with those that have.
- ✓ Heidi expressed agreement with Felicita's comments, and pondered whether the district may wish to submit written testimony on SB 299.
 - Kylie explained that the opportunity for comment on this bill has passed at this time, but that there will be opportunities in the future as the bill makes its way through the legislative process.
 - General Manager Doug Menke offered comments regarding compression, clarifying that although his comments are not specifically regarding SB 299, concerns regarding compression should not prohibit the board from supporting other bills that might offer funding sources for the district, even if the LOC or others are opposed for their own reasons. He described how the City of Beaverton's urban renewal efforts, while a great program, have also cost the district approximately \$350K annually in lost tax revenue. Every bill has its pluses and minuses, and the district should align as best it can taking into consideration its values and the guidance of our legislative consultant. He believes the board is

moving in the right direction in terms of SB 299 in that there have been plenty of opportunities for clarity on the bill that have yet to be received.

- ✓ Tya Ping expressed agreement with her fellow board members' comments, noting that she believes the intent of SB 299 is great, but that the execution is lacking. She commented on the continually evolving nature of the bill, noting that such a proposal should be thoroughly vetted with the right people at the table to ensure an equitable process and that the dollars our community would be paying in taxes are used in a very specific manner.
- ✓ Discussion occurred regarding whether the district should take a formal position on SB 299, as well as whether there is a need to officially correct Senator Riley's statement.
- ✓ Felicita requested that the board's thoughts on SB 299 be shared with the district's legislators in upcoming meetings, noting that while the time for testimony on SB 299 may have passed, the board has some strong feelings about the bill that should be known.
 - Kylie offered next steps as tailoring the district's comments on SB 299 as it moves forward to reflect the board's discussion this evening, and following up on having Senator Riley's misstatement of a neutral position corrected. She inquired whether the board has an official position on SB 299 that could be conveyed.
- ✓ Wendy expressed hesitancy to officially oppose a bill that could potentially help the district's constituents, but that she has concerns if the bill was indeed created without taking into consideration viewpoints in alignment with the district's values. While she would love another funding source accessible to the district, she is not sure what else comes with that, and that concerns her as well.
- ✓ After extensive board discussion leaning toward opposition, no official position was taken at this time.

B. 2008 Bond Program

Gery Keck, Design & Development Manager, and Bruce Barbarasch, Nature & Trails Manager, provided a detailed update on the remaining natural resources and capital projects in the 2008 bond program, as well as the overall financial status, via a PowerPoint presentation, a copy of which was entered into the record. Gery and Bruce offered to answer any questions the board may have.

Wendy Kroger expressed the need to maintain flexibility in the use of the remaining natural resource funds should valuable natural area property become available, especially within the Bronson Creek area, which is a high-value natural area in danger of being developed.

- ✓ Felicita Montebianco expressed agreement with Wendy's comment, noting that it is important that the district remain open to opportunity and that the purchase of this type of land will be appreciated now and in the future. That being said, the district also made a commitment to the voters around the restoration of natural areas.
- ✓ Tya Ping expressed agreement as well, noting that if there is a good opportunity for acquisition, she supports securing as much natural area as possible, especially for wildlife habitat purposes and tree preservation.

General Manager Doug Menke noted that these situations could be presented to the board on a case-by-case basis, taking into consideration when natural area land acquisition opportunities become available, along with what restoration projects are planned.

- ✓ President Hartmeier-Prigg expressed agreement with this approach.

c. General Manager's Report

The following presentations were provided as listed within the General Manager's Report included within the board of directors' information packet:

- Summer Programming Update

- Aisha Panas, Director of Park & Recreation Services, and Holly Thompson, Communications Director, provided a detailed overview of the summer programming and events planning currently underway, via a PowerPoint presentation, a copy of which was entered into the record.
- Human Resources Update
 - Karlean Lawson, Human Resources Coordinator, provided an update on the work being done to reexamine how the district attracts, welcomes, includes, and retains employees of all identities and backgrounds, via a PowerPoint presentation, a copy of which was entered into the record.

Doug and the presenters offered to answer any questions the board may have.

Summer Programming Update

Heidi Edwards asked for confirmation that the district will not be mailing an activities guide for summer programs.

- ✓ Aisha confirmed this, noting that changing circumstances quickly render a printed activities guide obsolete; information will be provided online instead, in combination with direct mail postcards to encourage people to go online, as well as the potential for printed center-specific mini-guides. A variety of communication methods are being explored in order to get information out to our community.
- ✓ Holly added that starting next week, the district will begin a marketing push of important summer registration dates: April 12 for updated programming information on the website and May 1 for the registration start date. She anticipates mailing a districtwide postcard as well as targeted postcard mailings using some of the funds that were saved by not printing an activities guide. There will also be a multilingual Centro de Bienvenida at the HMT Recreation Complex to assist community members with summer registration.

President Hartmeier-Prigg complimented the work that has been done in interpreting and planning for the different risk levels. She asked if we plan to continue offering virtual programming in addition to in-person programs.

- ✓ Aisha confirmed this, noting that though we may be able to welcome more people into the centers, there will also be some who are more comfortable staying home and participating virtually.

Felicita Monteblanco inquired about when the district may be able to reopen the Elsie Stuhr Center for senior programming.

- ✓ Aisha explained not until sometime after July 1. Virtual programming specific for this population will continue and is being utilized.

Felicita expressed appreciation for district staff's efforts, noting that we are all looking forward to welcoming back our Elsie Stuhr Center patrons as soon as we are able.

Human Resources Update

The board members complimented district staff on these important initiatives, noting that this is the type of work the district needs to be doing to reflect its values, and that the district lives its values through our staff and how we hire, recruit and train.

Agenda Item #10 – Adjourn

There being no further business, the meeting was adjourned at 8:35 pm.

Ashley Hartmeier-Prigg, President

Tya Ping, Secretary

Recording Secretary,
Jessica Collins