

Workforce Development Board
Executive Committee
Meeting Minutes – October 14, 2016 – corrected

CALL TO ORDER - Workforce Development Board Vice-Chair, Therese Zieleniewski, called the meeting to order at 8:00 a.m. at the Upjohn Institute, 300 S. Westnedge Avenue, Kalamazoo, Michigan.

INTRODUCTIONS – Vice-Chair Zieleniewski welcomed everyone in attendance and requested that each person introduce themselves.

WDB Executive Committee Members Present:

Mike Bearman (PS)	Colleen Knight (CBO)	Therese Zieleniewski (PS)
Kris Jenkins (Educ)	Julie Rogers (PS)	

WDB Executive Committee Members Absent:

Morris Applebey (Labor)	Lisa Godfrey (PS)
Paul David (PS)	Dale Swift (PS)

Other WDB Members Present:

Richard Anderson (Labor)	Ken Willcutt (Labor)
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Other individuals in attendance at the meeting included:

Michigan Works! / Upjohn Institute Staff:

Scott Cubberly	Bronwyn Drost	Kathy Olsen
Ben Damerow	Amy Meyers	

Michigan Works! Services / Program Staff Present:

Karen Carlisle (YOU/KRESA)	Curt Mastos (M-HRDI)	Eric Stewart (YOU/KRESA)
Amy Holman (WEUI-PATH)	Dallas Oberlee (WEUI-PATH)	

Other Guests in Attendance

Noris Lindsey

CITIZENS' TIME

No comments.

COMMITTEE REPORTS

Monitoring and Evaluation Committee – Colleen Knight reported the Monitoring Committee met in September to review the Prisoner Reentry Program and services. Although monitoring of the Prisoner Reentry Program does not fall under the auspice of the Workforce Development Board, it was determined to be appropriate to be reviewed by the committee because of the program's Employment Readiness component provided by Michigan Works! Southwest staff. Two participants met with the committee. The first individual reported his offense was more than five years old. He had previous experience doing electrical work and was currently employed and working on earning a journeyman's card. The second participant reported his offense was from a couple of years ago and he was having some difficulty finding employment. He was currently doing seasonal work and was waiting for approval to get enrolled in training. Staff reported that the length of time each person is enrolled in services depends on individual factors. Both participants spoke very favorably of staff from Michigan Works! Southwest and the assistance they received. They also expressed that a person returning from prison can be successful if one is willing

to put forth the effort and that Michigan Works! staff are available to provide assistance as well as help connect to additional resources to address barriers. She also reported that a customer flow chart was provided by staff. The flow chart helped to provide a clear picture as to how the program is integrated with other services at Michigan Works!.

Veterans Committee – Kathy Olsen reported the Veterans Committee met at the end of September. The agenda included a presentation on the Michigan National Guard Family Programs, a Veterans housing update, and a report on the Veterans Stand Down events in the Michigan Works! Southwest service area. She also reported the committee decided to encourage attendance at the Region 8 Veterans Community Access Team (VCAT) quarterly meeting on November 17 in Battle Creek instead of meeting at the Upjohn Institute. The program for the VCAT meeting will be focused on Post Traumatic Stress Disorder (PTSD).

Disability Awareness Resource Team (DART) – Kathy Olsen reported the Disability Awareness Resource Team (DART) committee met in September and the subcommittees provided progress reports. The Curriculum work group plans to offer training in modules that can be repeated. The work group is seeking best practices already in place rather than creating new material. The Collaboration work group is developing a resource guide of participating agencies. The Navigation work group spoke about developing a formal plan for navigation assistance. DART members indicated they would like to have a presentation provided to the WDB on *Project Search*, [Project Search is a high school transition program for students with disabilities that provides training and education with the goal of finding and obtaining competitive employment.] Emerging issues that relate to people with disabilities and employment were also discussed at the committee meeting. They included: Final WIOA Rules on serving people with disabilities, new rules for home and community based services that will affect agencies similar to MRC Industries, ABLE Savings Accounts, 14(c) waivers that have federal approval to pay less than minimum wage, and the new overtime rules. The committee also discussed the U.S. Department of Labor’s (DOL) Customer Centered Design Project and members were in agreement that the biggest stumbling block will be funding for a One-Stop navigator. Members also learned about some free and low-cost training opportunities available through the Michigan APSE (Association for Persons in Supported Employment) and the Disability Network of Southwest Michigan.

Talent District Career Council (TDCC) – Kris Jenkins reported on the recent Talent District Career Council (TDCC) meeting. In the Career Technical Education (CTE) arena, there is a big movement for enrollment into Early Middle College (EMC) programs. The Region 8 TDCC received a \$50,000 planning grant from 61b funds and an application for an additional \$50,000 is due today. EMC programs include a fifth year of high school. Students who complete EMC earn a high school diploma as well as an Associate’s degree and/or certificate. Staff from the Upjohn Institute gave presentations to the TDCC on regional workforce trends and the Regional Prosperity Initiative’s (RPI) Talent Match Project. Jerry Johnson from the Calhoun Intermediate School District (ISD) provided an Adult Education report. Adult Education funding for Region 8 is just under \$2 million. She reported enrollment is up at all of the community colleges located in Region 8, students are younger and many of them are dual enrolled in high school and Early Middle College. Southwestern Michigan College made revisions to their academic schedule so that it aligns with the high school schedules. Michael Bearman voiced his support for EMC and reported that although a lot of progress has been made, there still is a lot of work to be done so that more students come out of high school with a degree.

TRANSPARENCY AND INTEGRITY OF WDB DECISIONS

Conflict of Interest and Disclosure – Kathy Olsen asked members present if there were any items on the agenda requiring a vote for which a conflict of interest or a potential conflict of interest exists; and if so, the conflict should be declared at this time. There were none.

APPROVAL OF MINUTES (Exhibit A)

Kathy Olsen reported a correction was made to the minutes. On page 7, under Members’ Time, the third sentence in the second paragraph was changed to read:

“She reported all precincts in Kalamazoo supported expanding the service; however, Oshtemo voted out some of their precincts from transit bus service and this affected the service to the West Main corridor.”

Motion made by Mike Bearman and supported by Julie Rogers to approve the Workforce Development Board meeting minutes of September 9, 2016 with the noted correction. Motion carried.

NEW BUSINESS

WDB Plans (Exhibits B1 & B2) – Amy Meyers requested Board review and approval for two workforce development plans. The *Food Assistance Employment and Training (FAE&T) FY17 Plan allocation* (Exhibit B1) is for \$133,425. She reported this is a voluntary program that assists individuals receiving Food Assistance, between the ages of 18 and 49 without dependents, who are referred to Michigan Works! by the Department of Health and Human Services (DHHS). A wide range of services are supported through this funding, including job search and job search training, work experience, education/training and vocational training, job retention services, and supportive services.

Ms. Meyers further reported the *Partnership. Accountability. Training. Hope. (PATH) FY17 Plan allocation* (Exhibit B2) for the Michigan Works! Southwest area totals \$3,328,043. This amount is supported from two funding sources: \$2,860,873 in Temporary Assistance for Needy Families (TANF) federal funds and \$467,170 in General Fund/General Purpose (GF/GP) state funds. She reported the purpose of PATH is to assist Family Independence Program (FIP) recipients, who are individuals receiving cash assistance, in transitioning to self-sufficiency. The PATH Program provides applicants and participants with employment-related services, training, work experience opportunities, and supportive services to obtain and retain employment. Individuals eligible for participation in the PATH Program include Family Independence Program (cash assistance) recipients and applicants referred by DHHS. As discussed at previous meetings over the past year, the program begins with a 21-day Application Eligibility Period (AEP) to address barriers and prepare applicants to obtain employment, meet federal work participation requirements, and work towards self-sufficiency.

Motion made by Mike Bearman and supported by Colleen Knight to approve the Food Assistance Employment and Training (FAE&T) FY17 Plan and the Partnership. Accountability. Training. Hope. (PATH) FY17 Plan. Motion carried.

TDCC Membership (Exhibit C) – Kris Jenkins requested Board approval for appointments to the Region 8 Talent District Career Council (TDCC) for individuals representing organizations within the Michigan Works! Southwest service area. She reported the appointments were to replace members who either retired, passed away, or those who felt someone else from their organization would be more appropriate. The memo included in the agenda packet (Exhibit C) included the list of names, the organization that each represents, and the name of the individual that each new appointment would be replacing.

Motion made by Mike Bearman and supported by Julie Rogers to approve the appointments of Jamie Engel, Thomas Cameron, Tracy Labadie, Jerry Johnson, Tom Buszek and James Sertic as regular members; and Jennifer Searls as an alternate member for Jamie Engel, to the Region 8 Talent District Career Council. Motion carried.

WDB Nominating Committee (Exhibit handed out at the meeting) – Ben Damerow distributed copies of a memo that was emailed to members prior to the meeting requesting Board consideration and approval for the appointment of an Ad Hoc Nominating Committee to the Workforce Development Board. He reported the committee would be responsible for identifying and recommending qualified individuals to fill current and/or future vacancies for the Michigan Works! Southwest Workforce Development Board. Having a committee responsible for Board nominations would add transparency to the process. The committee would meet as needed, most likely 3 to 4 times a year. Committee recommendations would be forwarded to the WDB for approval and then on to each of the respective counties for their approval. Individuals being recommended to serve on the Ad Hoc committee include the WDB representative from each of the four county Boards of Commissioners, Allen Balog, Mike

Bearman, Julie Rogers and Dale Swift; the WDB chair, Lisa Godfrey; the WDB vice-chair, Therese Zieleniewski; and a labor representative, Ken Willcutt.

Motion made by Colleen Knight and supported by Kris Jenkins to approve the formation of an Ad Hoc Nominating Committee for the Workforce Development Board with the following members: Allen Balog, Mike Bearman, Lisa Godfrey, Julie Rogers, Dale Swift, Ken Willcutt, and Therese Zieleniewski. Motion carried.

WDB 2017 Meeting Schedule (Exhibit D) – Kathy Olsen requested Board consideration and approval of the 2017 schedule for the Workforce Development Board (WDB) and the WDB Executive Committee meetings. She reported the meetings would continue to be held on the second Friday of the month from 8:00-9:30 a.m. The schedule includes the city location for each of the meetings. Upon approval, meeting rooms will be confirmed and added to the schedule.

Motion made by Julie Rogers and Supported by Mike Bearman to approve the 2017 meeting schedule for the Workforce Development Board (WDB) and the WDB Executive Committee as presented. Motion carried.

STAFF REPORTS

Marketing (Exhibit handed out at the meeting) – Kathy Olsen distributed a handout listing future business, hiring/career events and employment preparation/training opportunities currently scheduled. She highlighted a Career Preparation Fair that will be held on October 19, 2016 at the Michigan Works! Service Center in Battle Creek to help prepare individuals for the Battle Creek Job Fair on October 20. Recent media coverage included articles on the White House’s invitation to Michigan Works! Southwest and the Opportunity Fairs in Battle Creek. She referred members to the social media data on page four of the Dashboard Report (Exhibit F) and highlighted that Michigan Works! Southwest maintained a Klout score greater than 50 for 18 days in September.

Program Operations – Dallas Oberlee reported the *Prisoner Reentry Program* was changed to the *Offender Success (OS) Program*, effective October 1, 2016. The State issued a Request for Proposal (RFP) for OS services for the seven county region; however, not enough bids were received and the State is extending current contracts. In addition to providing services in Kalamazoo and St. Joseph Counties, Michigan Works! Southwest was asked to also provide services for Branch and Calhoun Counties. She reported staff requested additional funding to provide the Employment Readiness component in Branch and Calhoun Counties and an additional \$117,000 was approved.

Ms. Oberlee reported 13 participants are enrolled in the final cohort of the *EDGE (Essential Skills Demanded by Great Employers) training program*. The participants are enrolled in CNA training at Kellogg Community College. Work experience will begin on October 24 at the Calhoun County Medical Facility.

Dallas Oberlee reported a large resettling of *refugees* in the Kalamazoo area has occurred in recent months and Michigan Works! Southwest has been partnering with a number of community partners to assist with employment opportunities. Staff requested to meet with Michigan’s Talent Investment Agency (TIA), the Department of Health and Human Services (DHHS), Samaritas, Bethany Christian Services, and the Office of Refugee Services to coordinate these efforts. PATH is currently serving refugees who are also eligible for cash assistance from DHHS. In order to receive refugee funding, Kalamazoo must be designated as a refugee county. One Board member encouraged staff to keep Portage Chapel Hill and Representative Jon Hoadley and the 60th District office informed. One of the Board members present reported that both Kalamazoo and Battle Creek have been designated as a “Welcoming Community.” Ben Damerow reported at the end of October, the number of refugees in Michigan was reported to be at 700. Dallas Oberlee stated that 100 refugees were estimated to be coming to Kalamazoo; however, she was unsure if that number represented individuals or families.

Dallas Oberlee reported *current training initiatives* include a CNA training in the Battle Creek area through a partnership with Michigan Career Technical Institute (MCTI), Michigan Rehabilitation Services (MRS) and the Calhoun County Medical Center. This includes ten weeks of CNA training and three weeks of soft skills training. Eight students recently graduated and received their State certification. Culinary training is being offered through a partnership with KPEP and MCTI. This training will be connected to a new coffee shop that is opening on the corner of Walnut and Park Streets. Although the training is targeted for KPEP residents, there will be 2-3 slots for Michigan Works! participants. She reported a third training program is being offered in partnership with MSU. This is a free Nutrition Training class open to anyone in the community. It will be offered monthly and is currently scheduled in Kalamazoo. Staff is exploring expanding this training into Calhoun County.

Special Initiatives (Exhibit G) – Scott Cubberly reported the *child care survey* at DENSO Manufacturing was complete; however, only 111 of 3,000 responses were received and one of the responses was from a temporary employee. The plan is to redo the survey and offer incentives for completing it. He reported there was a lot of community collaboration for the recent Opportunity Fairs held in the Battle Creek Area. Six Opportunity Fairs were held, 15 community organizations participated, four companies participated in mock interviewing, more than 40 Michigan Works! staff, all Michigan Works! partners, DHHS and MRS participated in the events. There were 125 unduplicated individuals who attended the Opportunity Fairs. Twenty-nine employers participated in the Job Fair. Staff will be tracking employment offers. Ben Damerow reported the Opportunity Fairs that concluded with a Job Fair were reported to be the first tangible events for the BC Vision. He reported nine individuals received job offers the day of the Job Fair. He thanked Scott Cubberly and Eric Stewart for their planning and coordination efforts and also thanked partner staff for all of their help with the events.

Committee members discussed daycare availability and affordability. Colleen Knight reported there is no open daycare in Branch County and daycare for second shift employment hours is not offered. She added that affordability is also an issue and she was aware of one church that offers scholarships. Scott Cubberly reported the situation is similar in St. Joseph County. There is some daycare availability in the Battle Creek area but not for all shifts. Julie Rogers reported there is access to childcare in the Kalamazoo area; however, it is not affordable for many. Ben Damerow reported that it would be beneficial to assess childcare on a regional basis and perhaps design a Shared Services Collaborative that would include trained staff and improved quality. He also reported that conversations are taking place in regards to adding a child care provider to the Employer Resource Network (ERN) in Battle Creek.

Workforce Innovation Fund Update – Bronwyn Drost reported she is focused on increasing the number of companies in the *Employer Resource Networks (ERNs)*. Presentations to share information and recruit companies to be involved were made through more than 50 employer meetings. Although many of the meetings were in group settings, multiple 1:1 meetings with employers also occurred. Bell's Brewery and Mann+Hummel are two companies that were recently added to the ERN in Kalamazoo. Services from the Success Coach for the employees are accessed through self-referrals or through referrals from production supervisors. Employment readiness soft skills training is being offered to improve employee preparation. There are plans to incorporate On-the-Job Training (OJT) contracts and Career Laddering with all of the ERN employers. A pilot English as a Second Language (ESL) class will be offered in St. Joseph County for 12 employees of Summit Polymers.

Business Services and Skilled Trades Training Fund (STTF) Update – Ben Damerow reported today is the deadline for submitting *Skilled Trades Training Fund (STTF)* applications. For this round of applications for FY17 funding, Michigan Works! Southwest has a total of 29 applications, totaling ~~\$1.9~~ **\$1.25** million dollars, to train more than 1,000 individuals. He referred to page four of the Dashboard Report (Exhibit F) for last year's (FY16) STTF data. He reported unused FY16 dollars returned to the State were reallocated and this resulted in a recent award to AAM for \$300,000 to train 300 new and incumbent workers.

Ben Damerow referred to the *MiCareerQuest Southwest* information, also on page four of the Dashboard Report (Exhibit F). He reported 8th and 9th grade students will attend the event during the day on November 1 and 2, and

there will be an open house for the general public from 5-8 p.m. on November 1, 2016. He stated the MiCareerQuest Southwest information will be sent to Board members in an email following the meeting.

Labor Market Information (LMI) (Exhibit E) - Labor market reports generated from Burning Glass Analytics and Real Time Jobs Data that identified the top detailed occupations, skills greatest in demand, and employers with the most job openings in Prosperity Region 8, Michigan Works! Southwest, and each of the four counties in the MW Southwest Area for the period August 1 through September 30, 2016 were included in the agenda packet.

Dashboard Report (Exhibit F) – Amy Meyers reported on the Michigan Works! Southwest Dashboard Report (Exhibit F) that was included in the agenda packet. The numbers reflected for labor participation and real time labor demand on page one of the report are for the month of August. She noted that the labor participation data is specific to the Michigan Works! Southwest area. To follow-up on questions from last month’s Board meeting, there is a 175-person margin of error with this data. The information under the Real Time Labor Demand section of the report is for the combined counties in Region 8. The data reported on page two of the report is for programs and services that have fiscal years starting in July. For the first quarter of this year, she reported there have been over 37,000 visitors to the Michigan Works! Southwest Service Centers. In this same time period, staff have assisted over 600 employers and have assisted them in filling 940 jobs. Based on the timing of data available, the data reported in the bottom left corner of this page is last fiscal year data with the exception of year-to-date WIOA registrations. Page three of the Dashboard report is reflective of a complete fiscal year of data for AEP, PATH, FAE&T and PR, except for the Work Participation Rate (WPR) and the September totals for AEP. She explained that due to the timing that individuals came through PATH orientation in September, their 21-day AEP is carrying over into the month of October. This data will be reported on next month’s dashboard. The information on page four of the Dashboard Report is a summary of the information provided by staff in earlier reports.

Director’s Report – Ben Damerow distributed the Director’s Report dated October 13, 2016, 2016. He reported that he and other staff from Michigan Works! Southwest attended the *U.S. Department of Labor’s (DOL) meeting at the White House and presented on the Customer Centered Design Project*; they also heard presentations on other projects from groups around the country. The afternoon of the same day was spent at the Department of Labor (DOL) interacting with the DOL administration and Association staff. He noted a pleasant surprise when a DOL administrator spoke about an organization from Kalamazoo and the “Nudge” Project. Eric Stewart commented that it was an awesome experience and very humbling to have individuals who make decisions listen to us. He gave special thanks to Amy Meyers for taking the lead on the Customer Centered Design Project and also gave thanks to all staff who assisted.

Ben Damerow reported he was invited to be a member of the *Statewide Policy Coalition*. The coalition is made up of individuals representing organizations that are interested in improving the financial security and self-sufficiency of low-income Michigan residents. In order for our legislative representatives to provide solutions, it is important that they understand the issues and serving on the Coalition will be a great opportunity. He distributed a summary of the Statewide Policy Coalition's September 15, 2016 meeting where they met to review the work done during the first coalition meeting, confirm its approach, and to hear presentations on three potential areas where the coalition could focus its efforts. The three presentations were on asset limits for Supplemental Nutritional Assistance Program (SNAP) participants, the child care subsidy, and TANF (Temporary Assistance for Needy Families) Reauthorization. He further reported that Coalition members are welcome to add policy ideas for the larger group to consider; these ideas will be added to the list. Other issues brought up by members included adequate, affordable childcare as well as unintended consequences of asset limitations for obtaining food stamps. Additionally, TANF reauthorization expires next year and the legislation needs updating for today’s economy.

Mr. Damerow further reported that Michigan Works! Southwest staff presented two *workshops at the annual Michigan Works! Conference*. Eric Stewart and Dallas Oberlee presented on the “Nudge” Project. Kara Stewart, Kathy Olsen and Chris Walden gave a presentation titled, “Talent Highway – the Road to Careers and Success.” Additional conference presentations that he highlighted included “The View from Washington” that was focused on TANF reauthorization, the upcoming election and priority policy issues at the federal level; “The View from

Michigan” where State Agency Directors provided an outlook on the upcoming year; and “The View from the Election Trail” that previewed the state-wide races for the Michigan House.

Mr. Damerow reported he was elected to serve as vice-chair of the Michigan Works! statewide council and treasurer for the Michigan Works! Association.

OLD BUSINESS

None.

MEMBER’S TIME

Julie Rogers reported she will be attending the Michigan Association of Counties (MAC) Conference in February 2017. She offered her willingness to advocate for workforce development programs and services, and if there were any topics members would like her to bring forward, to please contact her.

Rick Anderson reported he finally took advantage of an offer that was previously extended to Board members to observe a Prisoner Reentry meeting. He attended a Prisoner Reentry Transition Team meeting in St. Joseph County. Mr. Anderson reported all four counties were represented at the meeting and he was pleased to know that there are employers wanting to be involved. He noted that finding a place to live is a barrier that incarcerated individuals face when returning to the community and that there is a shortage of available housing. Dallas Oberlee reported that all agencies with services attend this meeting so that individuals returning to the community can connect to resources. Following the networking time for returning prisoners, there is a business portion of the meeting where agencies discuss issues that need to be addressed.

Kathy Olsen reported Board members who wish to learn more about some of the front-line services are always welcome to attend a workshop at one of the service centers. Workshop calendars are posted each month on the Michigan Works! Southwest website.

Mike Bearman reported there would be a ribbon cutting at 12:00 p.m. today for the Ludington building in downtown Albion and that digging is underway for the new hotel next door. He reported there will also be a ribbon cutting for the Equestrian Center. This new center is the State’s largest and is also the largest one located at a college. He reported that he is aware of one horse show that will need 800 stalls and will bring 5,000-7,000 people to the Albion area for a one-week period. This event will be a big boost for the local economy. Ben Damerow reported that although the ribbon cutting is today, there has been a delay with the arrival of furniture and the actual opening will not happen until mid to late November.

Kris Jenkins reported she attended a presentation at Kellogg Community College on Human Trafficking and more than 100 individuals were in attendance. The presentation included time for questions and answers and a documentary video. The presentation will be coming to a location in Kalamazoo during the month of November. She reported that human trafficking is not limited to prostitution and gave an example of a time when a group of 500 men were brought to the U.S. from India, placed in substandard housing and their VISAs were taken from them.

CITIZEN’S TIME

Karen Carlisle thanked partner staff for their assistance in pre-screening and referring individuals to receive services under the Reemployment Services and Eligibility Assessments (RESEA) program. This program and services concluded at the end of September and due to the efforts of all staff involved, a number of individuals received assistance. She specifically recognized Curt Mastos, Will Slone, Missy Lafferty, Sam Dougherty, Jennifer Williams and Chris Walden for the excellent customer service they provided.

UPCOMING MEETINGS

The next **Disability Awareness Resource Team (DART)** meeting is scheduled for Tuesday, November 1, 2016 from 2:00 - 4:00 p.m. at the Upjohn Institute, Kalamazoo, Michigan.

The next **Monitoring and Evaluation Committee** is scheduled for Wednesday, November 9, 2016 from 8:00 – 9:30 a.m. at the Michigan Works! Service Center, 200 W. Van Buren Street, Battle Creek, Michigan.

The next meeting of the **full Workforce Development Board** is scheduled for Friday, November 11, 2016 from 8:00 – 9:30 a.m. at the Upjohn Institute, 300 S. Westnedge Avenue, Kalamazoo, Michigan.

The next **Veterans Committee** is scheduled for Thursday, November 17, 2016. Members will be encouraged to attend the quarterly VCAT meeting from 9:00 - 11:00 a.m. at the VA Medical Center, Theatre, Battle Creek, Michigan. Tentative plans are to hold a short committee meeting immediately following the VCAT meeting.

The next **Talent District Career Council (TDCC)** meeting is Thursday, December 8, 2016 from 1:00 – 3:00 p.m. at Kalamazoo RESA, 1819 E. Milham Road, Kalamazoo, Michigan.

The next **Executive Committee** is scheduled for Friday, December 9, 2016 from 8:00 a.m. – 9:30 a.m. at the Michigan Works! Southwest Service Center, 200 W. Van Buren Street, Battle Creek, Michigan.

ADJOURNMENT

There being no other reports, the meeting was adjourned at approximately 9:25 a.m.

Kathy Olsen

Date

Lisa A Godfrey or

Date

Therese Zieleniewski, Vice-Chair

Date