

BOARD OF VOCATIONAL REHABILITATION MEETING MINUTES
December 16th and 17th, 2009
AmericInn Lodge and Suites, Fort Pierre, SD

Members present: Beth Haug, Grady Kickul, Robert Kean, Matt Cain, Dan Rounds, Melissa Flor, Lyle Cook, Kathy Hassebrook, Elaine Roberts, Cindy Koupal, and Craig Eschenbaum. **Members absent:** Mary l'atala, Joe Rehurek, James Hayes and Chris Olson. **Others present:** Bernie Grimme, Dr. Greg Cooch, Colette Wagoner, Faith Ellis, and Rich Eschenbaum.

WELCOME AND INTRODUCTIONS: Beth Haug, BVR Chairperson, called the meeting to order at 1:00 PM, and introductions were done made. She reminded members of the importance of the meeting protocol, which was disseminated with the draft meeting agenda. When asked if there were any additions or corrections to today's agenda, Grady had three things to add to his Director's Report section: the draft agreement with Division of Mental Health (DMH), the Fair Hearing decision, the NCRC Training, and the Statewide Needs Assessment. Plus the planned break was moved to follow Dr. Cooch.

MOTION TO APPROVE THE MEETING AGENDA AS AMENDED, MADE (M), SECONDED (S), AND CARRIED (C). MOTION TO APPROVE SEPT. 30TH AND OCT. 1ST, 2009 MEETING MINUTES WITH MINOR CHANGES NOTED ON PAGES 2 AND 8 - MSC. MOTION TO APPROVE THE EXECUTIVE COMMITTEE MINUTES FROM NOVEMBER 20TH, 2009 - MSC.

TIME FOR PUBLIC COMMENT: Melissa Flor announced that Department of Education (DOE), Office of Special Education has a series of online trainings called, "Transition Series". They're intended for anyone who's involved in transition planning or writes transition IEPs. There are a total of four, one-hour presentations, three of which have already occurred, featuring Dan Rounds on Freedom To Work Project, Tim Neyhart on Guardianship Rights, and Julie Johnson-Dresbach on Adult Service Options. The fourth and final training will be at 3:30 pm CST, February 9th, 2010 featuring a Special Education teacher from Webster who created a class on Self Advocacy. You need Internet access and a phone line to participate. For further details contact Melissa at 605-773-8195, or Melissa.Flor@state.sd.us. Previous trainings are recorded and available for viewing at <http://doe.sd.gov/oess/specialed/forms/index.asp> under the heading, "Transition Series". Melissa noted they're planning more of these trainings and if you have any topic suggestions, please forward them to her for consideration.

OVERVIEW OF STATE PERFORMANCE PLAN:

Melissa provided a brief overview of the Special Education Program “Improving Educational Results for Students with Disabilities” and introduce Dr. Greg Cooch.

Melissa explained that DOE’s Office of Special Ed has a State Performance Plan for Improvement. She shared a flow chart “tree” featuring the 20 indicators used to track performance. Most of these indicators refer to students in school; but one major indicator, #14, is regarding high school graduates and what they’ve done *after* high school. Since 2005, DOE has contracted with Dr. Greg Cooch, a Black Hills State University professor, to conduct surveys with graduates one year after they have left high school (termed exiters). Every spring, Cooch and his staff call over 300 young adults as a representative sampling of graduates from the previous year and ask detailed questions about what they are doing - are they going to a postsecondary school full-time or part-time, working full-time or part-time, or some combination of both.

Dr. Cooch reviewed a PowerPoint slide presentation. Highlights of the presentation included gender of exiters, ethnicity, engagement rates, wages per hour, hours worked per week, family insurance, and adult service contact. Dr. Cooch specifically addresses “odds of involvement” which indicates that when looking at these youth and the more involved they are increases their odds at being more involved down the road. Grady stated that if more resources were needed to look at this area, the Division would commit to it. This demonstrates that programs such as Youth Leadership Forum and Catch the Wave are having a positive impact on the lives of youth. The end of the presentation included the 16 predictors of post-secondary success. The importance of vocalizing the benefits of various programs to students, parents, teachers and employers was reiterated. There was consensus regarding the need to heighten public awareness of these findings. Thank you to Dr. Cooch for his presentation, a topic that he understands and is committed to.

BREAK

DIVISION DIRECTOR’S REPORT:

A) Director’s Comments:

- Grady thanked Dr. Cooch for the interesting data, it proves that we are making a positive difference in the lives of people with disabilities.
- The Department of Human Services (DHS) will be submitting four bills this Legislative Session. They are:
 - An Act to continue the minimum monthly fee charged for care at the Human Services Center in Yankton. It will remain at \$600 per

patient, per month for those patients involuntarily committed by the county.

- An Act to authorize the SD Building Authority and DHS to build a dietary building at the Human Services Center.
- An Act to revise certain requirements for provisional certification of interpreters for the deaf and revise certain authority to promulgate rules concerning certified interpreters for the deaf.
- An Act to authorize the Board of Social Worker Examiners to deny, suspend, or revoke applications for licensure of licenses under certain circumstances and repeal certain physical examination provisions.
- Grady added that Sioux Falls Augustana College now has a four-year interpreter degree program and it's starting to get a lot of interest so hoping it will lead to more interpreters in our state.

B) DRS Budget Update:

- The Governor gave his Budget Address about a week ago, and the big picture is not too optimistic.
- DRS requested an increase of 2.9% or \$578,729 higher than last year's budget. \$105,347 of that will be a rate adjustment for the Activities of Daily Living Services Program (ADLS) to increase the attendant care services rates, to make it equal to what Department of Social Services (DSS) rates.
- The Division also requested an expansion in case services of \$78,000 in general funds.
- There will be no provider inflation increase, so they'll stay at the same rate as last year.
- The Governor's Budget Address outlined that \$500,000 will be taken from the Telecommunications Relay Services (TRS) reserve fund and be transferred to educational research programs at the Homestake Gold Mine Underground Research Lab in Lead.

C) American Recovery and Reinvestment Act (ARRA) Update:

- Grady provided members with a handout outlining the amounts and projects that ARRA funds have been either spent or obligated.
- DRS and Division of Service to the Blind and Visually Impaired (SBVI) have seen increases from 10-15% in consumers applying for services. ARRA funds have been targeted to assist those individuals directly impacted by the recession with job loss.
- DRS was initially awarded \$1,440,000, and as of Oct. 27th, \$732,000 of that has been authorized for payment.
- SBVI was initially awarded \$360,000, and approximately \$70,000 has been authorized.

- Other DRS activities that will receive ARRA funding are MIS upgrades, DDN audio/visual equipment at all 12 DRS offices, video communication phones at 8 select satellite offices for video interpreting, and other partnering with private business yet to be determined.
- Other SBVI activities that will receive ARRA funds include an intern position at SD Rehabilitation Center for the Blind, business enterprise program vending equipment, vocational testing tools, MIS upgrades, Transition Week related expenses, assistive technology updates, and additional Board of SBVI marketing and outreach.
- The state's four Center's for Independent Living (CILs) will receive a combined total of \$242,913.
- The Independent Living Older Blind program will receive \$3,170 for educational and instructional supplies.
- Grady mentioned the public could go to www.recovery.gov to see where and how ARRA funds have been spent.

D) Business Resource Network (BRN) Update:

- Division staff have meet with the BRN Steering Committee several times now, which is now a 501(c) 3 non-profit organization. No funding is coming through the Division but discussions continue on partnering on future projects. The Steering Committee is made up of significant business players from the Sioux Falls community and they're preparing a proposal for consideration.
- Kathy asked if the Division could encourage them to consider the ERN project, and include more community leaders to obtain more buy-in and enlarge the model for the whole state to emulate. Try to tie in the business aspect utilizing the Terry Redlin endorsement.
- Grady's response was that they are going to request that Dan Rounds become involved with BRN and attempt to have them involve more communities around Sioux Falls; and Vicki Nelson, Division staff, has asked to work with this group as part of her role with the Future's Initiative.
- Bernie pointed out that BRN is using examples and concepts from ERN in Aberdeen (i.e. individual profiles).

E) Draft/Final Policies:

Bernie provided the draft handout "Coordination of DRS/SBVI and DMH Services and Funding". Members were encouraged to review it and provide comment to the Division. It won't be finalized until March. This is an item the Consumer Services Committee will review and provide further input.

Dues Process Hearing Results:

- Bernie provided some background on a Due Process Hearing Decision that ruled in favor of DRS. The decision stated that DRS did not error in their determination to discontinue work adjustment training services for a consumer who allegedly displayed “poor attitude and effort” during his work adjustment training period.
- Robert voiced a concern that there appears to be very little substance to show why this was done, no burden of proof, no statutes listed, and is the individual told they have a right to an appeal?
- Bernie pointed out that to protect the identity of the person in question, many sections were deleted, and that yes, they are always told they have the right to an appeal.
- Cindy added that in her experience, those details are always in the original documents and the individual is always told they have a right to an appeal.
- Robert added that he personally felt this decision seems to be lacking a detailed, valid reason to have services terminated for this consumer, that a bad attitude alone may not be enough, or a good enough reason.

National Career Readiness Certificate (NCRC):

- Bernie provided a handout outlining the VR schedule of NCRC training.
- The first training was done via DDN on Dec. 14th, but the next six trainings are in-person, and being held at various state DHS or DOL offices.
- These trainings are intended to give providers a basic understanding of the assessment process. Further detailed trainings will be set up in time.
- Bernie also shared their new informational brochure called, “*STAND OUT From the Crowd*” and it features the basics of what a NCRC certificate is, who needs it and why, and why employers are going to look for them.
- Grady added that a fee schedule has been agreed upon and they are quite reasonable. He’s glad they focus on the soft skills employers want. He feels this certificate program is gaining awareness and is going to work.
- The key will be to get job seekers to take the certification, and then start marketing harder to the employers so they start asking for them in the hiring process.
- Bernie added that by mid- to late-January DRS clientele would begin testing.

Comprehensive Statewide Needs Assessment (CSNA):

- Bernie explained that as part of the 2011 State Plan, the Division, as well as SBVI, will contract with a couple of gentlemen from the University of Northern Colorado (UNC) to complete a comprehensive statewide needs assessment.

- Robert Jahner and Joe Mathews will assist SD to complete the CSNA, help us look at our data, and develop State Plan goals and strategies.
- Bernie provided a handout from UNC on the details of this proposed work plan, the timeline and cost involved. A conference call will be held soon to finalize this contract.

“SERVICE SHOPPING” – where individuals try identifying which states provide the best or most services, and the impact it could/would have on SD VR services.

- Beth Haug explained that this question was prompted at the Disability Summit and whether other providers in the state of SD are seeing this, are we being “shopped around” and compared to other states (i.e. VR services and rates)?
- Grady explained that DRS has clarified language in their residency requirements and that they do not seem to be seeing this occur here. DRS feels it isn’t a problem like they’ve heard other states are experiencing, but that they’ll always keep an eye out for it.

JOINT MEETING OF BVR/BSBVI AND SILC CHAIRPERSONS UPDATE:

- Beth Haug explained that she and Linda Biffert, Chairperson of Statewide Independent Living Council (SILC) had a conference call discussing the next joint meeting. Other call participants included Grady, Gaye Mattke (respective Division Directors), Shelly Pfaff and Colette (Staff of the SILC and BVR). Dave Miller, Chairperson of the Board of SBVI was unavailable.
- Plans are underway for these groups to meet in June, in Pierre.
- BSBVI will meet Monday, June 21st, with Committee meetings Tuesday morning the 22nd.
- All three groups will meet Tuesday afternoon June 22nd, with an evening social planned.
- Wednesday morning the 23rd, BVR and SILC will meet independently.
- Wednesday afternoon all three groups will have a joint luncheon/meeting.
- A conference call is planned for all three Chairpersons December 21st. More details to follow.

GOVERNOR’S AWARDS NOMINATION PROCESS:

- Staff reported to the Board that nominations have been printed and will be disseminated Monday, January 4th, 2010.
- People will have one month to return nominations, which are due Friday, February 5th, 2010.
- Grady mentioned how good he felt that last year’s awards ceremony had gone, especially since it was rescheduled on short notice. He offered a thank you to Staff.

- This year's Awards ceremony will take place in May or June based on the Governor's schedule.
- The Board and Division have contemplated inviting SBVI and SILC to have one of their members assist with reviewing nominations and selecting the award winners. It was recommended to have one from each of them, and 3 from BVR for a total of 5 reviewers.
- Grady said he would want to have Bernie involved in this selection process as an advisor without a vote.
- Dan stressed that new members would have to learn and understand about the balance the Board tries to keep. Those groups may have a different view on items such as what competitive employment is.
- Both Craig and Melissa expressed concerns on how tricky it already is to coordinate schedules to get this done.
- Bernie suggested like in the past, do a conference call upfront just to review the guidelines that the reviewers have utilized in the past, and do the reviewing at a later time.
- Craig, Melissa, and Lyle agreed to work on the nominations review committee again this year.

A MOTION WAS MADE TO COLLABORATE WITH THE BSBVI AND SILC STARTING NEXT YEAR IN 2011 TO RECRUIT ONE MEMBER FROM EACH TO SERVE AS A REVIEWER – MSC.

- This will allow time for the Board to develop the process, the expectations, and so forth. The Chairs won't have to hand select a person with little notice, and they'll have the chance to take it back to their groups, learn what it involves, and seek a volunteer.

(Due to tight time constraints, Bernie's Review of Year End Data and Staff's Annual Report section were intentionally reversed on the agenda, and Bernie will present Thursday morning instead.)

ANNUAL REPORT TO THE GOVERNOR AND RSA COMMISSIONER:

- Staff shared copies of the draft Annual Report that the Board is required to submit by the end of December.
- Credit was given to Bernie and Ronda for much of the hard data and graphs.
- Elaine asked about the chart on the middle left of page 13, and if the category "Hispanics" should be listed since it is a fast growing population in the Sioux Falls area.

- Dan asked about the graph on the bottom of page 13, and if there would be a way to attempt targeting those 113 people shown on both SSI/SSDI as candidates to write a PASS. That would increase dollars coming into the state through the federal government. We should be marketing this heavily to these consumers, even just 100 people on PASS would generate half a million dollars.
- Bernie agreed that they could talk to the VR counselors about promoting PASS information and/or maybe do a separate mailing to these consumers.
- Grady also agreed that would be worth doing, and to consider including something from the FTW project to encourage consumers to think about it.
- Cindy added that it is always helpful to actually have a counselor assist you in person to cover the details more carefully.

5:00 PM - Adjourned for the day.

8:15 AM, Thurs. Dec. 17th, 2009 Reconvened with Welcome - Introductions.

FREEDOM TO WORK (FTW) PROJECT UPDATE:

- Dan announced that this project was officially funded again for the 9th year. The actual dollar amount will be just a little higher than before.
- Grady added that this federal money comes to DHS from the Federal US DHS, and then the state contracts with Black Hills Special Services Cooperative (BHSSC) and SD Coalition of Citizens with Disabilities (The Coalition) to run certain aspects of the program.
- The FTW Project is collaborating with a national organization to contribute to a national marketing campaign entitled, *“Think Beyond the Label”*. This will be starting by early spring, and each state that contributes funding has the opportunity then to customize the ad materials to their needs.

The FTW video entitled, *“Everybody Works! Everybody Wins!”* was viewed at this time. The purpose of this video is to encourage people to work, to help them identify barriers that may hinder them, and the programs that are available to help people overcome those barriers and engage in competitive employment.

- Cindy asked how are we distributing this video?
- Dan explained that a copy has been given to every one of the Community Based Service Providers around the state with the request that they play it for all their clients and related groups in their town (i.e. Kiwanis groups, Lions Club). The FTW Leadership Council has seen it and they have been asked to spread the word in their communities that it is available. It is also available on the FTW website.

- Kathy proposed the idea that if funding is available again to do such a video project, it should next be aimed at the employer aspect to help alleviate the fears of hiring people with disabilities and to show them the financial bottom line, which is usually their concern.

EMPLOYER RESOURCE NETWORK (ERN) UPDATE:

- Kathy expressed her appreciation for the FTW video that we just watched stating that it is exciting to see the passion displayed.
- As a refresher, Kathy reminded the group that the idea behind ERN is to bring together employers, HR, and people with disabilities who are job hunting, to the same table and get them talking and working together towards the common goal of gainful employment.
- Aberdeen's ERN group has done great, but there is still a long way to go to get other larger towns involved.
- Kathy reminded the group that they have the personal endorsement of Terry Redlin, the well-known SD artist. Redlin is a past recipient of the VR services and now a strong supporter of helping persons with disabilities to gain the right skills and find work.
- Moving forward in other towns will take much more marketing and will involve having passionate "cheerleaders" to lead the charge.
- Kathy added that Rapid City is showing some positive advancement with their ERN attempts, and that relationships and networking with the Sioux Falls BRN needs to be become a priority. She feels that this will take full cooperation between all the groups – VR, DOL, SHRM and HR people, and that will take some time – time, she feels we don't have.
- Kathy's suggestion is that ERN and HR people need to be pulled in to get them involved with Project SEARCH and involve Youth Leadership Forum (YLF) to get employers involved in the process much earlier so they see the benefits to be gained.
- Kathy also mentioned that Bob Compton, who had been the SHRM President before, is now with Nu-Tech in Aberdeen, which is a new part of the One Stop Career Center.
- Dan explained that Nu-Tech is there to provide short-term training to assist job seekers in meeting their skill building needs on computer programs such as QuickBooks and Excel. They're partnering with Lake Area Technical Institute (LATI) in Watertown and Presentation College in Aberdeen to provide hands-on and on-the-job training.
- Dan also mentioned that Gary Wald, Opportunities for Independent Living Center Director, is also involved on this new committee too.
- Grady reminded members that nominations are coming soon for new people to join the Board and that it would serve us to think about having a

SHRM or HR person from the business sector join, so please keep that in mind when making future nominations.

KATHY MOVED THAT IN ADDITION TO ERN, PROJECT SEARCH AND NU-TECH BOTH BE ADDED AS STANDING AGENDA ITEMS TO BE REVISITED AT FUTURE MEETINGS. DISCUSSION CONCURRED – MSC.

PROJECT SEARCH:

- Dan shared a handout on the Project SEARCH Model. This is a unique one-year, school-to-work experience where high school seniors with significant disabilities are placed in real-life work environments. It involves on-the-job training, intense classroom instruction, career exploration and independent living skills training.
- Dan explained that in Aberdeen Project SEARCH has a committee of 23 people. The main employer will be Avera Saint Luke's Hospital, along with the Aberdeen Area School District who has identified a teacher to run the program.
- Several Committee members from Aberdeen, plus some BRN people from Sioux Falls, went to Cincinnati to see their Project SEARCH program in action at a large hospital.
- They learned there are numerous jobs that can be done by students with disabilities, especially in the area of recycling.
- Dan noted one interesting part is once the program is in place; the employer takes the program and runs with it. This program has sustainability with continued cooperation from the school district.
- Grady feels this program will take some time to grow, but it will work and we can utilize this as a "Best Practice" and develop the model in other parts of the state.
- Craig told the Board, that at first, as a Project SEARCH Committee member, he was unsure of how this was going to go, but now feels very committed and sees the huge potential this has to offer both students with disabilities and employers.

FUTURES INITIATIVE UPDATE:

- Bernie provided a handout explaining the Futures Initiatives. Its purpose is to challenge DRS employees to become positive forces of change and to gain valuable leadership skills by taking on new projects and training.
- Five people first started with this program Jan. 1st 2008, and an additional three were added July 1st, 2009. They serve three-year terms.

- Each person develops an Individual Leadership Plan that identifies their current skills and maps out their plan for which projects to work on and which leadership skills they feel they need the most assistance with.
- Projects chosen must relate to the goals and strategies of the agency.
- As a reminder, Joe Rehurek, fellow BVR member, is one of the initial members of the first Futures Group; and Ann Fortin, also in Futures, is now on the Statewide Independent Living Council (SILC).

SUMMARY OF NDEAM EVENTS:

- Staff gave a brief review of the 2009 National Disability Employment Awareness Month (NDEAM) events that were held around SD in October.
- An album of newspaper articles, evaluations and photos from the various events, was shared and passed around for all to see. Many members voiced appreciation of the binder versus receiving hard copy handouts. Staff explained that approximately 75% of the total billing has been processed and paid, and the remaining bills should be on their way.
- Lyle thanked the Board for the money his event receives, saying that it took a few years; but it has now grown, gained recognition and now draws a large crowd.
- Grady agreed that the planning committees in all the individual towns do good jobs organizing nice events to honor both employees with disabilities and the employers who hire them – thank you.

Break

STATEWIDE WORKFORCE DEVELOPMENT COUNCIL UPDATE:

- Grady reported that this group met last on October 7th via videoconferencing. Their focus has been the rising unemployment and the depleting trust fund of unemployment monies. National Benefit Extensions are running out and the job market may not rebound for a year or more so concerns are high.
- Also on the agenda had been the National Career Readiness Certificates (NCRC) program that DOL is pushing. The Workforce Council feels it will be beneficial to have assessments available on career readiness and to help job hunters of all types take a bigger stake in their own readiness and needed career training.
- The Council meets again January 6th, 2010.
- Melissa expressed her appreciation of DOL for having presented on NCRC. DOE also saw such a presentation and the teachers are getting excited about the future prospects.

- Grady said that it will take a strong push from DOL now to get employers around our state to buy-in and to start asking job seekers for their NCRC certificate.

STATEWIDE INDEPENDENT LIVING COUNCIL (SILC) UPDATE:

- Grady reported that SILC was supposed to have met this past week but it was canceled due to the blizzard. They may attempt to reschedule this meeting via DDN videoconferencing.
- Part C funding through ARRA that goes to the four CILs has to be aligned properly to the priorities of the State Plan for Independent Living (SPIL).
- Although most ARRA funds have been granted, the Part C funds for Independent Living are coming in only now, due to some language issues in the SPIL with RSA. So in effect, the four CILs received notice of how much they'll receive, but have not received any yet. Grady assured members that the money is on the way.

REVIEW OF THE DIVISION'S YEAR END DATA:

- Bernie provided a handout of colored graphs documenting the data for 2009 DRS Year End information.
- He pointed out that as a recommended change received from the Board last year, the first graph has a more detailed break out of what "Other" means when referring to referrals. "Self" and "Secondary Schools" are still the two largest categories of referrals.
- Bernie referred to Elaine's question from Wednesday about Hispanics, since it's such a growing segment in the Sioux Falls area; and he pointed to the graph on page 7 that states, "3% of all Races are of Hispanic/Latino Ethnicity" and that's why they do not have their own category on any of these charts.
- Bernie provided another handout that identified the number of Tickets issued per state and how many assignments have been made. In response to a question about the reimbursement funds, it was stated that these have to be re-directed to programs under the Rehabilitation Act.
- Discussion prompted a comment regarding vocational rehabilitation counselors and their low pay scale.
- Grady replied that relatively speaking they're comparable to other state level positions and that's as fair as can be expected in tough times.
- Some examples and stories were shared regarding how hard the VR counselors work.
- Another member suggested we thank them or reward them in some other manner to show our appreciation for their hard work.

MOTION TO HAVE STAFF DRAFT A LETTER OF APPRECIATION TO THE DRS COUNSELORS TO ACKNOWLEDGE THEIR CONTRIBUTIONS AND ACCOMPLISHMENTS – MSC.

OTHER BUSINESS:

- Lyle Cook mentioned how the Native American Vocational Rehabilitation Program is on their fourth year of a five-year contract. So they are in the process of preparing and submitting a new grant application and would like to officially request a letter of support. Lyle agreed to send Board Staff the abstract. Grady also spoke of the need to update the Memorandum of Understanding between the two agencies.
- Dan announced that the Transition Services Liaison Project (TSLP) has received some extra funding from the DOE Office of Special Education to use on self-advocacy initiatives. He publicly thanked the Office of Special Education for their financial support and belief in their efforts.
- Elaine announced the next bi-annual Dare to Dream Conference to be held in Sioux Falls, June 13 – 15, 2010, please mark your calendars. There will be one strand on Monday concentrating entirely on the topic of self-advocacy. Micah Peluka is the young man who has a case in court and will be speaking on this cause.
- The Dare to Dream planning committee hired Brett Glirbas, a young Sioux Falls gentleman with disabilities who owns his own consulting firm, to act as a grant writer and thanks to him, we already received two smaller grants that we would have never even known about.

CLOSING ACTIONS:

- Future Agenda Items: Per the newer motion from yesterday, we will now add Project SEARCH, Nu-Tech and BRN to future agendas.
 - Dan asked the question whether the Board would like to hear from a youth group at a future meeting; and if so, Staff could coordinate this with the Transition Services Liaison Project.
- Schedule the Next Meeting:
 - Try for early in the week of March 8th, avoiding Thursday and Friday.
 - 1st choice is the Chamberlain/Oacoma area,
 - 2nd choice is Sioux Falls.
 - Adjournment:

MOTION TO ADJOURN THE MEETING AT 11:35 PM – MSC.