



**MINUTES OF THE REGULAR MEETING
WEDNESDAY, MARCH 16, 2022**

The LifeWays Board of Directors met in regular session in the Board Room at the LifeWays Building, 1200 N West Avenue, Jackson, Michigan on Wednesday, March 16, 2022.

BOARD MEMBERS PRESENT: Bruce Caswell (Chair); John Clark (Vice Chair) via Zoom; Ruth Brown (Treasurer); Christine Carlson (Secretary); Bradley Bohner; Jeffrey Peterson (via Zoom); Earl Poleski; Carl Rice, Jr.; Ray Snell; Mark Wiley; Edward Woods

BOARD MEMBERS ABSENT: Melissa Callison

STAFF MEMBERS PRESENT: Maribeth Leonard (Chief Executive Officer), Latrelle Burk, Karen Cascaddan, Shannan Clevenger, Michael Cupp, Jon Johnston, Angie O'Dowd, Casie Schirer, Courtney Sullivan, Chad Surque, Nikki Thomsen, Donald Wood

OTHERS PRESENT:

CALL TO ORDER

Chair Caswell called the Board Meeting to order at 7:00 p.m.

INVOCATION AND PLEDGE OF ALLEGIANCE

The Invocation was presented by Earl Poleski, which was followed by a recitation of the Pledge of Allegiance to the American Flag by audience and Board members.

RECORDING OF ATTENDANCE

The presence of all attending this meeting was recorded (note: Board Members Clark and Peterson are noted as present; however, due to Open Meetings Act restrictions they are not eligible to vote on action items).

APPROVAL OF BOARD AGENDA

LW 21-22-022 - Approval of Agenda of the March 16, 2022, Regular Business Meeting

MOTION BY BRADLEY BOHNER, SUPPORTED BY RAY SNELL, FOR APPROVAL OF THE AGENDA OF THE MARCH 16, 2022, REGULAR BUSINESS MEETING, AS PRESENTED. MOTION CARRIED: 9-0

APPROVAL OF BOARD MINUTES

LW 21-22-023 - Approval of the Minutes of the Regular Business Meeting held on February 23, 2022

MOTION BY RAY SNELL, SUPPORTED BY CARL RICE, JR., FOR APPROVAL OF THE MINUTES OF THE REGULAR BUSINESS MEETING HELD ON FEBRUARY 23, 2022, AS PRESENTED. MOTION APPROVED: 9-0

CEO COMMUNICATIONS

Maribeth Leonard, Chief Executive Officer, briefly highlighted the communications provided in the Board Folder.

(A copy of the Board Folder contents can be found in the Supplemental Minutes portion of the Board Minutes Book.)

PUBLIC COMMENT

There were no public comments.

SPECIAL ORDER TOPIC: DIVERSITY, EQUITY, INCLUSION AND BELONGING PROGRAM AT LIFEWAYS – DONALD WOOD, EXECUTIVE DIRECTOR, AND NIKKI THOMSEN, ASSISTANT DIRECTOR, HUMAN RESOURCES

Before the presentation, Chair Caswell asked Board Member Edward Woods to speak, and he expressed the following: Chair Caswell and I talked in January after the letter I sent to everyone about this process. He asked me what I thought about this presentation tonight and the timing of it. I told him that, of all the ideas regarding DEI [Diversity, Equity and Inclusion], I thought this was a bad one. As a board, we're going to spend 15-20 minutes on this tonight after working on it for over twenty months. This means that we're going to dedicate 45 seconds to one minute on this topic for every month spent working on it. This is an insult to me, and I told that to Chair Caswell when he called me. He wanted me to come tonight and ask questions. I was under the impression that the company that wrote the executive summary would be present tonight and they aren't – that's fine. I don't want anyone to take any of this the wrong way; I love each and every one of you. Each and every one of you have been kind to me in more ways that I can say so don't take any of this personal. But this subject is personal to me for my own reasons. Satchel Paige had a quote that said, "How old would you be if you didn't know how old you are?" Well, how smart would we be about DEI if we didn't know what DEI is? The company we hired sent us an executive summary with terminology for diversity and inclusion, but I don't see anything about equity. I've been with this agency long enough to know that, if this was a contract with the state and they left out a full 1/3 of the definitions, all of our hair would be on fire. We would be concerned and saying, "We can't take the contract when we don't know what we're doing." So, why would we accept this in this form? I counted the number of questions I have about the summary, and they total 13; I think they are pretty good questions about some of the mistakes I saw in this document. That's the best thing I can

say about this document; it's not very good. That's just my opinion and I would be glad to debate it with anyone that would like to debate it. My comment to you is that I don't want anyone to feel any undue pressure to pursue this topic. I know what kind of world we live in now; this is not going to change anything in my life. When I was a kid, I tried to get rid of this [pointing to his skin]; I thought I could change it and I can't. I tried when I was little, and it can't be changed. The trials and tribulations that I go through because of this thing I cannot change, whether you pursue this topic or not, is not going to change my life. It's also not going to change how I feel about all of you. During the recent election year, it seemed that every other month I was getting verbally attacked in some parking lot or grocery store. It was awful last year. So far in 2022, I've escaped all that. However, my son was verbally attacked at a third-grade basketball game that he was coaching last weekend. The names they called that man...and my son is probably one of the kindest men that I've ever met. His mother-in-law told me that; now you know when a mother-in-law tells you that you have a kind man, you have a kind man on your hands. He has a degree in public recreation and sports management, and he got attacked for the way he handled himself on the court, trying to prevent one kid from stomping on another – intentionally. These attacks are going to happen whether you do this or not. It begs the question then, why are we doing this? There's a poem by Irish poet [W.B.] Yeats about his daughters and girls in general. One line says, "A heart is something that you earn, it is not given." And this summary has not earned my heart; it's a copy and paste job. Again, it begs the question, why bother? Why are we doing this? We all do have an obligation to make the world a better place than it was when we got here. I can look on my ancestry tree and see back two generations to my great-great-grandfather, who was a slave. It's a tough thing to see your grandfather on a slave schedule. That's not going to change whether we do this or not. It's not going to change me seeing where the slave owner – his dad – sold my great-great-grandfather to another slave owner. It's not going to change the fact that my great-great-grandfather walked 600 miles from Missouri to Canada to escape slavery. None of this is going to change any of that. I don't want you to feel like you have to do this for these kinds of reasons. You have to do it for the right reasons, and you have to be committed to doing it...if you want to do it at all. If you don't, that's fine. I've tried to do this before here, right here in this room, and it didn't happen. It wouldn't be unique for it not to happen. Why should we even do this then? Because we should leave the world a little bit better than the way we found it. Better than the way my great-great grandfather found it when he got to northern Michigan. I'm a lucky man; think about that. Had I been born in the Jim Crow south would I have gotten the education that I have...a college degree? Probably not. But my family is from northern Michigan; when I tell people that, their heads spin around. My family were landowners in northern Michigan - escaped slaves. I think it's really important to keep this in context and not kid ourselves what we're doing with it. If we don't want to do it, I'll still love you tomorrow. But my reasons for doing this, and it's one of the biggest reasons for me, is this: [Mr. Woods related a personal story about his childhood] My grandmother got a call from her sister that lived in California. My grandmother explained that she was going to visit her sister and taking [Mr. Woods' younger cousin] Tim but her sister didn't want her to bring Tim as he was obviously Black. My grandmother said that her sister was passing. I thought she meant that my great-aunt was passing away. But my grandmother explained that her sister wasn't dying but was "passing" as White. When they were young girls, teenagers, both left northern Michigan; my grandmother came here, and her sister went to California. My great-aunt's family in California never knew her background. How bad does it have to be that you give up your family, your life and

everything you know for a better life? Who does that? That's the kind of world we're trying to get rid of; the one where a little girl can grow up and think that she can change her skin color or move away and hide so that people will never know what she is. So, I have different reasons and motivations for doing this kind of program. I've done them at every organization that I've been at; some have worked, and some haven't. And this one, right now, isn't working. And I'm fine with that; I just think that everyone needs to be comfortable with their own decision on whether we go forward or not. I suggest we don't as we really haven't put the right actions into it.

Chair Caswell thanked Mr. Woods for his comments and then took more comments from the floor.

Board Member Earl Poleski suggested a motion to skip the presentation.

Chair Caswell accepted the motion and support, then announced that he would be appointing an Ad Hoc Committee on DEI. Mr. Woods was appointed as chair and John Clark, Jeff Peterson, and Ray Snell will be committee members. The committee will look at this process quite closely, from the ground up, with the likelihood that it will be a yearlong process. Monthly reports at each board meeting are requested. The committee will hopefully do good things if everyone really listens to one another while not taking things personally even though it may be difficult.

Mr. Woods stated that he also does not want the HR [Human Resources] staff to answer questions about the summary, as there are some difficult questions that need to be brought up.

Board Member Dr. Carl Rice, Jr., acknowledged that he has read the summary and had many conversations with various board members; he is also working through something similar at the Community Mental Health Association (CMHA). His opinion is that more of Mr. Woods' involvement is needed as well as further work on the program in general. Continuing with the presentation tonight would not be beneficial.

MOTION BY EARL POLESKI, SUPPORTED BY CARL RICE, JR., FOR APPROVAL TO REMOVE THE SPECIAL-ORDER TOPIC "DIVERSITY, EQUITY, INCLUSION AND BELONGING PROGRAM AT LIFEWAYS" FROM TONIGHT'S AGENDA, AS PRESENTED. ROLL CALL VOTE: YEAS: BRADLEY BOHNER, CHRISTINE CARLSON, BRUCE CASWELL, EARL POLESKI, CARL RICE, JR., RAY SNELL, MARK WILEY, EDWARD WOODS. NAYS: RUTH BROWN. ABSENT: MELISSA CALLISON. MOTION APPROVED: 8-1

APPROVAL OF CONSENT AGENDA

LW 21-22-024 - Approval of the Consent Agenda (March 16, 2022, Regular Business Meeting)

MOTION BY BRADLEY BOHNER, SUPPORTED BY RAY SNELL, FOR APPROVAL OF THE CONSENT AGENDA (MARCH 16, 2022, REGULAR BUSINESS MEETING), AS PRESENTED. MOTION CARRIED: 9-0

A. Facilities

[Deferred to New Business as information was lacking]

B. Program & Finance

1. Approval to Accept Finance Report – January 2022
2. Approval to Accept Expenses Report – January 2022 - \$6,807,718.03
3. Approval to Accept the Facilities Committee Recommendation for Funding Additional Custodial Position – Jackson Building
4. Approval of Out-of-State Travel for Edward Woods, Board Member, to attend the National Council for Mental Wellbeing Spring Board Meeting and Hill Day, June 13-15, 2022, in Washington, DC for an Estimated Amount of \$2,285.00 to include Transportation, Lodging and Meals

C. Quality Improvement and Credentialing

5. Approval of the Quality Improvement & Credentialing Report – February 2022
6. Approval of the Quality Improvement & Credentialing Report – March 2022
7. Approval of New Policy: 15-03 Community Health & Wellness
8. Approval of Reviewed Policy: 06-01 Consumer Relations
9. Approval of Revised Policy: 14-03 Intensive Crisis Stabilization Services (ICSS) for Children
10. Approval of Revised Facilities Procedure: 11-01.12 Workplace Safety
11. Approval of LifeWays 2021 Recipient Rights Annual Report

APPOINTED COMMITTEE REPORTS

- **LIFEWAYS BOARD EXECUTIVE COMMITTEE**
- **LIFEWAYS RECIPIENT RIGHTS ADVISORY COMMITTEE**
- **MID-STATE HEALTH NETWORK (MSHN) BOARD**
- **MSHN SUBSTANCE USE DISORDER OVERSIGHT POLICY BOARD**
- **NATIONAL COUNCIL FOR MENTAL WELLBEING BOARD**
- **COMMUNITY MENTAL HEALTH ASSOCIATION**

BOARD OF DIRECTORS

- **LIFEWAYS MENTAL HEALTH IN SCHOOLS ADVISORY COMMITTEE**

- **LIFEWAYS SELF-DETERMINATION ADVISORY COMMITTEE**

NEW BUSINESS

LW 21-22-025 - Approval to Accept Recommendation of Additional Custodian Position – Jackson Building and Recommendation to LifeWays Finance Committee Approval to Fund Position

Both Board Member Poleski and Board Member Ray Snell recused themselves from voting due to their roles on the Jackson Board of County Commissioners.

MOTION BY MARK WILEY, SUPPORTED BY BRADLEY BOHNER, APPROVAL TO ACCEPT RECOMMENDATION OF ADDITIONAL CUSTODIAN POSITION – JACKSON BUILDING AND RECOMMENDATION TO LIFEWAYS FINANCE COMMITTEE APPROVAL TO FUND POSITION, AS PRESENTED. MOTION CARRIED: 7-0

LW 21-22-026 - Approval of Out-of-State Travel for Wade Stitt, Crisis Services Director, to attend the National Council for Mental Wellbeing Annual Conference, April 11-13, 2022, in Washington, DC for an Estimated Amount of \$3,197.00 to include Registration, Transportation, Lodging and Meals

MOTION BY MARK WILEY, SUPPORTED BY BRADLEY BOHNER, FOR APPROVAL OF OUT-OF-STATE TRAVEL FOR WADE STITT, CRISIS SERVICES DIRECTOR, TO ATTEND THE NATIONAL COUNCIL FOR MENTAL WELLBEING ANNUAL CONFERENCE, APRIL 11-13, 2022, IN WASHINGTON, DC FOR AN ESTIMATED AMOUNT OF \$3,197.00 TO INCLUDE REGISTRATION, TRANSPORTATION, LODGING AND MEALS, AS PRESENTED. MOTION CARRIED: 9-0

REPORTS

- **CHIEF EXECUTIVE OFFICER (CEO)**

Ms. Leonard firstly thanked Mr. Woods for his comments as he is appreciated for sharing his experiences; those that haven't walked in his shoes cannot fully understand. Ms. Leonard offered apologies to staff that worked on the Special-Order Topic presentation planned for tonight for her misunderstanding relative to the desire of the Board regarding the summary report. Though the dissatisfaction with the report was understood, it was felt that it was important for the Board to hear where the organization is at currently and the work that has been done to this point. It may be helpful to have the consultant come in to speak with the new Ad Hoc committee on behalf of their report.

Ms. Leonard then presented the CEO report on the following topics.

- LifeWays Update
 - Executive Director of Finance
 - Behavioral Health Learning Community

- Jackson County: Mobile Crisis Services Evaluation Opportunity
- Crisis Partners Workgroup Update
- Andy's Place
- Certified Community Behavioral Health Clinic Update
- Strategic Plan Update 2022-2024
- Federal Legislative Update
 - SAMHSA Guidance on 988 and Tie to CCBHC Link
- State Legislative Update
 - Senate Bills 597 and 598
- Michigan Department of Health and Human Services (MDHHS) Update
 - Behavioral Health Developmental Disabilities Administration (BHDDA) Announcement
- Upcoming Events
 - CMHA 2022 Annual Summer Conference
 - 18th Annual "Walk-a-Mile in My Shoes" Rally

For further clarification, it was noted that LifeWays will be providing mental health support to Andy's Place by having a clinician onsite along with regular opportunities for the Engagement Team to be onsite. This will be offered to not only the residents but any family that may request assistance.

It was noted that the Walk-A-Mile in My Shoes Rally is on a Thursday and not a Saturday, when college football may interfere with attendance.

(A copy of the CEO Report can be found in the Supplemental portion of the Board Minutes Book.)

- **BOARD CHAIR**

There has been a slight change in the Facilities Committee composition. As Mr. Wiley is very busy with his farm, he felt he couldn't fully participate in two committees. However, it's still important to have Hillsdale representation so that information is shared with the Hillsdale Board of County Commissioners. So, instead of me being the Ex-Officio, Mr. Wiley will be, with me taking his place as a committee member.

Congratulations to the following board members being reappointed to the Board: John Clark, Christine Carlson, Dr. Carl Rice, Jr., and Earl Poleski. Their terms begin April 1, 2022, through March 31, 2025.

Also, reappointed from Hillsdale were Ruth Brown and me, with the same terms of April 2022 through March 2025. For those that don't want me up here, too bad, you missed your chance.

I now formally appoint the Ad Hoc Diversity, Equity and Inclusion Committee with Ed Woods as the Chair. Committee members will be John Clark, Jeff Peterson and Ray Snell.

I don't know about you folks, but I could feel the tension building in the room as we started this discussion. It is a very uncomfortable discussion to have, and we have to make the commitment to one another that we're going to honestly put forth our feelings without any repercussions. It's going to be extremely difficult; this committee will only be as good as the people who sit on this board. As they bring things back to us, we have to question, we have to percolate, we have to add and subtract. This whole thing reminds me of the Indigent Defense Commission that was set up in Lansing. How I got in the middle of it, I don't know. At the end of the day, there was a representative that put together bills in the House; he was a good man, a good person, and he had good intentions. The bills he put together went through the House because he was a good man, and everyone trusted him implicitly. When the bills got to the Senate, I had heard from many interest groups that they were not ready for primetime. So, the bills were killed in the Senate. I even got reamed by a judge who somehow thought he was a legislator. I promised the representative that I would put together workgroups during the next session to review. We held 2 sessions a month for a couple hours at a time for 6 to 7 months. Every interest group was represented at those meetings; 40–50 people were at every meeting. At the end, we had bills that were not completely liked by everyone, but everyone liked something in them. It became a compromise. It became an issue where we understood that we were going to produce a product that would pass so things could get going and, when the warts appeared, we could work to smooth them out. I think that [former] Representative Poleski can remember that there were some bills that were proposed to amend the Indigenous Defense Bills. And that was ok. What I want you to understand is that your input is vital to the success of this project, and I believe that this organization can set the standard for how to deal with one of the most difficult issues that America faces. But we can only do it with honesty and respect for each other. As the Bible says, "Be quick to listen, slow to speak and slow to anger." And that's the way we have to approach this. Now, I think, out of respect for the work that was done, not just by the consultant, but also by HR, that the first action of the committee would be to have them come in and explain what they've done. You may pick up some things that you like; you may toss out a bunch of stuff. But we need to respectfully listen to them first and then begin the process. The way I'd like to see this work, is to bring back something each month. For example, a list of definitions for each area you want to work on. That's how a bill begins, and you build from there. I want this to be a LifeWays endeavor. This is not going to be easy, and I know a lot of you are going to be uncomfortable with this. I'll try to inject as much humor as possible! But we've got to stand together, we've got to come together and face the issue. I've heard Ed say it before; we are struggling to get the Black community in Jackson and Hillsdale counties to allow us to provide them services. We've got to find out why and we have to approach it from a standpoint where they'll accept us. And that's what I'm really after with all this. The end product won't be perfect; I want to emphasize that to you. There will be changes that will have to be made continuously as we move ahead and learn from our mistakes. But we have to start somewhere. I think this committee can put a local feel to all this stuff and make it much more practical for the communities we live in. That's what I hope to accomplish. Thank you to the board members that's taking this one on. For the remaining board members, you've got to participate in this in an open way and express yourself in an open way. It's the only way you can help other board members see different points of view. Thank you! I appreciate you all very much.

- **MEMBER COMMENTS**

- **Mr. Peterson – Hello to everyone and I look forward to serving on the new committee. I hope you all have a good spring.**
- **Mr. Clark – I also look forward to serving on the new committee. You’ll get to see my smiling face in person at the next board meeting.**
- **Ms. Brown – First of all, thank you to the Hillsdale Board of County Commissioners that voted to reappoint me to another three years on the LifeWays board: Commissioners Wiley, Schmitt and Leininger. Former commissioner Bruce Caswell supported me as did several LifeWays staff. I appreciate everyone’s support very much; I don’t take that lightly but take it very seriously. I’m looking forward to it. To me, it’s an honor and a privilege to serve on this board. I’m very appreciative; I take it seriously and want to do a good job to represent Hillsdale County well and help LifeWays in any way that I possibly can. The other thing I want to say is that I think it’s an excellent idea that Chair Caswell has made the DEI Committee. I’m all for it. The only thing that I respectfully disagree with is that, if you’re going to have a Diversity, Equity and Inclusion committee, it should include a woman’s perspective. You have all men on the committee and they’re all good men. But I respectfully request female representation.**
- **Mr. Wiley – Going with the DEI theme, as the Chair of the Hillsdale County Commission, I have to log into a state website to sign the childcare budget as well as other programs that is now part of that website. As part of being able to login to this website, I have to take all the MDHHS courses that state personnel have to take. I recently concluded several courses, including one on systemic racism. I saved the tab for the Glossary of Terms, which the DEI Committee might find helpful. Not saying that we have to use MDHHS’ terms, but it might a good resource; it’s located at courses.mihealth.org. I’m sure that MDHHS would be able to help, too, either with information or access to the website. I think it would be prudent to have it as a resource; I found it to be very informative and educational. I’ve talked with Ed previously about my bi-racial grandchildren and I learned some things I didn’t know by taking these courses. I feel better for it. I think it would be useful to reach out to MDHHS to gain access to those modules that I had to take, especially the one I took on systemic racism. I think that all board members should take these modules or something similar.**
- **Ms. Carlson – I would also like to thank the Jackson County Commissioners for my reappointment, and I look forward to further serving on this board.**
- **Mr. Poleski – Look forward to the work of the committee formed tonight as well as to the day where we do not draw distinctions between people at all, based upon things over which they had no control such as age, race or sex.**
- **Dr. Rice – I’ll just reiterate that I appreciate the Jackson County Commission reappointing me to this board. I feel blessed to be on this board for many reasons. We’ve had a lot of challenges over the years, but it seems that we have more challenges than ever, if you look at the full picture. We have a lot of things to be thankful for, too; all the good that LifeWays is doing. I’ll close with this quote in regard to DEI: “The real challenge for organizations is not figuring out what can we do but rather are we willing to do it” [from the Harvard Business**

- Review article “How to Promote Racial Equity in the Workplace” by Dr. Robert Livingston].
- **Mr. Snell** – Along with the theme of DEI and after Ed’s and other’s words, the terminology is the easy part. We all have ideas of what that should look like. With equity, and I’ve been honest with Ed about this, it’s still a moving target and that’s going to be the hardest thing to define. Not only what equity looks like but how do you implement it. I’m on the Equal Opportunity Committee with the local realtor’s association and there’s been some heavy requirements put on us by the national association to include this in our ethics training, etc. It’s so – I’ll use the word “draconian” - that I have to watch what I say in my political career as I can be fined up to \$10,000.00 and have my license revoked. I’m not happy about this as I feel that it does stifle free speech and restricts communication, but we do the best we can in the framework that we have to work with.
 - **Mr. Bohner** – I’ve known Ed for over 25 years, and we’ve had a lot of discussions. There’s a book that Ed suggested to me and that I would suggest to the rest of the board. It’s called Caste and it goes back to the beginning of racial issues in this country. We make a big deal attacking other countries’ humanitarian violations, but I think this book, for anyone that understands what we’re up against, is very insightful. I went from little old Hillsdale to Michigan State University where I had a Black roommate from the South. It was a real education as that was the middle of the Jim Crow era. I’ve also had some employees, and this is something that Ed has spoken to in the past, that were Black and there were times I was invited by my employee and friend to parties at his house where I was the only White person there. Ed at one time spoke to what you go through as a Black person. I remember as Ed made that talk that day the feelings when being approached by other Black folks at those parties and being attacked with comments about being White. I’m going to refer back to this book, called [Caste: The Origins of Our Discontent by Isabel Wilkerson]. I think you will find it an interesting and sobering read.
 - **Mr. Woods** – I appreciate you guys listening to me tonight. This thing has been an albatross around my neck; I haven’ been able to sleep and it’s caused me a lot of consternation. I sounded the alarm in December that there was something seriously wrong here and I’m glad I had a chance to get it off my chest as I look at this thing every day. It sits there and everyday I’ve tried to figure out what am I going to do about this. Because I can’t sit here and be silent about this, so I appreciate you guys listening. I don’t have that much time; I’m 67 years old. I’m on the 20-yard line and I’m in the red zone here. I don’t even buy green bananas anymore because I’m not that optimistic. So, I have to spend my time working on things like this and we have to do this the right way. I’m excited about the opportunity to be able to do that. Also, I went on a Facilities tour with Shannan [Clevenger, Chief Operations Officer], some other staff and a consumer to look at the accessibility of the new addition and the remodel in general. It went really well. I was really impressed with the consumer that went on the tour. I told Shannan to offer him a position on the Recipient Rights Advisory Committee as he was very bright and articulate about LifeWays. He had an understanding of what we did here, and I thought he was terrific. I’ll look into the MDHHS

terminology and make sure we consider it. Thanks again for allowing me to speak today. This was not anything against our HR staff; I love our HR staff. Also, my neighbor is going to be on American Idol Sunday night. His name is Jake Moran, and he lives in the house right next door to me. I hear him over there singing in the basement, shaking the windows.

PUBLIC COMMENT

There were no public comments.

ADJOURNMENT

There being no further business to come before the Board, Chair Caswell adjourned the meeting at 8:28 p.m.

Christine Carlson, Secretary