

Clark College

Board of Trustees Regular Meeting Packet

Wednesday, April 26, at 5:00 pm

Zoom Meeting Link

Meeting ID: 864 4435 0596 Passcode: 983335

Dial in: 1 (253) 215 8782

Physical Location:

Gaiser Hall, Room 213

Board of Trustee Regular Meeting Packet, April 26, 2023, at 5:00 pm

- I. Call to Order/Agenda Review Chair Speer
- II. Public Comment Chair SpeerPublic comment will be limited to two minutes each.
- III. Action Items/Consent Agenda Chair Speer
 - a. March 8, 2023 Board Work Session Minutes
 - b. March 8, 2023 Board Regular Meeting Minutes
- IV. Constituent Reports
 - a. ASCC Casey Figone
 - b. WPEA Joey Hicklin
 - c. AHE Suzanne Southerland
 - d. Foundation Calen Ouellette
- V. Phi Theta Kappa: First-Generation Student Initiative Presented by Eliza Buttars, Phi Theta Kappa President
- VI. Reports from Board Members Chair Speer
- VII. President's Report Dr. Karin Edwards
- VIII. Next Meeting

The next work session of the Board of Trustees is currently scheduled for Wednesday, May 24, 2023, at 3:30 pm, followed by the regular meeting at 5:00 pm.

IX. Executive Session

An Executive Session may be held for any allowable topic under the Open Public Meetings Act.

X. Adjournment – Chair Speer

Clark College

Board of Trustees Work Session Minutes

Wednesday, March 8, 2023 GHL 213 and Zoom

In Attendance

Paul Speer, Chair Cristhian Canseco Juarez, Vice Chair Denise Gideon, Trustee Jeanne Bennett, Trustee Rekah Strong, Trustee

Absent

<u>Administrators</u>

Dr. Karin Edwards, President
Dr. Michele Cruse, Vice President of Student Affairs
Jim Wilkins-Luton, Interim Vice President of Instruction
Sabra Sand, Interim Vice President of Operations
Vanessa Neal, Interim Vice President of Diversity, Equity, and Inclusion
Brad Avakian, Vice President of Human Resources
Das Gupta, Interim Chief Information Officer
Calen Ouellette, CEO, Clark College Foundation

Others

Benjamin Haslam, Assistant Attorney General Brooke Pillsbury, Senior Executive to the President Julie Taylor, Executive Assistant Brandon Johnson, Information Technology Julie Robertson, Director of Grant Development

- I. Call to Order/Agenda ReviewChair Speer called the work session to order at 3:30 pm.
- II. Clark College FY 2024 Budget OverviewPresented by Sabra Sand, Vice President of Operations

Sabra Sand, Vice President of Operations, provided a comprehensive overview of the college's revenue, current and FY24 budget projections, and the upcoming college budgeting process and impact.

Board of Trustees Feedback and Discussion

Trustee Bennet – Bennett shared that the overview was well done and easy to understand and that there is difficult work ahead for Executive Cabinet. She shared that one of the most important parts of the budget process is the Budget Committee and the opportunity to bring various people into the committee for shared governance.

Vice Chair Canseco Juarez – Canseco Juarez shared gratitude for the presentation. He shared the value of the Budget Committee to the process and that he looks forward to the outcomes.

Trustee Strong – Strong shared appreciation for the budgeting process and the integrated opportunity for others to contribute as critical for the team to make tough decisions. She emphasized that leadership will have to make tough decisions, with guidance to hang in there, stick with the process, and don't be afraid to make those tough decisions. Strong shared that Executive Cabinet's role is to make long-term decisions well into the future, not what's happening now. She concluded that we need to ensure Clark College is functioning and serving the community perpetually.

Trustee Gideon – Gideon echoed the comments and sentiments of her colleagues. She emphasized the importance of leadership and being called to be responsible financial stewards for the college. Gideon was surprised to realize that the state does not fully fund positions and that we need to be mindful of that as we make the decisions and the impact on the budget. Finally, she shared that our budget situation is not unique to education and that she's seeing this trend in other organizations.

Chair Speer – Speer acknowledged the challenging leadership opportunities of the budgeting process. He acknowledged the budget approach, including the five-year projections, deeply embracing a set of values of what the community needs the college to be. Two important decisions – how to do this while honoring shared governance and a risk choice from a financial perspective (by finding a middle-ground with savings and business operations to further align with the community's needs as the community's college. Speer shared appreciation for the process and the analysis to make the final budget decision.

III. 2023 – 2028 Strategic Plan Overview

Presented by Brooke Pillsbury, Senior Executive to the President, and Julie Robertson, Director of Grant Development

Brooke Pillsbury, Senior Executive to the President, and Julie Robertson, Director of Grant Development, shared a comprehensive overview of the 2023-2028 Strategic Plan,

developed in partnership with Executive Cabinet, faculty, staff, students, community partners, and the college's external partner, Education Northwest.

The team also shared the development of the Key Performance Indicators (KPIs), how mission fulfillment will be measured across departments, the data analysis which will inform the College's Scorecard (used to provide a snapshot through data of progress to goal), and next steps to implement the Strategic Plan following Board approval.

Board of Trustees Feedback and Discussion

Trustee Strong – Strong shared gratitude for aligning the budget process with the Strategic Plan.

Vice Chair Canseco Juarez – Canseco Juarez commended the College for a comprehensive and detailed strategic plan. He shared that the plan is the most comprehensive strategic plan he's seen based on the level of detail and analysis. Canseco Juarez shared the value in how various areas and employees can impact the outcomes and goals, building accountability across the College. He commended the College and everyone who was involved and shared gratitude for the process and excitement for implementation.

Trustee Gideon – Gideon shared appreciation for a clear and thoughtful Strategic Plan, acknowledging the attention to detail. She was happy to participate in the plan's development and celebrated its inclusive process.

Trustee Bennett – Bennett shared that she feels incredible joy and excitement, emphasizing that you don't see this at other organizations. She acknowledged Julie Robertson, thanking her for her skills reflected in the KPI development.

Question about diversity and inclusion reflected in our plan:

Is our community ready for Clark to lead in this area? If not yet, what can we do as a college to help support our community to help make it ready to accept the transformational change we are talking about?

Dr. Edwards responded by sharing ready or not, here we come. This is the work that needs to happen. It's our responsibility as a leader in the community. Our Strategic Plan survey feedback was very positive from those who responded, affirming it is part of our work and our responsibility to lead this change.

Vanessa Neal, Interim VP of Diversity, Equity, and Inclusion added that looking at the demographics of Clark County, we need to be ready for students who will be coming to Clark. DEI is a journey and collective effort coming from the state's highest office.

Trustee Strong shared that 56% of our K-12 students in Clark County are students of color. The community has demonstrated that it is ready. Strong shared that she believes the community is ready and that the College has been helping to prepare the community for this.

Chair Speer – Speer emphasized that we are called to this because it is the right thing to do and for the survival of the College, with a great community impact. The Strategic Plan demonstrates that we are the community's college. Speer shared that the mission and vision language is exciting and will resonate. He acknowledged the intentionality throughout the plan. Speer shared feedback that he loves that we will have one College scorecard and encouraged the College to make the scorecard more visible to the community and students.

IV. Public Comment

No public comment.

V. Adjournment

Chair Speer adjourned the work session at 4:51 pm.

Clark College

Board of Trustees Regular Meeting Minutes

Wednesday, March 8, 2023 GHL 213 and Zoom

In Attendance

Paul Speer, Chair Cristhian Canseco Juarez, Vice Chair Denise Gideon, Trustee Jeanne Bennett, Trustee Rekah Strong, Trustee

Absent

<u>Administrators</u>

Dr. Karin Edwards, President
Dr. Michele Cruse, Vice President of Student Affairs
Jim Wilkins-Luton, Interim Vice President of Instruction
Sabra Sand, Vice President of Operations
Vanessa Neal, Interim Vice President of Diversity, Equity, and Inclusion
Calen Ouellette, CEO, Clark College Foundation
Brad Avakian, Vice President of Human Resources
Das Gupta, Interim Chief Information Officer

Other

Benjamin Haslam, Assistant Attorney General Brooke Pillsbury, Senior Executive Julie Taylor, Executive Assistant Brandon Johnson, IT Casey Figone, ASCC Courtney Braddock, WPEA Co-Chair Suzanne Southerland, CCAHE Karen R., Interpreter Shivani Saunders, Interpreter Tiffany Elkington, CART

I. Call to Order/Agenda Review

Chair Speer called the Regular Meeting to order at 5:00 pm.

Public Comment updated from the end of the meeting up in the meeting agenda.

II. Action Items/Consent Agenda

- a. January 25, 2023 Board Work Session Minutes
- b. January 25, 2023 Board Regular Meeting Minutes
- c. February 22, 2023 Board Work Session Minutes
- d. February 27, 2023 Executive Session Tenure Special Meeting Minutes
- e. HERDI Advisory Board Acknowledgement

MOTION: Vice Chair Canseco Juarez motioned to approve all items on the Consent Agenda. Trustee Gideon seconded the motion. Motion passed unanimously.

III. Tenure Vote

- a. Marisol Moreno Ortiz
 - MOTION: Trustee Bennett motioned to approve granting tenure to Marisol Moreno Ortiz. Seconded motion from Trustee Gideon passed 4 affirmatives and 1 abstain.
- b. Katy Anastasi
 - MOTION: Vice Chair Canseco Juarez motioned to approve granting tenure to Katy Anastasi. Seconded motion from Trustee Bennett passed 4 affirmatives and 1 abstain.
- c. Tanya Diaz-Kozlowski
 - MOTION: Trustee Gideon motioned to approve granting tenure to Tanya Diaz-Kozlowski. Seconded motion from Vice Chair Canseco Juarez passed 4 affirmatives and 1 abstain.
- d. Alejandra Herring
 - MOTION: Trustee Bennett motioned to approve granting tenure to Alejandra Herring. Seconded motion from Vice Chair Canseco Juarez passed 4 affirmatives and 1 abstain.
- e. Tom Olsen
 - MOTION: Vice Chair Canseco Juarez motioned to approve granting tenure to Tom Olsen. Seconded motion from Trustee Bennett passed 4 affirmatives and 1 abstain.
- f. Mark Keats
 - MOTION: Trustee Bennett motioned to approve granting tenure to Mark Keats. Seconded motion from Trustee Gideon passed 4 affirmatives and 1 abstain.
- g. Wade Hausinger
 - MOTION: Vice Chair Canseco Juarez motioned to approve granting tenure to Wade Hausinger. Seconded motion from Trustee Bennett passed 4 affirmatives and 1 abstain.
- h. Jesse Kysar MOTION: Trustee Bennett motioned to approve granting tenure to Jesse Kysar. Seconded motion from Trustee Gideon – passed 4 affirmatives and 1 abstain.

Chair Speer congratulated all the tenured faculty on behalf of the Board of Trustees. Additionally, Chair Speer acknowledged the committees and the administrative teams for supporting the tenure process.

IV. 2023 – 2028 Strategic Plan Vote – Chair Speer

Chair Speer and Dr. Edwards provided a brief overview of the Strategic Plan and presentation during the prior Work Session.

MOTION: Trustee Strong motioned to approve the strategic plan as presented to the Board of Trustees. Vice Chair Canseco Juarez seconded the motion. Motion passed unanimously.

V. Constituent Reports

ASCC

Casey Figone, ASCC President, shared the following updates:

- 12 clubs chartered and working to charter three additional clubs.
- Activities Chair budget request submitted.
- David Goebel, ASCC Vice President, placed eight representatives in 2023.
- ASCC hired three new individuals, and ASCC is now fully staffed with 7/7 members.
- Successfully hosted *Snack and Study* to support students preparing for Winter term finals.
- David Goebel will represent ASCC at the College's upcoming Legislative Visit.

Chair Speer shared that the work of ASCC continues to be impressive. He also acknowledged Sarah Gruhler for her work with ASCC.

WPEA

Courtney Braddock, WPEA Co-Chair, shared the following updates:

- Congratulations to today's tenured faculty.
- Highlighted WPEA Classified Staff Appreciation Week.
- WPEA's devastation of the 6% budget cut Braddock shared that members continue to feel the impacts of budget cuts, including morale, workload, high turnover, and student impacts of services. They shared that WPEA does understand that the cuts are seen as creating financial stability but are concerned about the hardship. WPEA encouraged the College not to cut staff by increasing the backfill from the College's reserves. They acknowledged that there are no easy answers but emphasized that the College can't continue to do more with less.

CCAHE

Suzanne Southerland, CCAHE President, shared the following updates:

- Congratulations to newly tenured faculty.
- Congratulations to Courtney Braddock as the Union Member of the Year.
- Shared a shout-out to classified staff on behalf of faculty and gratitude for their work with classified all year around.
- CCAHE requested not to cut employees in the upcoming budget reductions. The potential of losing jobs is weighing heavy on people's minds, based on the history of employees losing their jobs through the reduction process. Southerland shared that cutting more employees isn't feasible, leading to less quality in our services and ability to serve students. Southerland shared that CCAHE is happy to contribute to budget solutions, along with WPEA, that don't impact cuts to people.

Clark College Foundation

Calen Ouellette, Clark College Foundation (CCF) CEO, shared congratulations to the newly tenured faculty, updates on the scholarships award cycle, and CCF's alignment with the strategic plan. Ouellette also acknowledged the success of he and the President's Conversations event last Tuesday, emphasizing that he was proud of the outcome and the individuals in the room.

Chair Speer shared that he recently sat in on a board meeting in Dr. Edwards's absence and that he continued to celebrate the alignment between the Foundation and the College. Having a great partner in the Foundation is a pleasure, and Speer acknowledged Ouellette's leadership.

VI. Bachelor of Science in Computer Science (BSCS)

Presented by Izad Khormaee, Professor of Engineering

Jim provided an introduction, including Izad Khormaee's education and professional background, as well as a personal introduction to Professor Khormaee's excitement for recently becoming a grandparent and his love for kayaking.

Professor Khormaee provided an overview of the development of the Bachelor of Science in Computer Science, as well as the value to students and employers.

Board of Trustees Questions and Discussion:

Trustee Strong shared gratitude for the college doing this work, aligning with the Strategic Plan, and creating alignment with the needs of students and the community.

Trustee Gideon shared her excitement to see the direct correlation between the program to employment opportunities in the community.

Chair Speer shared enthusiasm for the outside-in approach of what does community and employers need and designing the system/program to align. Additionally, Speer and Professor Khormaee discussed the program's Advisory Committee and their ability to impact the success of the program, as well as the value proposition of the BSCS at Clark vs another institution and how we spread the word. Professor Khormaee emphasized that the program is especially well-positioned to care for students who are non-traditional or first-generation. He used math as an example and how Clark College can support students to get to the level needed to be successful. Another benefit is that the program focuses on what is needed to be a successful practitioner. Finally, through the College, program, and Advisory Committee, Professor Khormaee emphasized strong industry and community relationships.

Trustee Bennett acknowledged the benefit of the program leading to a high-paying career and longevity for workforce development, as well as upskilling current employees. As the college thinks about the students who could benefit, there could be more opportunities to engage those working in the field that are ready to advance their skills.

Vice Chair Canseco Juarez offered a suggestion to connect with business leaders on the advisory committee and engage local non-profits connected with diverse communities to share the opportunities with potential students and their families. Examples include IUrban Teen, Latino Leadership NW, Community Resource Officers in the high schools, and Evergreen LNESC.

II. Reports from the Board Members

<u>Trustee Bennett</u> shared that she attended the Foundation Exec Meeting and Conversations with Calen and Dr. Edwards, both engaging. Bennett also traveled with Dr. Edwards and Vice Chair Canseco Juarez to Washington, D.C., for the National Legislative Summit. At the summit, she met with trustees and Federal representatives. Bennett also participated in NWREC and offered praise to Vanessa Neal and the ODEI team, emphasizing the incredible value for the participants and the College. Finally, Bennett offered congratulations to the newly tenured faculty.

<u>Trustee Gideon</u> acknowledged the newly tenured faculty and shared that she attended the Trustee of Color workshop, participated in Trustee Tuesday for the first time, and met with Dr. Edwards.

<u>Chair Speer</u> shared how impressed he was by NWREC, including how NWREC is a great example of Clark College's community impact. Another example is the Bee Campus. He also gave a shout-out to the Dental Program, featured in the Columbian today. Chair Speer provided schedule updates, including the next Trustee Tuesday on March 14 from

8:00-9:00 am, Legislative work with another visit to Olympia on March 27, and Town Halls upcoming this month.

<u>Vice Chair Canseco Juarez</u> shared congratulations to the tenured faculty. He engaged in the WA ACT in Olympia and the National Legislative Summit in Washington, D.C. Both great opportunities to connect with trustees. He shared that Dr. Edwards is a steadfast supporter of staff, faculty, and students and speaks with heart and grace and says what our leaders need to hear and the true needs of Clark College and the county. Canseco Juarez thanked Dr. Edwards for her leadership. He shared that the Board gets the opportunity to interact in a Board meeting, but it was his first opportunity to see her in the community at the state and national levels. Seeing her have a voice and not be afraid to say difficult things and speak truthfully was extremely exciting. Canseco Juarez concluded with gratitude for the new Strategic Plan and for keeping equity at the center of all we do.

<u>Trustee Strong</u> shared that she attended the Boys and Girls Club Student Leader of the Year awards. She also shared that she was tremendously proud to have the representation of Dr. Edwards as an Iris Award nominee. Next Month, Strong looks forward to presenting at the Black Students and Family Fair.

III. President's Report

Presented by Dr. Karin Edwards

- Executive Cabinet has been focused on the FY24 Budget and sees what's coming to fruition from last year's forecast. The process is collaborative, and we recognize we can't cut our way to success. The budget will include reductions, fund balance, and investment to grow our enrollment. Federal legislators have asked for funding requests, and we are engaging in submissions and working together with Calen Ouellette (CCF) to bring business and resources to Clark. Dr. Edwards welcomed the opportunity for staff and faculty to chime in through the Budget Committee and Vice Presidents.
- Legislation State-level with many bills that are being finalized and funded.
 - o COLA funding at 83% and request that the state fully fund COLA;
 - o Bills regarding workforce funding (development, upgrades, and hiring);
 - o Equity Bill; and
 - o Technology Bill.
- Applying for Community-funded projects.
- Sudha Frederick will start on Monday, March 13, as the new VP of Information Technology.
- Maureen Hefflin joined the College as the new Director of Communications

- CEO at PeaceHealth shared that they held a recruitment match day for nurses. Of the 63 candidates in attendance, 56 were hired on the spot, and 99% were from Clark.
- Congratulations to the faculty who received tenure this evening. Looking forward to your continued contributions, growth and support of Clark College.

IV. Public Comment

One Anonymous Submission

V. Executive Session

There was no Executive Session held.

VI. Next Meeting

The Board of Trustees is currently scheduled for a Work Session and Regular Meeting on Wednesday, April 26, starting at 3:30 pm.

VII. Adjournment

The meeting adjourned at 6:34 pm.



Clark College ASCC Board of Trustees Report April 2023

Presented by ASCC President Casey Figone

Student Involvement & Campus Climate

- Twelve (12) clubs currently chartered: Alliance of Counseling Education Students, American Sign Language Club, Campus Crusade for Christ Club, Computer Science Club, International Club, Japanese Club, Justice Impacted Club, Korean Club, Mechatronics Club, Spanish Club, Swing Club, and Veterans of America Club.
- The ASCC is working to orient and charter five (5) additional groups to include Authors
 Association Club, Cinema Club, Clark Fighting Game Club, Health Information Management
 Club, and Theater Club. ASCC Club Coordinator Alan Dunn is working with all clubs and programs.
- Vice President David Goebel has placed 8 (eight) student committee representatives in the 2023 year.
- Currently working on recruitment for Fall of 2023.
- The ASCC held the Spring Involvement Fair, serving approximately one-hundred and fifty (150) students and opening a space for clubs and programs to reach out to students.
- The ASCC held the Spring ASCC Social, serving approximately thirty (30) students and opening a space for the Student Government to connect with Students.
- The ASCC is currently seeking solutions to increase student advocacy and support.

Clark College Student Resource Access

 ASCC Student Government has collaborated with the Activities Programming Board to post upcoming events on ASCC Instagram, Facebook, and TikTok. In the same order, our following count is seven hundred and eighty-seven (787), one thousand and four hundred (1,400), and twelve (12).

State-Wide Initiatives

- ASCC Vice president David Goebel has attended the weekly Washington Community and Technical College Legislative meetings to advocate for community and technical colleges.
- The ASCC is working with the Women's League of Voters for Clark County and the Washington State Vancouver Student Government to increase advocacy for college legislation and civic rights engagement.

WPEA/UFCW Local 365, Clark College Unit

Board Report for April 2023

MFFTINGS

WPEA Steward meeting on Mondays 11:30 AM

COMMUNICATION

Current contact for campus stewards:

Co-Steward Leaders

Courtney Braddock 360-992-2196 **Joey Hicklin** 360-992-2012

Communications Officer

David Sims 360-992-2132

Representational Stewards

Angela Dawson 360-992-2515 **Becky Lindsay** 360-992-2575

Member Leaders

Jenny Shadley 360-992-2051

WPEA Classified Staff Updates:

The April 2023 WPEA report will include topics relating to budget reductions and communications between the board, the administration, and the membership.

CCAHE Board of Trustees Report

April 26, 2023

Presented by Suzanne Southerland

CCAHE will report on the following:

- Union response to budget proposals which include opposition to cutting a counselor and cutting tenure lines.
- Legislative update with respect to the higher ed COLA and WEA's role in these successes.

Clark College Foundation

Board of Trustees Report April 2023

The following represents a few recent highlights of programing, initiatives, and/or projects for Clark College Foundation. It is intended these have a direct effect on the institutional tenets of Clark College.

Equitable Student Experience

The Foundation's third year of the Penguins Give campaign on April 20 will engage students, faculty, and staff across campus, both in-person and virtually, with the goal of bringing in new donors and engaging donors who give on smaller levels. The team is looking for a 200% increase by trying to reach the 250-donor level while increasing the pipeline of donors. Give More 24, which will launch about two weeks after Penguins Give, is transitioning and will go out statewide!

Employee Engagement, Empowerment, and Excellence

Meghan Crozier, Department Chair of the Bachelor of Applied Science in Teacher Education (BASTE) program and faculty in Early Childhood Education at Clark College, reported on the new bachelor programs in early childhood learning to the Foundation Board of Directors.

With the core philosophies and objectives of the program grounded in equity and cultural responsiveness, Meghan spent the last year laying the groundwork and expects a full cohort of 25 students in Fall 2023.

It was noted that the differentials of this BASTE program puts Clark College in a unique position in the education space by providing endorsements, not only in early childhood and elementary education, but also in bilingual education and special education, including a two-term apprenticeship.

Community Partners Engagement

The Foundation continues its ongoing work on community building with leaders of Vancouver businesses and organizations providing multiple perspectives.

In March, the Foundation Board Relations Committee met at Fourth Plain Forward (FPF) to engage in discussion on the empowerment and furtherment of the people and organizations of the Fourth Plain Corridor by learning of their ongoing needs and issues. FPF's director explained that their work revolves around People/Place/Policy to create long-term outcomes with the broad-thinking concepts of generational legacy, community first, and development without displacement.

Further, the Foundation is looking into cultural representation with rotating artwork displayed on the campus at the fountain site beginning in August 2023.

Respectfully submitted,

Calen D. B. Ouellette, CEO Clark College Foundation



Financial Dashboard as of February 28, 2023

Contributions/Donations Received

1973 - Present

| _ | Υe | ear to Date | 6/30/2022 | ϵ | /30/2021 | 6/30/2020 | Life to date |
|------------------|----|-------------|-----------------|------------|-----------|-----------------|----------------|
| Unrestricted | \$ | 323,038 | \$ 986,602 | \$ | 430,886 | \$ 578,482 | |
| Temp. Restricted | | 720,074 | 1,138,094 | | 1,378,934 | 1,967,355 | |
| Perm. Restricted | | 585,055 | 2,576,066 | | 1,264,358 | 829,171 | |
| Total | \$ | 1,628,167 | \$ 4,700,762 | \$ | 3,074,178 | \$ 3,375,008 | \$ 113,074,879 |

| | | Year to date | | | | 6/30/2022 | | | | 6/30/2021 | | | | 6/30/2020 | | | | 3 - Present |
|--|------|--------------|-----|--------------|----|-------------|-----|--------------|-----|------------|-----|------------|----|------------|-----|--------------|----|--------------|
| | Unre | estricted | Tem | p Restricted | Ur | nrestricted | Tem | p Restricted | Uni | restricted | Tem | Restricted | Un | restricted | Tem | p Restricted | | Life to date |
| College Support Expended | | | | | | | | | | | | | | | | | | |
| Program | \$ | 162,780 | \$ | 648,388 | \$ | 1,087,791 | \$ | 1,573,765 | \$ | 838,124 | \$ | 1,580,191 | \$ | 976,128 | \$ | 1,560,587 | \$ | 46,773,303 |
| Student financial assistance & admin supp. | • | 6,737 | | 873,596 | | 5,932 | | 1,118,349 | | 8,503 | | 1,222,508 | | 17,789 | | 1,236,826 | | 16,691,990 |
| Capital projects-NC/STEM/Dent. Hyg./Oth. | | - | | - | | - | | - | | - | | - | | 1,625,936 | | - | | 15,612,790 |
| Boschma Farms land acquisition | | - | | - | | - | | - | | - | | - | | - | | - | | 4,306,786 |
| Total | \$ | 169,517 | \$ | 1,521,984 | \$ | 1,093,723 | \$ | 2,692,114 | \$ | 846,627 | \$ | 2,802,699 | \$ | 2,619,852 | \$ | 2,797,413 | \$ | 83,384,868 |

| Student financial assistance | YTD | FY 22 | FY 21 | FY 20 | FY 19 |
|---|-------|-------|-------|-------|--------|
| Number of students receiving awards | 515 | 550 | 611 | 575 | 561 |
| Clark College Students (Fall excl. Running Start) | 5,537 | 5,983 | 6,220 | 9,430 | 10,461 |

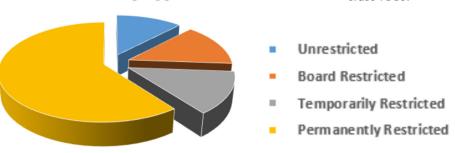
Cost of tuition (2022-2023). 12 credits for 3 gtrs. = \$4,062.

Lower division courses. WA resident. Excludes books or class fees.

Net Assets by Type

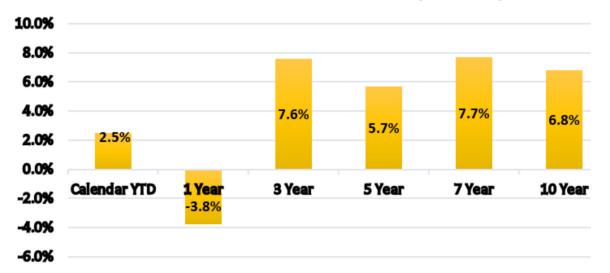
| Unrestricted | \$ 13,339,672 | |
|------------------------|----------------|--|
| Board Restricted | 15,925,895 | |
| Temporarily Restricted | 15,241,267 | |
| Permanently Restricted | 68,813,101 | |
| Net Assets | \$ 113,319,935 | |
| | | |

Net Assets by Type



| Unrestricted Net Assets | Year to date | | 6/30/2022 | | 6/30/2021 | | 6/30/2020 | | 6/30/2019 | |
|--------------------------------|--------------|------------|-----------|-------------|-----------|------------|-----------|-------------|-----------|-------------|
| Assets | | | | | | | | | | |
| Cash | \$ | 154,792 | \$ | 169,678 | \$ | 157,507 | \$ | 318,496 | \$ | 81,765 |
| Investments | | 2,899,554 | | 6,237,164 | | 7,731,091 | | 6,896,319 | | 6,120,908 |
| Receivables | | 160,969 | | 178,201 | | 217,868 | | 231,966 | | 265,344 |
| Prepaids/Deposits/Other Assets | | 169,888 | | 241,305 | | 288,315 | | 346,982 | | 312,012 |
| Land/building/equipment | | 10,400,520 | | 10,364,804 | | 10,319,160 | | 11,471,498 | | 12,821,759 |
| Liabilities | | | | | | | | | | |
| A/P/Other Liabilities | | (446,051) | | (1,035,748) | | (896,757) | | (2,829,085) | | (1,086,594) |
| Note Payable | | - | | - | | (338,997) | | (339,700) | | |
| | \$ | 13,339,672 | \$ | 16,155,404 | \$ | 17,478,187 | \$ | 16,096,476 | \$ | 18,515,194 |

Investment Pool Returns (Losses)



Endowment

| Dist | ribut | tion | Deta | ails |
|------|-------|------|------|------|
|------|-------|------|------|------|

College Program
Unrestricted
College Program Reserves

| FY 23 | FY 22 | FY 21 | FY 20 | FY 19 |
|--------------|--------------|--------------|--------------|--------------|
| \$ 1,644,434 | \$ 1,409,123 | \$ 1,364,992 | \$ 1,100,044 | \$ 1,522,786 |
| 2,660,664 | 2,462,113 | 2,421,451 | 2,275,514 | 1,884,177 |
| 165,992 | 73,002 | 95,217 | 99,247 | 221,260 |
| \$ 4,471,090 | \$ 3,944,238 | \$ 3,881,660 | \$ 3,474,805 | \$ 3,628,223 |

Projected - Liquid Unrestricted Net Assets Available

| 6/30/2023 | 185,000 |
|-----------|---------|
| 6/30/2024 | 150,000 |
| 6/30/2025 | 115,000 |
| 6/30/2026 | 90,000 |
| 6/30/2027 | 65,000 |

^{*}Excludes operational reserve of \$1,300,000.



BALANCE SHEET (STATEMENT OF FINANCIAL POSITION)

For the Period Ended:

| | | Feb | ruary 28, 2023 | Feb | ruary 28, 2022 |
|-------------------------------------|--------------|-----|----------------|-----|----------------|
| ASSETS | | | | | |
| Cash | \mathbf{A} | \$ | 154,792 | \$ | 181,590 |
| Investments | В | | 97,525,479 | | 104,347,647 |
| Assets Held in Trust | C | | 1,840,391 | | 2,629,891 |
| Receivables | D | | 4,741,440 | | 5,857,160 |
| Other Assets | | | 169,888 | | 377,119 |
| Fixed Assets | | | 10,650,521 | | 10,315,487 |
| TOTAL ASSETS | | \$ | 115,082,512 | \$ | 123,708,893 |
| LIABILITIES & FUND BALANCES | | | | | |
| LIABILITIES | | | | | |
| Current Liabilities | \mathbf{A} | \$ | 410,682 | \$ | 359,901 |
| Liabilities-Assets Held in Trust | C | | 1,351,894 | | 1,793,563 |
| TOTAL LIABILITIES | | \$ | 1,762,576 | \$ | 2,153,463 |
| NET ASSETS | | | | | |
| Unrestricted Fund Balance | E | \$ | 29,265,567 | \$ | 30,728,713 |
| Temporarily Restricted Fund Balance | E | | 15,241,267 | | 16,429,229 |
| Permanently Restricted Fund Balance | E | | 68,813,101 | | 74,397,488 |
| NET ASSETS | | \$ | 113,319,935 | \$ | 121,555,430 |
| TOTAL LIAB & FUND BALANCES | | \$ | 115,082,512 | \$ | 123,708,893 |



BALANCE SHEET (STATEMENT OF FINANCIAL POSITION)

For the Period Ended: February 28, 2023

Explanation of Variances

- A Change due to timing of cash payments and donations. As donations are deposited, invoices are processed and checks issued, we end a month with varying levels of cash and liability balances.
- B The investment balance is impacted by inflows (donations), outflows (college support and foundation expenses) and cumulative realized and unrealized gains/losses. The investment pool recorded 3.8% loss for the previous 12 months. See financial dashboard for additional investment pool performance measures.
- C Decrease in Assets Held in Trust due to change in market value of trust investments and the termination of 3 trusts (2 from passing of a beneficiary and 1 from a donor rescinding trust to receive additional charitable donation deduction). The remaining trust values were transferred to the investment pool to establish donor directed endowments.
- D Reduction in receivables primarily due to pledge payments of \$708,000 and reduction in trust receivable of \$487,000.
- E Changes in Net Assets based on net income (loss) over the prior period. See income statement page for review of revenue/expenses.



INCOME STATEMENT (STATEMENT OF ACTIVITIES)

| | | For the Eight Months Ending February 28, 2023 | | | | | | | | Feb | February 28, 2022 | | |
|---|--------------|---|-------------|------|------------|------|------------|-------|-----------|-----|-------------------|--|--|
| | | U | nrestricted | Temp | Restricted | Perm | Restricted | Total | | 1 | Total | | |
| REVENUE (Excluding Investments) | | | | | | | | | | | | | |
| Cash Donations (Including Scholarships) | \mathbf{A} | \$ | 318,988 | \$ | 720,074 | \$ | 335,055 | \$ | 1,374,117 | \$ | 4,329,472 | | |
| In-Kind Donations | В | | 4,050 | | - | | 250,000 | | 254,050 | | 21,047 | | |
| Income - Fundraising Activities | | | - | | 121,734 | | - | | 121,734 | | 126,131 | | |
| Income - Operations | C | | 48,855 | | - | | - | | 48,855 | | 385,524 | | |
| Total REVENUE (Excluding Investments) | | \$ | 371,893 | \$ | 841,809 | \$ | 585,055 | \$ | 1,798,757 | \$ | 4,862,175 | | |
| EXPENSES (UNRESTRICTED) | | | | | | | | | | | | | |
| Wages/Benefits/PR Taxes | D | \$ | 1,359,316 | \$ | - | \$ | = | \$ | 1,359,316 | \$ | 1,285,057 | | |
| Professional & Service Provider Fees | E | | 176,732 | | - | | - | | 176,732 | | 231,690 | | |
| Occupancy (Utilities & Maint & Repair) | F | | 140,790 | | - | | - | | 140,790 | | 20,934 | | |
| College Capital & Program Support | | | 124,244 | | - | | - | | 124,244 | | 112,332 | | |
| Software/Support & Website | | | 47,910 | | - | | - | | 47,910 | | 38,091 | | |
| Printing/Copying | | | 41,264 | | - | | - | | 41,264 | | 28,619 | | |
| Operating Agreement/In Kind Expense | | | 38,723 | | - | | - | | 38,723 | | 38,723 | | |
| College & Community Relations | | | 38,536 | | - | | - | | 38,536 | | 17,218 | | |
| Insurance | | | 25,917 | | - | | - | | 25,917 | | 24,966 | | |
| Supplies/Recruit/Misc./Transfers | | | 25,763 | | | | | | 25,763 | | 5,279 | | |
| Travel/Lodging | | | 19,844 | | - | | - | | 19,844 | | 4,598 | | |
| Postage | | | 18,560 | | - | | - | | 18,560 | | 9,320 | | |
| Catering/Meetings | | | 16,976 | | - | | - | | 16,976 | | 3,930 | | |
| Staff Development | | | 10,463 | | - | | - | | 10,463 | | 2,425 | | |
| Publications/Dues | | | 8,717 | | - | | - | | 8,717 | | 9,644 | | |
| Scholarship Management/Support | | | 6,737 | | - | | - | | 6,737 | | 3,602 | | |
| Advertising/Awards/Prizes | | | 6,208 | | - | | - | | 6,208 | | 3,819 | | |
| Thank/Honor/Remember | | | 4,499 | | - | | - | | 4,499 | | 3,770 | | |
| Taxes/Licenses/Registrations | | | 4,191 | | - | | - | | 4,191 | | 4,542 | | |
| Entrance Fees/Green Fees/Rentals | | | 1,535 | | - | | - | | 1,535 | | 640 | | |
| Transfers | | | 52,890 | | (12,067) | | (40,823) | | - | | - | | |
| Depreciation | | | 18,320 | | | | | | 18,320 | | 16,677 | | |
| Total EXPENSES (UNRESTRICTED) | | \$ | 2,188,133 | \$ | (12,067) | \$ | (40,823) | \$ | 2,135,244 | \$ | 1,865,877 | | |

EXPENSES (RESTRICTED)

| | | Un | restricted | Tem | p Restricted | Perr | n Restricted | Total | Total |
|--|---|----|-------------|-----|--------------|------|--------------|-------------------|-----------------|
| Student Financial Assistance | G | \$ | - | \$ | 873,596 | \$ | - | \$ 873,596 | \$ 790,597 |
| Stipends/Fees/Temp Services | | | - | | 196,938 | | - | 196,938 | 207,459 |
| Supplies | | | - | | 139,250 | | - | 139,250 | 140,263 |
| College Capital & Program Support | | | - | | 104,625 | | - | 104,625 | 122,625 |
| Catering/Meetings | | | - | | 52,339 | | - | 52,339 | 33,083 |
| Professional & Service Provider Fees | | | - | | 46,345 | | - | 46,345 | 20,972 |
| Advertising/Awards/Prizes | | | - | | 38,414 | | - | 38,414 | 24,731 |
| Travel/Lodging | | | - | | 16,140 | | - | 16,140 | 3,586 |
| Publications/Dues | | | - | | 12,986 | | - | 12,986 | 14,058 |
| Taxes/Licenses/Registrations | | | - | | 11,329 | | - | 11,329 | 11,746 |
| Staff Development | H | | - | | 9,194 | | - | 9,194 | 50,967 |
| Thank/Honor/Remember | | | - | | 7,943 | | - | 7,943 | 3,245 |
| Entrance Fees/Green Fees/Rentals | | | - | | 6,341 | | - | 6,341 | 3,288 |
| Occupancy (Utilities & Maint & Repair) | I | | - | | 3,520 | | - | 3,520 | 35,645 |
| Printing/Copying | | | - | | 2,973 | | - | 2,973 | 910 |
| Postage | | | | | 52 | | | 52 | 150 |
| Total EXPENSES (RESTRICTED) | | \$ | - | \$ | 1,521,984 | \$ | - | \$ 1,521,984 | \$ 1,463,326 |
| Total EXPENSES | | \$ | 2,188,133 | \$ | 1,509,917 | \$ | 40,823 | \$ 3,657,228 | \$ 3,329,203 |
| NET INCOME (LOSS) Excl Investments | | \$ | (1,816,240) | \$ | (668,108) | \$ | 544,232 | \$ (1,858,471) | \$ 1,532,973 |
| INVESTMENT INCOME (LOSS) | | | | | | | | | |
| Interest/Dividends | J | \$ | 263,171 | \$ | 160,897 | \$ | 486,492 | \$ 910,560 | \$ 590,712 |
| Realized Investment Income (Loss) | J | | (102,967) | | 81,548 | | (219,379) | (240,798) | 5,011,095 |
| Unrealized Investment Income (Loss) | J | | 804,947 | | 384,948 | | 2,844,871 | 4,034,766 | (5,000,976) |
| Change in Value-Split Interests | | | - | | - | | 5,216 | 5,216 | 14,530 |
| Total INVESTMENT INCOME (LOSS) | | \$ | 965,151 | \$ | 627,393 | \$ | 3,117,200 | \$ 4,709,744 | \$ 615,361 |
| NET INCOME (LOSS) | | \$ | (851,089) | \$ | (40,715) | \$ | 3,661,432 | \$ 2,851,273 | \$ 2,148,334 |



INCOME STATEMENT (STATEMENT OF ACTIVITIES)

For the Eight Months Ending February 28, 2023

Explanation of Variances

- A Donations decreased \$3 million over the same period last year. In the prior year, a \$2.1 million scholarship gift was received in December 2021. Cultivation efforts are underway with significant gifts being discussed to support the college cybersecurity program and development of Boschma Farms campus.
- B In December 2022, a home was donated to the foundation with proceeds to fund a scholarship endowment. The property is being prepared for sale with a sale expected to occur in March 2023.
- C A Paycheck Protection Program (PPP) loan of \$338,997 under the federal CARES act was received February 2021 and forgiven February 2022.
- D Increase in Wages/Benefits/PR Taxes due to wage increases in the current fiscal year. Many staff members received cost of living increase of 5%.
- E Decrease in Professional/Service Provider Fees due to DEI training and CEO search fees in the prior fiscal year. Similar expenses have not occurred in the current year.
- F Increased Occupancy expense in FY 2023 is due to foundation office repairs of \$120,000 to address water leakage into the building.
- G Student Financial Assistance increased \$83,000, as compared to the prior year, due to increase in scholarship funding and awards.
- H Decrease in Staff Development expenses associated with college certifications for teaching and learning classes (\$33,000) in the prior year.
- I Occupancy decrease due to needed repairs in the prior year including \$20,000 for a dental hygiene vacuum system.
- J Investment income reflects year to date cumulative realized and unrealized gains/losses. The investment pool recorded a 3.8% loss for the previous 12 months. See financial dashboard for additional investment pool performance measures.

General item: The income statement includes all financial activities that flow through the foundation. These include foundation operations and college expenditures (program, scholarships and capital expenditures).



Clark College Foundation OPERATIONAL BUDGET COMPARISON

For the Eight Months Ending: February 28, 2023

| | | Y | ΓD Actual | Buc | dget to Date | YTD | | % | |
|---|---|-----|--------------|-----|--------------|-----|-----------|---------------|--|
| | | Thr | u 02/28/2023 | Thr | u 02/28/2023 | 7 | ariance | Variance | |
| INCOME | | | _ | | | | | | |
| Endowment Distributions (Unrestricted) | A | \$ | 1,797,241 | \$ | 1,797,241 | \$ | - | 0.0% | |
| Unrestricted Fundraising | В | | 328,920 | | 334,000 | | (5,080) | <i>-</i> 1.5% | |
| | | \$ | 2,126,161 | \$ | 2,131,241 | \$ | (5,080) | -0.2% | |
| OPERATIONAL EXPENSES | | | | | | | | | |
| Salaries, Wages & Benefits | | \$ | 1,359,316 | \$ | 1,374,118 | \$ | 14,802 | 1.1% | |
| Advancement | | | | | | | | | |
| Service Provider Fees | | \$ | 77,255 | \$ | 84,413 | \$ | 7,158 | 8.5% | |
| Software/Publications/Dues | | | 46,745 | | 45,541 | | (1,204) | -2.6% | |
| Printing/Copying | | | 30,886 | | 37,487 | | 6,601 | 17.6% | |
| Postage | | | 18,337 | | 23,511 | | 5,174 | 22.0% | |
| Catering/Meetings | | | 8,722 | | 11,767 | | 3,045 | 25.9% | |
| Travel/Lodging | | | 16,275 | | 16,850 | | 575 | 3.4% | |
| Advertising/Awards/Prizes | | | 6,208 | | 6,953 | | 745 | 10.7% | |
| Staff Development | | | 8,899 | | 10,153 | | 1,254 | 12.4% | |
| Thank/Honor/Remember | | | 2,775 | | 3,100 | | 325 | 10.5% | |
| Supplies/Misc. | | | 3,603 | | 3,217 | | (386) | -12.0% | |
| | | \$ | 219,705 | \$ | 242,993 | \$ | 23,288 | 9.6% | |
| Administration | | | | | | | | | |
| Occupancy | C | \$ | 137,637 | \$ | 19,240 | \$ | (118,397) | -615.4% | |
| Professional Fees | | | 86,453 | | 92,501 | | 6,048 | 6.5% | |
| Serv. Prov. Fees/Publications/Taxes | | | 21,606 | | 26,597 | | 4,991 | 18.8% | |
| Insurance | | | 18,833 | | 21,762 | | 2,929 | 13.5% | |

| | | TD Actual | | lget to Date | | YTD | 0/0 |
|---------------------------------------|-----|--------------|-----|--------------|----|----------|----------|
| | Thr | u 02/28/2023 | Thr | u 02/28/2023 | V | ariance | Variance |
| Printing/Copying/Graphics | | 10,378 | | 10,833 | | 455 | 4.2% |
| Scholarship Management | | 6,737 | | 8,867 | | 2,130 | 24.0% |
| Supplies/Postage/Recruiting | | 17,867 | | 23,070 | | 5,203 | 22.6% |
| Software & Support | | 8,645 | | 9,167 | | 522 | 5.7% |
| Catering/Meetings | | 8,255 | | 6,800 | | (1,455) | -21% |
| Travel & Lodging | | 3,569 | | 3,980 | | 411 | 10.3% |
| Staff Development & Continue Ed | | 1,564 | | 3,100 | | 1,536 | 49.5% |
| | \$ | 321,544 | \$ | 225,916 | \$ | (95,628) | -42.3% |
| TOTAL OPERATIONAL EXPENSES | \$ | 1,900,565 | \$ | 1,843,027 | \$ | (57,538) | -3.1% |
| NET INCOME BEFORE COLLEGE EXPENSES | \$ | 225,596 | \$ | 288,214 | \$ | (62,618) | -21.7% |
| COLLEGE PROGRAM EXPENSES | | | | | | | |
| College Foundation Funds Allocation D | \$ | 68,495 | \$ | 109,833 | \$ | 41,339 | 37.6% |
| College Campus Priorities | | 46,104 | | 46,333 | | 229 | 0.5% |
| College & Community Relations | | 35,904 | | 31,550 | | (4,354) | -13.8% |
| | \$ | 150,503 | \$ | 187,717 | \$ | 37,214 | 19.8% |
| NET INCOME (EXPENSE) | \$ | 75,093 | \$ | 100,497 | \$ | (25,404) | -25% |



Clark College Foundation OPERATIONAL BUDGET COMPARISON

For the Eight Months Ending: February 28, 2023

Explanation of Variances

- A Represents funds distributed from endowment investments for the fiscal year 2023 operational budget.
- **B** The budget anticipated \$334,000 in unrestricted revenue from fundraising and gift fees. To date, \$329,000 has been recorded. Largest impact was a \$200,000 unrestricted gift from donor advised fund and \$69,000 in gift fee revenue.
- C Occupancy expense over budget due to foundation office repairs of \$120,000 to address water leakage into the building. Project was approved in the prior year but scheduling issues required the work to be delayed into the current year.
- **D** College associated funds are lower than budgeted but expected to significantly increase as the year progresses.

General item: The operational budget includes only expenditures from unrestricted funds. This includes foundation operations and board approved college expenditures utilizing unrestricted funds.

Clark College - Budget Status Report March 31, 2023

| Sources of Funds | 2022-23 | Revenues | | % Budget |
|---|-------------|------------|--------------|----------|
| (Revenues) | Budget | to Date | Difference | Received |
| Operating Accounts | | | | |
| State Allocation | 45,142,062 | 25,458,520 | (19,683,542) | 56.4% |
| Tuition & ABE/Cares lost revenue | 16,602,097 | 15,183,785 | (1,418,312) | 91.5% |
| Running Start /Cares lost revenue | 11,938,860 | 10,513,918 | (1,424,942) | 88.1% |
| Planned use of prior fund balance | 4,206,641 | - | (4,206,641) | 0.0% |
| Dedicated, matriculation, tech, cont ed | 4,142,656 | 4,482,355 | 339,699 | 108.2% |
| Total Operating Accounts | 82,032,316 | 55,638,578 | (26,393,738) | 67.8% |
| Other Accounts | | | | |
| Grants | 3,593,336 | 1,852,189 | (1,741,147) | 51.5% |
| Contracts | 750,288 | 1,392,361 | 642,073 | 185.6% |
| Internal Support & Agency Funds | 557,407 | 876,443 | 319,036 | 157.2% |
| ASCC | 2,096,235 | 1,293,173 | (803,062) | 61.7% |
| Bookstore | 2,840,911 | 1,686,082 | (1,154,829) | 59.4% |
| Parking | 477,524 | 269,244 | (208,280) | 56.4% |
| Auxilliary Services | 2,881,891 | 1,873,202 | (1,008,689) | 65.0% |
| Financial Aid | 20,180,780 | 12,612,489 | (7,568,291) | 62.5% |
| Total Other Accounts | 33,378,372 | 21,855,184 | (11,523,188) | 65.5% |
| Total Sources of Funds | 115,410,688 | 77,493,762 | (37,916,926) | 67.1% |

| Uses of Funds | 2022-23 | Expenditures | | % Budget |
|--|-------------|--------------|-------------|----------|
| (Expenses) | Budget | to Date | Difference | Spent |
| Operating Accounts | | | | |
| President | 1,007,952 | 577,539 | 430,413 | 57.3% |
| Vice President of Diversity, Equity & Inclusion | 862,679 | 558,096 | 304,583 | 64.7% |
| Vice President of Instruction | 52,176,371 | 34,208,354 | 17,968,017 | 65.6% |
| Executive VP of Operations | 10,810,967 | 7,994,764 | 2,816,203 | 74.0% |
| Vice President of Student Affairs | 10,124,763 | 7,014,084 | 3,110,679 | 69.3% |
| Chief Information Officer | 5,198,886 | 3,391,131 | 1,807,755 | 65.2% |
| Vice President of Human Resources and Compliance | 1,850,698 | 1,409,034 | 441,664 | 76.1% |
| Bank/CC Fees | - | 138,997 | (138,997) | 0.0% |
| Total Operating Accounts | 82,032,316 | 55,291,998 | 26,740,318 | 67.4% |
| | | | | |
| Other Accounts | | | | |
| Grants | 3,593,336 | 1,854,806 | 1,738,530 | 51.6% |
| Contracts less Running Start | 750,288 | 1,890,311 | (1,140,023) | 251.9% |
| Internal Support & Agency Funds | 557,407 | 951,772 | (394,365) | 170.7% |
| ASCC | 2,096,235 | 1,433,600 | 662,635 | 68.4% |
| Bookstore | 2,840,911 | 1,940,204 | 900,707 | 68.3% |
| Parking | 477,524 | 291,917 | 185,607 | 61.1% |
| Auxilliary Services | 2,881,891 | 1,840,708 | 1,041,183 | 63.9% |
| Financial Aid | 20,180,780 | 17,080,983 | 3,099,797 | 84.6% |
| Total Other Accounts | 33,378,372 | 27,284,302 | 6,094,070 | 81.7% |
| Total Uses of Funds | 115,410,688 | 82,576,300 | 32,834,388 | 71.5% |
| Difference - Excess (Deficiency) | | (5,082,538) | | |

c. Dr. Karin Edwards, Sabra Sand, Vanessa Neal, Nicole Rogers-Marcum, Julie Taylor

e. Michele Cruse, Sudha Frederick, Brad Avakian, Jim Wilkins-Luton, Heather Adams, Brooke Pillsbury Linda Tuve 4/12/23