ANNUAL REPORT



Division of Student and Alumni Affairs



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Damon M. Sloan Vice President of Student & Alumni Affairs and Dean of Students

Dear USF Community and Friends of USF:

Welcome to the fifth annual Student & Alumni Affairs Annual Report! The academic year of 2017–2018 saw high demand of support resources from our students, and our dedicated employees continue to deliver a high level of personalized service. It's what our students expect at a small, family-like university, and we take great pride in watching our students grow and develop throughout their undergraduate tenure.

As part of the university's efforts to present a unified and consistent message, we have developed four value statements that make the USF experience distinctive for our students. First, as part of our mission, we are a welcoming community of learners. Second, in the spirit of our patron saints, Francis and Clare, we are a campus of doers who actively engage in the learning process. Third, our employees provide an ethic of care, giving our students a unique level of guidance and mentoring. Finally, we demonstrate service to students who will go out into the world to serve others. Most of our students choose a major that is considered a helping profession. Before they do so, they need to see how we model service. It's the USF way.

In addition to the typical tracking and satisfaction numbers that our departments report, we are pleased to infuse some great individual stories of how these values come to life. We are also excited to share new and innovative initiatives from our departments which support our guiding principles of enhancing the student experience, improving processes and programs for our students, and engage students with our learning outcomes with quality assessment.

As Vice President, I am so proud of this team and this division from the Directors to the part-time folks who work one day a week. Together, we help make this institution a great place to work, and our enthusiasm can be felt by our students. As a result, they can't imagine being anywhere else. Enjoy the latest effort from our division, and we pray for another great year in 2018–2019.

Sincerely,

Damon M. Sloan

Academic Advising

Professional Development

Jeffrey Chiapello Planning Committee Member of Joliet Chamber of Commerce's Community Leadership School

ETHIC OF CARE

The Advising Center had approximately 2,000 "touch points" with students, continuing their trend of high volume traffic. These touch points include general advising meetings, new student registration programs (for new first year and transfer students), registrations for new students in all areas including graduate, and meeting with students who are having difficulty in their classes.

One of the roles in the Advising Center is to advise all the pre-nursing students as they make their way through the rigorous curriculum and continue to provide assistance for the students who are early on in their academic careers. Over the last three years, the retention of the freshman pre-nursing students has been higher than that of a non-nursing student, ranging from 85–89%. USF has been 79–82% over that time period.

The Advising Center continued its outreach to faculty, working with the Substance Abuse Counseling and Social Work faculty on 2+2 articulation agreements with area community colleges. It is the hope that these agreements will continue to strengthen our relationships with these institutions and provide an easier transition for these students when they transfer to USF. Faculty also had opportunities for training sessions in advance of our Freshman Registration event, particularly new faculty who had not yet taught in our Foundations I course.

In addition, the Advising Center continues to see growth in its objective to develop a clear degree plan which is used to navigate towards graduation and help incoming students understand articulation, evaluation and the advising process. During the 2017–2018 school year, 83% of students strongly agreed and 16% agreed that they had an understanding and development of a clear degree plan which is used to navigate towards graduation after they met with someone on the advising staff. This was a 5% increase over the previous year, where only 78% strongly agreed. The Advising Center also evaluated student understanding of articulation, evaluation of credits and the registration process. The results from the advising survey indicate 90% of students strongly agree that they understood how their credits transferred, and in addition, 83% of students strongly agreed that they understood their registration process for future semesters, a 7% increase. The staff of the Advising Center has made it a goal to continue to see growth in this area, as they believe it is crucial that the students understand this before they reach their faculty advisor.

In collaboration with the Academic Resource Center, staff from the Advising Center went through an academic coaching training to assist in the academic development of students who are on academic probation. The training revolved around digging deeper to figure out the students' needs and assist them with study skills, time management, organization, note taking and more to aid the students in achieving their academic goals.

A new initiative for the Advising Center is to take a deeper look at faculty advising and how it is assessed. As such, they are working with the University Assessment Committee on a rubric/survey that will go out to students after their advising appointment. This will then help guide the Advising Center on trainings that can be helpful for the faculty advisors and help in the Advising Center's objective in aiding the student's sense of belonging through having supportive, positive relationships with their advisor.

Academic Resource Center

WELCOMING COMMUNITY OF LEARNERS

The Academic Resource Center (ARC) had another successful year in supporting our students through our various outreach, which includes peer tutoring, supplemental instruction, academic coaching and consulting, self-help resources, and providing upperclass mentors for the freshman students. We recorded over 4,000 "touch points" with the students during the 2017–2018 school year.

The ARC improved usage of by-appointment-tutoring in a number of areas by creating business cards for its by-appointment-tutors and having the tutors visit as many classes as possible to introduce themselves. This has assisted in creating a welcoming environment and increasing awareness with our peer tutoring groups.

Supplemental Instruction continues to receive high marks, having a 0% D/F/W rate in several courses for students who attended. Supplemental Instruction is only offered in areas that have traditionally higher D/F/W rates. The courses include Pathophysiology, Anatomy, Physiology, Biology, and Introduction to Statistics. The grades averages are also higher in many of the subject areas of the students who participate.

Academic Seminar continues to support students who are engaged in the course. Through reading and researching scholarship in learning theory and student engagement, students craft original presentations to the group, reflect on those presentations, and implement change plans for themselves. The instructor focuses on personalized feedback through the first half of the semester, and one-on-one meetings for the second half in order to meet the unique needs of each student. A new tutoring format was piloted in the spring to assist with further outreach in the spring. The Academic Resource Center piloted with GoBoard, an online tutoring platform, to help provide our online or traditional students with video chat tutoring and an interactive canvas for students to collaborate, one on one with any topic. This will continue to be explored as a further option for students to serve them where they are.

The ARC collaborated with Undergraduate Admissions on a new process for provisionally admitted students (students who do not meet the immediate admissions criteria). Students in the conditional admittance area will be required to fill out an online form based on the Academic Coaching Registration form, which would inform the staff of a student's outside commitments and challenges, strengths and weaknesses, future planning (goals), and a reflection of his or her academic past. The staff of the Academic Resource Center use this information, along with their previous academic record, to better inform them on how to best support the student when he or she arrives, which will begin with the Fall 2019 class.

Professional Development

Joanna Kourtidis presented at two conferences during the year: College Reading & Learning Association – October 2017

National College Learning Center Association – November 2017

Sample of average grades of students who attended SI vs. non-attendees:

Anatomy, Fall 2018	3.06/2.39
Physiology, Spring 2018	3.2/2.7
Health Assessment	2.74/2.30

Certification Levels for Tutors

Spring 2017	
Active tutors	37
Certified Level 1	9
Certified Level 2	6
Certified Level 3	15
100/ ())	

40% of our tutors reach the highest certification, an increase from 2017

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Alumni and Family Relations

CAMPUS OF DOERS

The Alumni & Family Relations Office had a strong focus on ensuring students feel connected to USF alumni through creating a more vibrant Student Alumni Mentoring (SAM) program and expansion of our Distinguished Leaders student group.

The Student Alumni Mentoring (SAM) program was established to bring students and alumni together to help pave the way for students to succeed at USF and beyond. This seven-month program connects students with alumni in their field of study and/or with similar interests and goals. We sought to create a more vibrant program by connecting it to the Career Success Center, which now includes resume review and obtaining business cards. We now require attendance at the induction dinner hosted at the beginning of the program. Students meet their alumni matches at this event because we recognized that pairs who didn't meet here struggled to maintain a connection throughout the year. To assist with keeping the lines of communication open between the students and alumni, we included relevant monthly topics of discussion with professional resources offered.

Our Distinguished Leaders student group was restructured to include more networking opportunities with our successful alumni. The program now includes four meetings annually, inclusion of members into the SAM program, volunteering at Homecoming/ Reunion events alongside our alumni board, attendance at the Distinguished Alumni Dinner, participation in the Junior Halfway Party & Scrap That Selfie event, meeting prominent alumni at the Business Speed Networking event, volunteering with alumni at commencement, attendance at Career Networking & Etiquette Dinner with fellow students and alumni, and a joint Top Golf event with the young alumni committee as well as other student-only events. Those who participate in this group are closely aligned with alumni to establish connections early and often.

SERVE THOSE WHO WILL SERVE OTHERS

We strongly believe in leading by example and because service is one of our core values, and as a campus of doers, we've sponsored several service projects this year. A group of alumni and students went Christmas caroling at Sunny Hill Nursing Home in Joliet. This annual tradition is a favorite for the residents and our alumni. In the spring, our alumni go back to the same nursing home to plant vegetables in its outdoor garden alongside the senior residents. After the vegetables are harvested, we are invited back to enjoy them for lunch with the group. We also sponsor a service day each April when our alumni board members, alumni network members, and distinguished leaders all gather together and assist at the Joliet Hands of Hope food pantry. Because we instill the importance of service when they are students, we carry on the tradition with our alumni by serving others in these unique ways while connecting alumni and students together.

Professional Development

ACI (Associated Colleges of Illinois) Advancement Conference

AFCU (Association of Franciscan & Catholic Universities) Symposium



BY THE NUMBERS

We had a strong year overall with 134 alumni and students participating in our Student Alumni Mentoring (SAM) program. 43% of these participants participated previously. We have found that word of mouth is the best form of advertisement and many students come back to participate each year if they didn't graduate. What's more, because the program has been going strong for seven years, we see alumni participants who started as student mentees in the program in the earlier years. It's a great program that connects students with alumni in their major field for a professional, year-long commitment.

The Alumni & Family Relations Office had 4,137 touchpoints with alumni and friends this year. This number is strong considering we are a two-person department with several events and programs engaging our alumni in unique ways. Our bi-annual Take 5, Give 5 senior giving campaign was successful once again. The total campaign raised \$732 with 144 total donors. There were 133 undergraduate seniors totaling \$665. We raised \$35 from graduating graduate degree students who felt compelled to give and we had additional (non-student) donors who donated \$32.

Athletics

CAMPUS OF DOERS

TOP 25 ... AGAIN: The University of St. Francis athletic department placed 25th out of 249 NAIA institutions in the prestigious Learfield Directors' Cup standings for 2017–18. This is the second consecutive year that the Saints have posted a Top 25 finish and the seventh year in a row in the Top 40 in what is known as "The Crowning Achievement in College Athletics." Points are awarded based on each institution's finish at national championship events in up to 12 sports. This past year, 10 USF athletic teams contributed to the department's 458 points.

RUNNER-UP IN THE LEAGUE: For the fourth consecutive year, USF took second place in the CCAC All-Sports Cup standings. The 2017–18 academic year included three CCAC regular-season crowns (men's cross country, women's cross country and softball) as well as one conference tournament title (softball). The Saints also finished among the Top 5 in 10 other CCAC-sponsored sports.

ACADEMIC SUCCESS: The academic success of USF's athletic programs continued as the department combined for a 3.12 grade point average during the fall 2017 semester and a 3.11 GPA during the spring 2018 semester. In 2017–18, 15 teams earned NAIA Scholar Team status with a cumulative grade point average of at least 3.0 over the academic year. Among its student-athletes, USF had three Google Cloud College Division Academic All-Americans, 40 NAIA Scholar-Athletes, 81 Chicagoland Collegiate Athletic Conference (CCAC) All-Academic selections and 16 Mid-States Football Association All-Academic picks.

OTHER NOTES: The USF men's and women's cross country/track & field programs both appeared on the United States Track & Field and Cross Country Coaches Association's NAIA Program of the Year standings for the third consecutive season. The USF men checked in at No. 10 on the list, while the women placed 11th. The standings are a representation of a program's combined success in cross country, indoor track & field and outdoor track & field. Since the USTFCCCA began its NAIA Program of the Year standings in 2015–16, USF is one of only two schools (Aquinas) to appear in the men's and women's Top 15 at the end of all three seasons.



2017–18 Accomplishments (* signifies a new record for the department)

Budget development

- Totaled 415 student-athletes in the program covering 22 sports
- Raised over \$65,000 in fundraising

Awards/honors

- Athletic department finished 25th in the NAIA Learfield Cup standings
- Athletic department finished 2nd in the CCAC All-Sports Cup standings
- 10 of 22 teams advanced to NAIA national championship tournaments
- 19 NAIA All-America selections
- 77 Chicagoland Collegiate Athletic Conference all-league selections
- 15 Mid-States Football Association all-conference selections
- 2 Chicagoland Collegiate Athletic Conference Coaches of the Year
- 6 CCAC/MSFA Conference Players/Pichers/ Performers of the Year

Team success

- National championship appearance: Women's Basketball: Quarterfinalist
- National championship appearance: Men's Cross Country: 9th in the nation

- National championship appearance: Women's Cross Country: 23rd in the nation
- National championship appearance: Softball: Opening Round
- National championship appearance: Men's Indoor T&F: 8th in the nation*
- National championship appearance: Women's Indoor T&F: 15th in the nation
- National championship appearance: Men's Outdoor T&F: 31st in the nation
- National championship appearance: Women's Outdoor T&F: 33rd in the nation
- NAIA invitational championship appearance: Men's Bowling: 7th in the nation*
- NAIA invitational championship appearance: Women's Bowling: 9th in the nation

Academic achievement among student-athletes

- 15 of 20 sports named NAIA Scholar Teams (16 of 22 teams if one includes bowling)
- 3.12 cumulative grade point average for 415 student-athletes in Fall, 2017
- 3.11 cumulative grade point average for 401 student-athletes in Spring, 2018
- 3 CoSIDA College Division Academic All-America selections

- 40 NAIA Scholar-Athletes
- 81 CCAC All-Academic selections
- 16 MSFA All-Academic selections

Community Service

• Eighteen of 22 teams completed community service projects ranging from working at a homeless shelter, to working at a food bank, to picking up garbage in area parks, to raising funds for cancer, to working a youth camp, to assisting with the Miracle League, to working at an animal rescue.

Champions of Character in the Department

 All student-athletes completed both the Live 5 and myPlaybook courses for their respective year in the program (i.e. first-year student athletes completed Live 5 Course #1 and myPlaybook Course #1) as well as the myPlaybook course on sexual assault awareness.





Career Success Center

CAMPUS OF DOERS

At the University of St. Francis, it is part of our mission to contribute to the world through work and service. Our team at the Career Success Center begins a relationship with our students and alumni by helping them discover who they are, then helping them find a path where they can fulfill the mission. We do this by providing our students with the Strong Interest Inventory during their freshman year, while they are in their first-year experience course called Foundations. Each student completes the Inventory and receives a vocational code that relates to their interests. Many students discover majors and professions for which they were previously unaware. They also complete a worksheet that helps them uncover the skills needed, the educational requirements, and the salary data about various professions. All of this discovery culminated at the Major Fair event in October where they spoke to professors about not only the coursework but also the career paths of alumni from that USF college or major. In FY18 we had 209 students complete the Inventory and participate in the Major Fair. Further, 98% of the participants said that the Inventory, worksheet assignment, and event helped them choose a major.



The Career Success Center also hosted its first part-time job and internship fair in the fall. Twenty-five employers participated from companies like Kaan Enterprises, Jewel-Osco, The Joliet Police Department and Goodwill, attracting the attention of students from all four of USF's colleges. The Center is part of several consortiums such as the Illinois Small College Placement Association and the Associated Colleges of Illinois. The consortiums host career-related events like career fairs, professional development workshops and Fall Interview Day where our students and alumni can participate. Last year we hosted 75 on-campus employers and over 130 off-campus employers.

We had 103 students participate in internships. Examples of this experiential learning include a Political Science major interning at the U.S. Senate, a Criminal and Social Justice student at Zurich, and an Accounting student working for NPL Construction as an accounting intern.

The Career Success Center also provided a variety of career-related presentations to students of all four colleges through classes, student groups, and student leadership events.

BY THE NUMBERS

According to information collected from exit surveys, placement surveys, alumni surveys and other information submitted to USF, as well as internet research:

On-Campus Traditional Undergraduate Program Completers: Of those that we were able to obtain placement information for, 99% were employed and/or attending graduate school within six months of graduation. Of those that were employed, 80% were in a position related to their field of study.

Professional Development

CSC team engaged in professional development: Gallup Certified Strengths Coach March 2018

Counseling and Wellness Center

ETHIC OF CARE

The Wellness Center continues to provide quality medical health services to our USF students. Over the 2017-2018 academic year, the Wellness Center made contact with 2,658 students who were "walk-in" appointments and 99 students were treated by Nurse Practitioners. The Wellness Center treated 814 students who were ill or injured and provided 16 MMR, 9 Hep B, 80 Flu, 125 TB's, 20 Meningitis, 35 TDap, and 1 Varicella vaccines. Additionally, the Wellness Center has offered breastfeeding mothers a private area to either pump or breastfeed their child. Storage is also available for the mother's milk if necessary.

Our biggest news from the Wellness Center is that medical health records have now gone paperless. Students can now take a photo of their records, access their portal and send them directly to the Wellness Center. It is a very efficient process, avoids papers being lost and allows the student to keep their original medical documents. It also supports our sustainability efforts on campus.

USF students continue to utilize the Wellness Center for a beginning supply of overthe-counter medications for the flu, colds, sore throat, etc., which gives them immediate treatment for their illness. Our Nurse Practitioners have been quite busy, especially offering physicals for our USF students. Students need physical exams for various reasons and we encourage them to utilize this service from the Wellness Center. Any USF student who needs a physical exam can obtain one at the Wellness Center and is of no cost to them.

WELCOME BACK MARY ANN ANDRADE

We would like to re-introduce Mary Ann Andrade-Bekker, Psy.D., LCPC, as the new Director of the USF Counseling and Wellness Center, Dr. Andrade-Bekker is an alumnus of USF (Class of 2007) and holds a Bachelor of Arts degree in Psychology. She attended the Adler School of Professional Psychology and obtained her master of arts degree in Counseling in 2010 and her doctorate in Clinical Psychology in 2015. Dr. Andrade-Bekker gained her clinical experience through various settings, including her work at the USF Counseling Department. She chose to return to the Counseling Center because she enjoys working with college students and wants to "give back" to the university who had started her professional and clinical journey as a budding psychologist.

When asked about her therapeutic style, Dr. Andrade-Bekker stated "I firmly believe that personal growth results from flexibility, insight, action, and encouragement. I offer clients an open, safe space where they feel understood and validated while giving them the guidance they need to experience a higher level of consciousness, belonging, and control. I empower clients to find their voice and to feel they can re-direct their focus and efforts into meeting goals that positively affect their whole well-being. I utilize a person-centered, solution-focused approach so that clients not only feel heard and cared for, but also have solutions they can readily use in life. I also incorporate mindfulness and dialectal behavior therapeutic tools to help clients develop and strengthen their mindbody relationship and confidence."

Professional Development

August 8, 2018 Sequence IX: Ethics & Risk Management in Complex Clinical Conundrums Washington, D.C.

August 22, 2018 Introduction to Incident Command System Emergency Management Institute

August 28, 2018 An Introduction to the National Incident Management System Emergency Management Institute

September 12, 2018 Psychologist Self-Care and Renewal National Register of Health Service Psychologists

2017-2018 COUNSELING CENTER STATISTICS AND GOALS

The Counseling Department continues to see the trend that more students are accessing services and university personnel is helping students connect to this resource. From August 2017–July 2018, the Counseling Department has seen 110 new clients and 52 returning clients. The Counseling Department spent 36 hours in the USF community and gave presentations on counseling services, mental health issues, and how to respond to student crises.

OUR GOALS THIS YEAR ARE TO

- Continue to provide quality mental health services students can access on campus
- Continue to engage in case consultation, professional development trainings, and individual/peer supervision so licensed staff can keep abreast of the mental health trends and interventions as well as increase their professional and clinical competencies
- Link USF Students to other resources on campus (Academic Resource Center, Wellness Center, Residence Life, etc.) that may help resolve their presenting concerns in counseling
- Increase outreach presentations on mental health, alcohol and substance use, and healthy eating and relationships to the USF and local community

Residence Education and Student Life

WELCOME COMMUNITY OF LEARNERS

In 2017-2018, Student Life focused on gaining a better understanding of the student's interactions with the department. This included collaborating with the Information Technology department to create an attendance tracking device for all events; overall attendance at events for 2017-2018 was 7.768. As we continue with this tracking we are also working to understand which students are choosing not to attend our events. This will result in a better understanding of ways we can adjust our programming to meet student needs. One result of this tracking was our realization we had limited resources to support commuter students. There are over 900 commuter students that attend classes in Joliet but we only had three commuter assistants. Through an opening in a graduate position in the office were able to transition to a senior assistant and eight commuter assistants for the 2018-2019 academic year. We are looking forward to seeing the positive impact of this change for our students.

Another way we are adjusting programming to meet student needs is through supporting them in leveraging their leadership experience through an online portfolio called Portfolium. This is a collaboration with Academic Affairs. Both through their classes and now through Student Life, students are able to submit projects digitally. Then, Student Life reviews them and awards a badge. The badges are in the areas of Knowledge Acquisition & Cognitive Complexity, Community, Humanitarianism & Civic Engagement, Leadership, Practical Competence, and Spiritual Awareness & Franciscan Values. In 2017–2018, we were able to complete a pilot group of ten students to help us build our system and give us

feedback. For 2018–2019 all freshman will begin using Portfolium through Foundations classes. Student Life will continue to encourage students to build their portfolios. Then, submitted projects in these areas will be used to directly asses the students' co-curricular experiences.

In 2018–2019 Residence Education had a specific focus which was the residential experience. The department hosted monthly birthday parties and resident contests to increase a feeling of community among the residents. All 18 Resident Assistants engaged in regular intentional interactions with their students. Those interactions were tagged and reviewed to ensure follow up happened as needed. In reviewing the annual Resident Assessment, residents ranked that they were very satisfied with the Resident Assistant staff in the area of gaining their respect, treating everyone fairly and respecting ethnic diversity. The students rated the staff 3.8 out of 4 in their overall satisfaction of the performance of their R.A. A big indication of success for Residence Education was a 69% retention rate of students who lived on campus Spring 2018 to Fall 2018. In comparison to past years this is a great retention rate for USF.

BY THE NUMBERS

In 2017–2018, Student Life had strong student participation. There were 1,927 students involved in 36 clubs. During this academic year there were four new clubs that became active. Throughout the year there were 7,768 students who attended Student Life events including Welcome Week, homecoming, Relay for Life and spring fling.

Professional Development

Serve on the Great Lakes Association of College and University Housing Officers Executive Board

February and June 2018 Violence Against Women Grant Training Institute

Safety & Security

WELCOMING COMMUNITY OF LEARNERS

Safety and Security have hired five student workers this year and plan to add more before the end of the year. Each student receives approximately two weeks (80 hrs) of training. They are required to train on every shift prior to being released so they have a full understanding of what is expected of them. Throughout their experience in security they are exposed to some of the same training opportunities as the officers and dispatchers (first aid, active shooter, etc.). Even though they are not expected to render aid or respond to violent situations, we believe this training will allow them to have a better understanding of what a security team is all about. We stress that their presence is an added layer of deterrence for criminal activity.

Our focus with hiring more students is also to improve the diversity within our department and give those students a chance to influence our campus in a positive way. We are proud of our ethnically diverse campus, and we want everyone to feel safe while navigating our campus. We have trained several students in how to patrol the campus and service other students. We believe that involving students in the safety of their campus will encourage other students to also take safety and security seriously. As other students see classmates involved in their safety we believe it creates a more relaxed atmosphere for studying. We have also enhanced our student involvement at the St. Clare Campus. Students will now be working at the St. Clare Campus during the day, which expands their knowledge and awareness of campus safety.

ETHIC OF CARE

During my first year as director, I had the opportunity to speak with the Student Government Association where several students expressed the concern for more cameras on campus. Our department worked together with the IT department and came up with a plan to add 30 cameras to cover some areas that were previously out of view and at risk for criminal activity. In addition, we are adding 18 door access panels which allow entry to buildings by USF students and employees only. Everyone should feel safe when they come to our campus and we believe we are taking the right steps to ensure everyone's concerns.

USF was also awarded a grant from the Violence Against Women Act and will be using some of that money to add five Code Blue Towers which include cameras. These towers are used to deter crime by lighting up an area with a camera and also adding a simple way to contact help if needed. Our goal is to prevent crimes from occurring but if an emergency happens, people can get help fast and in some instances because there is a camera mounted inside of the tower the dispatcher may see the event unfolding as it happens and has already dispatched the help to that location.

We also installed 12 concrete re-enforced planters on campus which will provide shelter from vehicle traffic in those areas on campus where speeding drivers come through our campus. These planters will enhance campus aesthetics while placing a barrier between our students/employees and the vehicle traffic.

Professional Development

June 2018 Northern Illinois University Behavioral Intervention Team Workshop

July 2018 University of Wisconsin at Madison Active Shooter Conference

July 2018 Will County Office of Emergency Management Active Shooter Symposium

July 2018 Table Top Exercise with John Skyori/Will County Office of Emergency

June 2018 Attended Summer Institute for Foundation Instructors

June 2018 VAWA Grant Conference

July Weather Spotter Training



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