

NYS Conservation District Employees' Association, Inc. NYS Soil and Water Conservation Committee

TO: SWCD Directors and Staff
County Water Quality Coordinating Committee Members
Cooperating Agencies and Organizations

FROM: Dustin Lewis, Vice-President, NYS CDEA, Inc.
Mike Latham, Director, NYS SWCC

DATE: January 2, 2021

SUBJECT: 2021 Water Quality Symposium / NYS CDEA Annual Training Session
Virtual
March 8-12, 2021

Dear Friends and Colleagues:

It is our pleasure to invite you to the 2021 Water Quality Symposium and the NYS CDEA Annual Training Session held Virtually March 8th-12th, 2021.

The partnership between the Conservation District Employees' Association, Inc. and the New York State Soil and Water Conservation Committee makes the Water Quality Symposium possible. It takes the cooperation and dedication of many people to make an event of this scale successful. Each year the Symposium provides an excellent and affordable forum to share ideas and skills to advance natural resource protection across the state.

Education and training efforts remain a high priority for all parties involved and locating alternative resources for future symposiums is an ongoing and challenging process. Partnerships that mix consistent funding with people capable of sharing technical know-how are essential to continue an event as unique as the Water Quality Symposium.

In this packet you will find the 2021 Water Quality Symposium a class schedule for the week followed by class descriptions. **Registration forms will be accepted electronically for 2021, however, *payments must still be mailed to the address below.* Registrations are due no later than February 12, 2021. Click on or copy and paste the following link to fill out your registration form.**

<https://forms.gle/6MTwHxhYr1vHCYZh7>

Each instructor and attendee must register online separately. Please keep track of your registration fees as you fill out the online forms as it is not totaled for you. There will be a fee schedule available for you to reference.

Please make checks payable to: **NYS CDEA, Inc.**

Please mail checks to: **Monroe County SWCD,
Attn Kristin White,
145 Paul Road, Bldg #5
Rochester, NY 14624**

If you have questions about registration, or the courses please contact Dustin Lewis at dustinlewissaratogawcd@gmail.com or by calling (518) 885-6900.

PLEASE NOTE THE POLICY:

EVENT PAYMENT AND REFUND POLICY:

PAYMENT:

All attendance fees for the Water Quality Symposium Annual Training Sessions must be paid prior to the event. Full payment for Symposium attendance must be received or postmarked by March 2nd. If the attendance fee is not paid by this date, a late fee of \$50 may be added.

REFUNDS:

CANCELLATIONS MADE BY ATTENDEE:

If an attendee chooses not to attend an event, the cancellation must be made in writing to the NYS CDEA Vice-President by March 2nd to be considered for a refund.

CANCELLATIONS MADE BY NYSCDEA:

If the NYS CDEA cancels a class and that is the only class an attendee is attending, then a refund for the class will be granted. NYSCDEA will do it's best to notify class participants that the class is canceled as soon as possible.

If the class is still held and the attendee does not notify the NYSCDEA Vice President by March 2nd, then no refund or partial refund will be issued regardless of the reason for missing the course (weather, life circumstance, etc.). If an attendee attends a class and is dissatisfied with the presentation or content, no refund or partial refund will be issued.

PLEASE NOTE: The Banquet time has changed and is going to be held virtually.

***The 2021 NYS CDEA, Inc.
Annual Training Session
And
Water Quality Symposium***

Presented By:

The New York State Conservation District Employees' Association, Inc.

&

The New York State Soil and Water Conservation Committee

March 8-12, 2021

Virtually



General Information

Training Session Dates: Monday, March 8, 2021 1:00 pm - Friday, March 12, 2021 12:00 pm

Registration Deadline: **FEBRUARY 12, 2021** (Please register early)

Location: World Wide Web (Virtual)

Parking: Your desk or Lazy-Boy

Registration Fees

Full Week Conference Fees (Includes Full Conference- Unlimited Classes)	Cost
Unlimited Access	\$50
Daily Fees	Cost
Monday Class	\$10
Tuesday Class	\$10
Wednesday Half Day	\$10
Wednesday Full Day	\$15
Thursday Half Day	\$10
Thursday Full Day	\$15
Friday Class	\$10
Annual Meeting and Awards	FREE

2021 Water Quality Symposium

Class Schedule At-A-Glance

*A detailed schedule with all activities will be in your registration packet at check-in.

Monday, March 8	Tuesday, March 9	Wednesday, March 10	Thursday, March 11	Friday, March 12
AM Classes				
PM Classes	<p>6. Public Employees Safety and Health</p> <p>7. Current State of the Forest and Landowner Assistance Programs</p> <p>8. And Why Should I Care? Communicating to the Public</p> <p>9. Pollinator Habitat: Benefitting Ag.</p>	<p>10. Working Effectively with Urban and Suburban Agricultural Producers</p> <p>11. Overview of Government Accounting and Reporting Responsibilities</p> <p>12. Adaptation Training: Managing NY's Forests in a Changing Climate</p> <p>13. Hydroseeding Forum</p>	<p>15. IPM Plan Writing and Certification</p> <p>16. From Apps to Maps</p> <p>17. Restoring Ecological and Productive Function to Woodlands</p> <p>18. Harmful Algal Blooms Update</p>	<p>22. AEM Data Management</p> <p>23. Urban and Rural Forest Pests and Diseases</p> <p>24. Federal, NYS, and Payroll Finances for Clerks</p>
<p>1. NY G&C</p> <p>2. Beef and Sheep and Goats, oh my! PGM Planning Tips and Tricks</p> <p>3. Communicating Soil Health</p> <p>4. "That's Not My Beautiful Pond"</p> <p>5. Clerk's Forum</p>	2:00 PM	PM Classes	PM Classes	
	<p>Annual Meeting and Banquet (Virtual)</p>	<p>10. Working Effectively With Urban and Suburban Agricultural Producers</p> <p>12. Adaptation Training: Managing NY's Forests in a Changing Climate</p> <p>14. Forested Riparian Corridors: Ecology, Research, and Lessons Learned. A Coordinated Approach and State Funding</p>	<p>19. Planet of the Apps</p> <p>20. Notary Public Workshop</p> <p>17. Restoring Ecological and Productive Function to Woodlands</p> <p>21. Manure Handling</p>	

Descriptions: For clarity, the class numbers on the Registration Form and the Daily Class Schedules correspond with the numbers in the course descriptions below.

Class # Class Description

1. NY G&C

Date: Monday, March 8, 2021 from 1:30 PM – 4:30 PM

Instructor: Jessica Brooks, Lauren Prezorski, Greg Albrecht, and others

Description: The NYS Grown and Certified webinar will feature updates from Jessica Brooks (NYS G&C Program Manager) about accomplishments and future directions; project highlights from the NYS G&C AEM Plan Implementation Grant Program from Lauren Prezorski; and an update about the AEM portion of NYS G&C from Greg Albrecht. All topics will involve plenty of time for discussion and feedback from District practitioners and partners along the way, so bring your experiences, ideas, and questions!

Credits: CCA CEUs: 1 SW

2. Beef and Sheep and Goats, oh my! PGM Planning Tips and Tricks

Date: Monday, March 8, 2021 from 1:30 PM – 4:30 PM

Instructor: Karen Hoffman (maybe others)

Description: “In this workshop we will discuss some of the unique grazing planning and management information that can help you with livestock species other than dairy cows. We will discuss multi-species grazing and multiple groups as well, and how to plan PGM so that it makes sense to both the farmer and the planner. Examples using the PGM Excel workbook to calculate paddock sizes and total acres needed will be reviewed. By the end of this class, you will hopefully not panic the next time you are contacted by someone looking for a complex grazing plan!”

Credits: CCA CEUs: 1 SW and 2 CM

3. Communicating Soil Health

Date: Monday, March 8, 2021 from 1:30 PM – 4:30 PM

Instructor: Aaron Ristow, Joe Amsili, Bob Schindelbeck

Description: This course will provide you with multiple pathways forward when discussing soil health with farmers who have encountered obstacles to implementing soil health management practice systems. The course will explore economic incentives of SH, discuss the full process of SH testing and using data to frame conversations, and pro-tips on the process of talking to farmers about SH.

Credits: CCA CEUs: 2 SW and 1 CM

4. “That’s Not My Beautiful Pond”

Date: Monday, March 8, 2021 from 1:30 PM – 4:30 PM

Instructor: Robert Bombard

Description: We have all conducted pond site visits at one time or another. A pond’s purpose may vary from fishing for the grand kids, a water source for cattle, simple aesthetics or a small aquaculture ventures; maintaining them is key. We find them in various states of health and usually have to make recommendations to bridge the condition they are in to meet the needs of their owners. Today’s presentation will help us understand what ponds are and what we can reasonably do to improve their condition.

5. Clerk’s Forum

Date: Monday, March 8, 2021 from 1:30 PM – 4:30 PM

Instructor: Bethany Bzduch, and Representatives from the Association of Town Clerks

Description: This is a great opportunity to network with your administrative colleagues. The forum will open with a meet & greet, followed by mini-presentations with topics including minutes and grants record retention. The forum will end with additional time for general discussion, including what topics Clerks would like to see at 2022 WQS.

6. Public Employees Safety and Health

Date: Tuesday, March 9, 2021 from 8:30 AM – 12:00 PM

Instructor: Peter Moles; Jamie Becken; John Usher

Description: Overview of Occupational Safety & Health - (Presentations including a review of the Public Employee Safety & Health (PEOSH) program; Personal Protective Equipment (PPE); Workzone safety; Bloodborne pathogens; Chemical use in the Workplace; Explanation of related Safety & Health regulations; S&H program examples)

7. Current State of the Forest and Landowner Assistance Programs

Date: Tuesday, March 9, 2021 from 8:30 AM – 12:00 PM

Instructor: Patricia Leopold, Joyce deVries Tomaselli, John Bartow

Description: Overview of the Climate Change Response Framework and the Forest Adaptation Resources for Natural and Urban ecosystems. Overview of Spotted Lanternfly, Beech Leaf Disease and Asian Jumping Worms including pest & tree identification, harm, what to look for and current known locations. Discussion on current state of the forest products industry, markets, trends, etc.; who ESFPA is and the what they do and what programs they offer. Where can small woodlot owners obtain funding? What programs are available? NYS DEC Regenerate NY, NRCS EQIP and CSP cost share programs, NYS Grown & Certified Food Safety Grants, etc..

Credits: Society of American Foresters (SAF) 3.0 Cat 1 credits

International Society of Arboriculture (ISA) 3 credits

8. And Why Should I Care? Communicating to the Public

Date: Tuesday, March 9, 2021 from 8:30 AM – 12:00 PM

Instructor: Beth Meyer

Description: “Telling your Story” isn’t an option anymore – it’s a critical part of gaining public acceptance, correlating to our farmers’ continued freedom to operate, and ultimately survive. This session will offer a crash course in reaching outside the agriculture echo chamber – from choosing the appropriate channel and method to communicate, tips for developing content, and interview practice (whether live or remotely). Now more than ever the media wants a tailor-made message, and the more prepared you are to deliver this, the better the coverage will be. We will

include tips for creating assets for broadcast and print media and help to set the stage for positive coverage. Areas covered: Traditional and social media, handling difficult questions, newsjacking (leveraging current news stories for expert commentary/offering another look) and more.

9. Pollinator Habitat: Benefitting Ag.

Date: Tuesday, March 9, 2021 from 8:30 AM – 12:00 PM

Instructor: Kim Farrell

Description: Learn about the agricultural benefits pollinator habitat provides through pollination services and supporting beneficial insects that prey on agricultural pests. Course will cover critical methods for establishing pollinator habitat.

Credits: CCA CEUs: 2 PM and 1 CM

10. Working Effectively with Urban and Suburban Agricultural Producers

Date: Wednesday, March 10, 2021 from 8:30 AM – 12:00 PM and 1:00-4:30

Instructor: Joseph Heller, NRCS NY Urban Conservationist, Arthur Hawkins, NRCS Cleveland Ohio, Olga Vargas, NRCS New York, Sam Anderson CCE NYC, Caitlin Tucker CCE Regional Team, Karen Washington - Rise and Root Farm, Molly Riordan Cornell University and Samantha Shafstall USDA AMS, Ariel Rivers National Association of Conservation Districts.

Description: This full day course will be led by instructors that have hands on experience working with urban and suburban producers and discuss their experience working in communities where there are unique challenges to growing food in smaller spaces.

Credits: CCA CEUs: 1 SW,1 CM, and 1 PD

11. Overview of Government Accounting and Reporting Responsibilities

Date: Wednesday, March 10, 2021 from 8:30 AM – 12:00 PM

Instructor: William Naylor NYSOSC

Description: This session will familiarize officials with the accounting process for Soil and Water Conservation Districts and some of the unique elements of governmental accounting. It will include an overview of Generally Accepted Accounting Principles (GAAP), the Uniform Accounting System, measurement focus, the Treasurer's Report, and accounting responsibilities and records. We'll also discuss resources available from the Comptroller's Office to assist fiscal officers with their responsibilities.

12. Adaptation Training: Managing NY's Forests in a Changing Climate

Date: Wednesday, March 10, 2021 from 8:30 AM – 12:00 PM and 1:00-4:30

Instructor: Patricia Leopold and Danielle Shannon

Description: This workshop will be an active, hands-on training for a limited number of people. The goal for the day is to identify climate change risks and adaptation actions for managing New York's forests and wetland ecosystems. Participants will: Learn about current and anticipated effects of climate change in New York, Think about site-level characteristics that will determine climate change impacts at local scales, Learn about adaptation concepts and strategies in the context of sustainable ecosystem management, Identify custom site-specific actions that enhance the ability of forests and wetland ecosystems to adapt to changing conditions and Learn about resources and tools that are available to support managers as they prepare for and adapt systems to climate change.

Danielle Shannon is staff at the Northern Institute of Applied Climate Science (NIACS) she helps land managers cope with and adapt to the challenges of climate change. With a M.S. from the University of Minnesota in Forest Hydrology and Watershed Management, Danielle has worked with NIACS to develop adaptation strategies for forest managers focused on hydrology and the management of forested watersheds; and has since collaborated with Wisconsin based WICCI organization to develop climate adaptation resources for non-forested wetland conservation and management.

Patricia Leopold is the Climate Adaptation Specialist for the Northern Institute of Applied Climate Science. In this role, she leads activities to build and strengthen partnerships, synthesize research into non-technical language for a variety of audiences, develop tools for forest managers, and promote the use of tools in adaptive forest management. She coordinates the Climate Change Response Framework, a collaborative project focused on integrating climate change considerations into on-the-ground planning and activities in the Central Appalachian and Mid-Atlantic regions.

**Credits: Society of American Foresters (SAF) 6.0 Cat 1 credits
International Society of Arboriculture (ISA) 6.25 credits**

13. Hydroseeding Forum

Date: Wednesday, March 10, 2021 from 8:30 AM – 12:00 PM

Instructor: (A) Doug McCluskey, Team EJ Prescott

(B) Ed Dugan, Bowie Industries

(C) Russ Collier, Hydrograsscorp

Description: Is your District's hydroseeder stuck in the mud? Do you want to learn seeding techniques from the experts? Do you have burning questions about hydroseeder mechanics? If you answered yes to any of these questions, then you need to sign up for the Hydroseeding Forum! Representatives from Hydrograsscorp, Bowie Industries, and Team EJ Prescott will be on hand to share new technology, hydroseeding tips, and to answer your questions. There will be time at the end for District staff to discuss hydroseeding program successes and challenges.

14. Forested Riparian Corridors: Ecology, Research, and Lessons Learned. A Coordinated Approach and State Funding

Date: Wednesday, March 10, 2021 from 1:00 – 4:30 PM

Instructor: Brandon Dennis, NRCS NYC Watershed Buffer Manager, Lydia Brinkley, USC Buffer Coordinator, Scott Fickbohm, NYS SWCC AEA

Description: Will briefly review the ecological benefits of forested buffers and lessons learned through monitoring and research. Also included will be a conceptual discussion on buffer implementation as well as an overview of strategies and available state funding. The morning will conclude with information on the benefits of a "District Coalition Approach" and an open discussion.

Credits: CCA CEUs: 1 SW and 0.5 CM

15. Integrated Pest Management Plan Writing & Certification

Date: Thursday, March 11, 2021 from 8:30 AM – 12:00 PM

Instructor: Mary Kerstetter

Description: The objective of this course is to give participants training in writing a pest management plan. The course includes some hands on exercises to help the participants plan appropriate BMPs/mitigation in a pest management plan. They will work through hands on exercises in WINPST and a 595 IR to learn about impacts to water quality and explore different strategies to mitigate issues caused by pesticides. Group discussion will be encouraged.

Credits: CCA CEUs: 3 PM

16. From Apps to Maps

Date: Thursday, March 11, 2021 from 8:30 AM – 12:00 PM

Instructor: Nick Rowell, CPESC, Natural Resource Specialist and Jim Lieberum, CPESC, District Manager, Warren County SWCD

Description: This program will be delivered in two components, the first section will be focusing in on understanding a variety of GPS setups to collect field data that will be transferred and utilized in QGIS & ArcGIS. It will also cover utilizing the basic tools and data management to build and manipulate GIS maps in QGIS & ArcGIS.

The second section of the presentation includes a section of select aspects of ArcGIS that can be very handy and are often underutilized. Discussion will include the combination of using a smart phone and an inexpensive app to take points and tracks that are reasonably accurate, even in some cases with a dense forest canopy. Discussion on converting these files to KML /KMZ to make shapefiles will be shown as well. A second topic to be covered is the georeferencing of images (historic photos, surveys, etc.) for use.

This course is intended to assist Districts that may not have an ERSI online account or lack in GPS.

A basic working knowledge of GPS and GIS is required for both sessions.

17. Restoring Ecological and Productive Function to Woodlands

Date: Thursday, March 11, 2021 from 8:30 AM – 12:00 PM and 1:00 – 4:30

Instructor: Peter Smallidge and Brett Chedzoy (potentially additional)

Description: Woodlands provide at least dual outputs of ecological functions and productivity. Recent studies have documented woodland impairment associated with increased abundance of invasive plants, interfering vegetation, reduced volume of higher value trees, reduced advance reproduction, and social constraints on management options. Site conditions and past/current management options influence these outputs. Fully functional woodlands are important assets for the owner and for society. Benign neglect, poor decisions and overt neglect reduce these outputs. This in-service will explore the role of these functions, how they change and emphasize strategies to restore these functions where needed. This course will cover the following topics: Defining ecological and productive function in woodlands – an overview of terminology, issues, history and need, what limits ecological and productive function and what aspects do managers control, attributes and steps when developing a restoration plan, the human dimension: panel discussion reviewing interactions with municipalities, owners and loggers who need to understand restoration goals, using silviculture to enhance EPF: thinning treatments (e.g., TSI, area-wide thinning, crop tree management), forest vegetation management: chemical, mechanical and biological options and regeneration at different scales: enrichment plantings, large- and small-scale operations, and new approaches.

Credits: Society of American Foresters (SAF) 6.5 Cat 1 credits

International Society of Arboriculture (ISA) 6.5 credits

18. Harmful Algal Blooms Update

Date: Thursday, March 11, 2021 from 8:30 AM – 12:00 PM

Instructor: Finger Lakes Water Hub and a representative from Upstate Freshwater Institute

Description: Please join experts from the NYS DEC Finger Lakes Water Hub along with other applied researchers as they discuss Harmful Algal Blooms in the Finger Lakes region.

Presentations will focus on the many factors that influence blooms and what was learned during the 2020 monitoring season. Further, instructors will highlight the current work being done to reduce the occurrence of HABs through partnerships with NYSDEC, SWCC and SWCDs. The session will conclude with a brief discussion on possible funding opportunities related to HABs and a questions and answer session.

Credits: CCA CEUs: 1.5 SW and 1.5 NM

19. Planet of the Apps

Date: Thursday, March 11, 2021 from 1:00 – 4:30PM

Instructor: Caitlin Stewart

Description: Bring your smart phone or laptop along for an interactive afternoon showcasing some amazing apps! Become an editing wizard with PicMonkey and create epic visuals for your social media posts and newsletters. Take notes, get organized, and task manage with Evernote. Identify insects with a photographic guide to forest pests. A list of apps will be provided so participants can download them before the class.

20. Notary Public Workshop

Date: Thursday, March 11, 2021 from 1:00 – 4:30 PM

Instructor: Alfred Piombino

Description: This course will explore topics related to American Notarial law, provide a comprehensive view of the notary public office, and offer preparation for the New York State test. It is a great opportunity for those looking to take the exam, or those already serving as notaries public who would like a refresher course.

21. Manure Handling

Date: Thursday, March 11, 2021 from 1:00 – 4:30 PM

Instructor: Doug and Matt Potter of Dairy Support Services in Truxton, NY and Dan Purdy of Cuff Farm Services in Auburn, NY, Brendan Jordan NYS Department of Agriculture and Markets / Division of Land and Water Resources

Description: This class will take a comprehensive look at some of the new technologies available for handling manure. While how manure is stored is often most looked at, it is also important to recognize how manure is applied to the land. Systems to handle manure more efficiently in the field have emerged that allow farmers to enhance fertilization of crops, improve environmental management, and promote local and neighbor relations. These advancements in manure handling technology can not only improve a producer's bottom line, but also improve water quality and soil health. This class will involve presentations from Doug and Matt Potter of Dairy Support Services in Truxton, NY and Dan Purdy of Cuff Farm Services in Auburn, NY. These presentations will describe their operations, and the various ways they assist farms with manure management, including how these systems support improved crop management and environmental awareness. We will also be joined by Brendan Jordan, CNMP Specialist for the

NYS Department of Agriculture and Markets / Division of Land and Water Resources, to further explain how these technologies can be incorporated into the nutrient management planning that District and other technical service staff conduct.

Credits: CCA CEUs: 1 SW, 1 CM, and 1 NM

22. AEM Data Management

Date: Friday, March 12, 2021 from 9:00 AM – 12:00 PM

Instructor: Tyler Knapp and others

Description: Attention AEM Data Managers! Have you thought about revamping your data management system or wished it was easier to track and access data? Maybe you are not sure which is the best for your district? You are not alone! In this class we will explore the (exciting/overwhelming/confusing?) world of data management, specific to AEM. As a group we will discuss a couple (real-life) options that exist for managing AEM data, go over what data already exists and how to access it, and discuss the importance of data quality and integrity in a continuously changing industry. Remember - A solid management system can standardize the collection and storage of tier data, ease the prioritization of projects and annual workloads, assist in generating and reporting of aggregate data for watershed planning efforts and so much more.

Credits: CCA CEUs: 1.5 SW

23. Urban and Rural Forest Pests and Diseases

Date: Friday, March 12, 2021 from 9:00 AM – 12:00 PM

Instructor: Stephen Teale, Kim B. Adams, Emily-Bell Dinan

Description: This course will cover pests and diseases that are common in the urban and rural forested setting. Discussion will include everything from identification, typical behavior, life cycles, hosts and management suggestions. The following topics will be covered: fall webworm, forest tent caterpillar, eastern tent caterpillar, gypsy moth, white pine needle decline and Asian jumping worm.

Credits: Society of American Foresters (SAF) 2.5 Cat 1 credits

International Society of Arboriculture (ISA) 2.5 credits

24. Federal, NYS, and Payroll Finances for Clerks

Date: Friday, March 12, 2021 from 9:00 AM – 12:00 PM

Instructor: Mengel, Metzger Barr & Co.

Description: This course will cover topics related to Federal and NYS tax law, including W-9s, ST-125s, issuing 1099s and 1098s, and sales tax. It will also explore payroll, how to issue W2s, and what federal/state reports need to be submitted throughout the year.

CNMP / NRCS Phase II Training – Postponed for 2021 / Scheduled for 2022 WQS (details, below)

The CNMP / NRCS Phase II Training is a four-day course on the development of Comprehensive Nutrient Management Plans (CNMP) and is required for planners seeking certification to become an AEM or NRCS Certified Planner. The course is intensive and best offered in-person to allow interaction and discussion among topic-experts and participants. Given the need to offer Water Quality Symposium (WQS) courses virtually and the modest

interest in the course for this round, the 2021 CNMP Training will be postponed until it can be offered in-person at the 2022 WQS (March 2022).

For progress toward certification to continue in the meantime, please reach out to Ron Bush (ronald.bush@agriculture.ny.gov) for AEM Planner Certification options. For NRCS Planner Certification questions, please contact Mary Kerstetter (mary.kerstetter@usda.gov) or Dale Gates (dale.gates@usda.gov).

For AEM Planner Certification, if you are currently a Certified Crop Advisor (CCA), we can discuss CNMP content, planning methods, and options to start the 3-Plan Review Process ahead of your participation in the March 2022 CNMP Training. If you are not yet a CCA, the next year allows time to continue building experience, study for and take the CCA exams, and hone your planning skills (e.g., at the AEM Tier 3A plan level for Districts or otherwise with a Certified Planner in your organization).

Thank you for your understanding. We look forward to working with you.

Dale Gates, Mary Kerstetter, Ron Bush, Brendan Jordan, and Greg Albrecht