

MINUTES OF THE BOARD MEETING
April 14, 2015
Time: 1:30 pm

Vern Riffe Center
Conference Room 1918
77 S. High St., Columbus, OH 43215

[Michael Florez](#), Chair
Cincinnati

[Mary Santiago](#), Vice Chair
Lorain

[Luis "Tony" Ortiz](#), Secretary
Dayton

[Jose Feliciano Jr.](#)
Aurora

[V. Anthony Simms-Howell](#)
Cincinnati

[Elizabeth Guzman-Bowman](#)
Columbus

[Emanuel Torres](#)
Columbus

[Mike Robinson](#)
Loveland

[Gregory Guzmán, PhD](#)
Maumee

[Dan Ramos](#)
[State Representative](#)
District 56 ~ Lorain County

[Gayle Manning](#)
[Senator](#)
District 13 ~ Huron & Lorain
Counties

[Charleta Tavares](#)
[Senator](#)
District 15 ~ Franklin County

Attendance

Commissioners - Present

Michael Florez - Chair
Luis "Tony" Ortiz - Secretary
Mary Santiago - Vice Chair
Emanuel Torres
Elizabeth Guzman-Bowman
Gregory Guzmán
José Feliciano Jr.
V. Anthony Simms-Howell

Legislative Members - Present

Senator Gayle Manning
Representative Dan Ramos

Commissioners - Absent

Mike Robinson- Excused

Staff - Present

Lilleana Cavanaugh - Executive Director
Lair Marin- Community Liaison
Andrea Lewis- Public Policy Officer
Georgina Alvarez- Organizations Development Officer
Briana Black - Administrative Clerk

Call to Order

Chair Michael Florez calls meeting to order at 1:37 p.m. and Pledge of Allegiance to the Flag is recited.

Call of the Roll

There are 8 Commissioners present, thus constituting quorum.

Approval of Minutes

Chair Florez present previous meeting's minutes to the board for review and approval.



Motion #1 - 4 - 2015 - To approve the February 17, 2015 Board Meeting Minutes as submitted. Moved by Commissioner Torres. Seconded by Commissioner Guzman.
Motion carries.

Chairman's Report

Chair Florez brings to everyone's attention that the Ethics Financial Disclosure Filing is due Wednesday, April 15th, and that all Board Members must complete this task in a timely fashion. Any Commissioner who does not file on time will be personally responsible to cover the late fee of \$50 a day for each day past the due date. He then hands the floor to Executive Director Lilleana Cavanaugh for the February and March Monthly Reports.

Agency Report

First, Executive Director Cavanaugh introduces the Commission's new Public Policy Officer, Andrea Magaña Lewis, and invites her to give her first report on the work she's been doing in the Public Policy Office.

Ms. Lewis provides updates on three key areas: Bills she has been tracking, meet and greets with Legislators, and planning for Legislative Visit Day.

First, PPO Lewis provides a brief overview of House Bill 64, House Bill 53, Senate Bill 134, and House Bill 69. Ms. Lewis informs the Board that she will be sending out updates to keep Commissioners and Staff apprised of any changes/results that may occur in regards to these bills.

Second, Ms. Lewis updates the Board on different Legislators she has scheduled meet and greets with in order to reestablish rapport between their offices and the Commission; these Legislators include Representative Antani, Representative McColley, Representative Lepore-Hagan, Senator Bacon, and Senator Tavares, as well as more in the coming weeks.

Third, PPO Lewis presents the draft agenda for the 2015 Ohio Hispanic Legislative Visit Day that will take place Tuesday, May 5th from 9AM-3:30PM at the Ohio Statehouse. The schedule for the day includes workshops for individuals, businesses and entrepreneurs, as well as non-profit advocates. Lewis provides a brief summary of the days' activities/workshops and their presenters, and also presents to the Board the social media kit that she has created in order to promote the event. Some key points Lewis makes are that there will be a Legislative Panel of two Senators and two Representatives, and this panel along with the Keynote Address will be live streamed on the Ohio Government Channel. Additionally, during the lunch hour, there will be ample opportunity for Networking, as well as some entertainment provided.



Chair Florez opens the floor for questions in regards to the Public Policy Center Report. There is one.

Commissioner Ortiz inquires whether or not the agenda for the event has been publicized. PPO Lewis informs Commissioner Ortiz that they are waiting on confirmation from a few moderators, but these should be finalized within the next day or two. Commissioner Ortiz recommends that this agenda be promoted, as the event topics and workshops will help to attract participants.

Chair Florez asks if there are any more questions in regards to the Public Policy Center Report, and seeing none hands the floor to Exec. Dir. Cavanaugh.

Executive Director Cavanaugh invites Lair Marin to give the Latino Community Network update. Latino Community Liaison Marin presents her report.

First, she reports the work she has been doing in regards to the 2015 Ohio Hispanic Legislative Visit Day, which includes reaching out to exhibitors, especially from the Latino grassroots organizations. The only exhibitor confirmed for the event thus far is the Bureau of Workers Compensation. She has also been helping with acquiring speakers/moderators and assisting with the logistics of the event.

Second, Ms. Marin gives an update in regards to the 2015 Latino Health Summit. The event will take place August 14th at Nationwide Children's Hospital. She presents to the Board a draft agenda for the event, and indicates that she will soon create a Save the Date in order to promote the event.

Third, Liaison Marin mentions the 2015 Women's Conference (Princesas Guerreras), an event executed in cooperation between the Commission and Amanecer . Ms. Marin touches on the Hispanic Chambers of Commerce Quarterly Meeting, which OCHLA held on Friday, April 3rd at the Vern Riffe Center, in which representatives from all six Chambers were able to attend.

Finally, Comm. Liaison Marin provides a summary of the Latino Community Network Monthly Tasks for February and March, which include 37 meetings with constituency and organizations, 228 postings on the website calendar, 106 job opportunities posted, 4 intern/volunteers (with more to come), and the completion of the OLANet Catalogue's transcription into Excel format. Additionally, the amount of "likes" on OCHLA's Facebook page has increased to 746, and there have been 413 posts that the LCN has been able to make through Facebook and Twitter throughout February and March.

Chair Florez opens the floor for questions in regards to the Latino Community Network Report. There are none.



Third, Exec. Dir. Cavanaugh then invites Georgina Alvarez to give an update on the Organizations Development Center.

Organizations Development Officer Alvarez begins with summarizing the Minority Health Grants and their respective Minority Health Month Workshops that have been occurring throughout the month of April. There will be workshops in six cities: Dayton, Cincinnati, Toledo, Columbus, Cleveland, and Lorain. All cities' sessions will be in Spanish, with the exception of Cleveland, (the target audience for most cities are community and faith-based leaders, while the target audience for Cleveland are people who work in Latino/Hispanic Serving Organizations.) The workshop for Lorain will take place in May.

Chair Florez opens the floor for questions in regards to the Organizations Development Center Report. There is one.

Commissioner Simms-Howell recommends that Ms. Alvarez get in contact with Commissioners to personally invite them to events or programs that are being planned in their area of the State, either to take part in the program or to simply attend if they are available. Ms. Alvarez respectfully agrees.

Chair Florez inquires if there are any further questions in regards to the Organizations Development Center Report.

Seeing none, Chair Florez opens the floor for a vote to approve the report.

Motion #2 - 4 - 2015 - To approve the February and March Monthly Reports as submitted. Moved by Commissioner Santiago. Seconded by Commissioner Guzman-Bowman. Motion carries.

Chair Flores opens the floor to discussion on the February and March Monthly Reports as submitted. There is none.

Chair Florez hands the floor to Commissioner Ortiz for the Education Committee report.

Committee Reports

Commissioner Ortiz has four key points of information in regards to the Education Committee.

First, Comm. Ortiz indicates the programs for the 2015 Ohio Latino Education Summit that have been provided for the Board, and he gives a brief summary in regards to the event which took place Friday, March 6 at the University of Akron. There were about



300 participants, with support from different partners including a \$5,000 contribution from the Ohio Department of Education to support the Summit.

Second, as for the next year's Summit, Comm. Ortiz indicates that the Ohio Board of Regents (through the work of Lauren McGarity, Director of Special Projects) is likely to assist with the summit, and the event will be taking place in Toledo, Ohio. Commissioner Greg Guzmán adds that the Education Summit may be combined with the Latino Youth Summit, which would be a two-day event that will draw more participants, speakers, exhibitors, etc. A key partner for the event will be Adelante of Toledo.

Third, Comm. Ortiz informs the Board that there is a new Associate Superintendent with the Ohio Department of Education, Dr. Lonny Rivera, from the Toledo area that is Latino.

Finally, Comm. Ortiz informs that Board on a few small activities: he has just completed a series with NPR TV called "Graduado," in regards to what is happening with Latino graduates, which will be running on NPR all week and can be used for community discussion. Also, he is trying to connect with the University of Dayton's former President, Brother Fitz, and El Puente to start a bilingual preschool on the east end of Dayton. He has also been working with the city schools and Head Start to hopefully start a bilingual preschool in Toledo as well.

Chair Florez opens the floor for questions in relation to the Education Committee update. There are two.

Commissioner Simms-Howell suggests that the Commission request to see reports and data (or have them presented to us) from the Ohio Department of Education that show statistics of Latino students in elementary and higher education in order to create workshops at our summits that will assist progress in the areas that demand it.

Commissioner Greg Guzmán reminds the Board that one of the duties as a Commission is to search for and/or oversee programs and initiatives that are good for Hispanics/Latinos, and it is important that the Commission and Department of Education work together in order to define the meaning of bilingual schools and set standards for these institutions that desire to be categorized as "bilingual" in the State of Ohio. Commissioner Simms-Howell offers the curriculum from the Cincinnati "Multilingual Academy" as a model for how a bilingual school can/should look. Chair Florez offers that of the "Fairview German Language School" as another example. Chair Florez invites Diana Pagan from CAPA to comment on this issue, in which she states that her first-grade child currently attends the Columbus Spanish Immersion Academy and the



principal of the institution has expressed to her that the curriculum has started to develop into more of a bilingual curriculum rather than immersion, and so the importance of the distinctions is becoming increasingly more apparent within the real world application and function of these schools' methods.

Chair Florez asks if there are any more questions in relation to the Education Committee update.

Seeing none he hands the floor to Commissioner Torres for an update on the Workforce & Economic Development Committee.

Comm. Torres has two main points of interest.

First, Comm. Torres provides a brief summary of the Hispanic Chambers of Commerce's Quarterly Meeting, which included representation from all six Chambers. This meeting included a session with a few presenters who provided the Chambers with tools/strategies and advice on lobbying, and the benefits that it can provide for them. The Commission is currently working to help the Chambers establish a collective mission statement. Additionally, the groups are working to identify some long-term issues that may be taking place in their communities, and looking at how those issues develop statewide and how they pertain to not only Latino businesses but also to Latino communities in general.

Second, Comm. Torres informs the Board that the Workforce & Economic Development Committee is attempting to reach out to organizations across the state that deal with workforce development in order to recruit a few strong, active members that could become a constructive part of the Committee.

Chair Florez opens the floor for questions on the Workforce & Economic Development Committee's update.

Seeing none, he then asks Exec. Dir. Cavanaugh if there are any updates regarding the Health Committee, in which Cavanaugh highlights the draft agenda for the 2015 Latino Health Summit that Community Liaison Marin had provided.

Chair Florez then hands the floor to Commissioner Feliciano for an update on the Civic Engagement Committee.

Comm. Feliciano has one point of interest, in which he reiterates the planning that has gone into Legislative Visit Day, and encourages all Commissioners to attend and to spread the word to others. Chair Florez adds that the Commission will reimburse commissioners for travel to the event, and for lodging if they are not local. Exec. Dir. Cavanaugh adds one point of information, which is that any Commissioner planning on



attending the event must register on the Eventbrite page. She also requests that Commissioners help to secure at least ten participants to register as well. Commissioner Simms-Howell agrees.

Old Business

Chair Florez highlights one item of business, in which he reminds the Commissioners that they are required to complete the Ethics Training for 2015, and he reviews some of the ways in which that can be done. He also encourages Commissioners to complete the Human Trafficking Training at least once throughout their time with the Commission.

New Business

There are five items of new business.

In the first line of New Business, Chair Florez asks Exec. Dir. Cavanaugh to outline the report that Charles Hauser has prepared in regards to the 2015 Board Retreat. Some key items that she highlights from the retreat are as follows:

First, in his report, Hauser reviews a few topics of interest that Board Members expressed during the Retreat. A relevant topic was the discussion regarding comments on the Commissioners' concern for organizations that want to be recognized as "Latino Serving Organizations" in the OLANet Directory. She states that there are guidelines/requirements established for any entities requesting to be part of the directory, and these parameters must be met in order to be added to our database.

Secondly, commissioners discussed during the retreat the value of holding Board Meetings in different cities around State, either on the Commissioners hometowns or areas where prominent events are held (e.g. CHIP Leadership Conference). Cavanaugh proposes that the Board should strive to hold at least two Board Meetings in cities other than Columbus for within this year.

The third important point highlighted from the retreat includes the discussion on two key commission events, the first being the Distinguished Hispanic Ohioans Awards Gala, an important event to the Commission that may require a new format. This should be a topic for further discussion and consideration, given that OCHLA is not able to do fundraising, and the Commission needs a way to involve more partners or make the event smaller. The second event is the Legislative Visit Day, and the discussion among board members to ensure that the Legislative Day caters to the Latino Serving Organizations, non-profit advocates, as well as to businesses and entrepreneurs.



Another important item of the retreat's report is the Commission's desire to promote College Credit Plus program. This program was already emphasized at the Ohio Latino Education Summit and will also be a topic for the Ohio Hispanic Legislative Visit Day.

Continuing with the presentation of the retreat report, Ms. Cavanaugh refers to Hauser's scale in which he rates whether the commission's programs are high-mission and high-cost, high-mission and low-cost, low-mission and high-cost, or low-mission and low-cost. The ideal rating for all programs would be high-mission and low-cost, and the Commission should try to modify most events to achieve this location on the scale. Comm. Simms-Howell comments that if Commissioners get involved with events when they take place in their area, it saves some cost and effort on the behalf of the Commission.

Fourth, Exec. Dir. Cavanaugh highlights the goals and strategies for the Commission and Board for 2016-2017. Hauser analyzed the discussions and programs from the Board Retreat against the three mandates of the Commission; as the organization has evolved, its focus is shifting from building connections and advising to leadership development, inclusion and empowerment which fits well with the mandates.

Director Cavanaugh presents the three strategic goal areas for 2016-2017: Empowerment (promote community and economic empowerment, capacity building), Representation (public affairs, increase Latino influence and Latino leader involvement), Access (to improve access to government sources and resources, as well as entities' need for translators and interpreters).

Finally, Cavanaugh provides the conclusion of Hauser's report, in which he highlights how the strategic goals relate well to our programs. First, in the area of Empowerment, there are programs that can be tailored to focus on specific areas; for example, the Latino Education Summit on the topic of academic attainment or the Latino Health Summit on the topic of health and wellness. Second, in relation to Representation, focus areas can include more involvement in civic engagement and advisory boards. Third, in correlation to Access, the use of technology and improved networks will help to ensure a robust outreach program that includes social media, the website and other Latino Community Network undertakings.

Taking into account all of the programs and events, Ms. Cavanaugh compares rates all programs against the mission-cost scale historically and the current location of those programs today. Thankfully, we have been able to create enough relationships/collaboration so that the actual investment of resources and energy on our be-



half has decreased, and the involvement and empowerment of the communities' resources and efforts have increased.

Cavanaugh will provide hard documents of Hauser's report and suggestions for programming at next Board Meeting.

In the second line of New Business, Chair Florez asks Vice Chair Santiago to present an update in regards to the Distinguished Hispanic Ohioan Awards Gala. She highlights two main points.

First, Vice Chair Santiago informs the Board that she will coordinate the receipt of all information and applications on nominees/candidates. The deadline for nominations is May 12th. That way, at the June 23rd Board Meeting all documents will be collected and the Board can be prepared to vote on the nominees.

Second, Vice Chair Santiago presents the idea to consider rotating the DHO event to different cities around Ohio and that the Commissioner in that city be prepared to lead the plan and steer the event.

Chair Florez opens the floor for questions in regards to Santiago's DHO update. There are three.

Liaison Marin makes a point of clarification. The DHO letter states that the deadline for nominations is May 15th, but the actual deadline is May 12th. The Board takes note of this.

Commissioner Elizabeth Guzman-Bowman asks for clarification how many nominations each Commissioner can make. Santiago confirms that they are able to nominate one person for each category. Additionally, Commissioner Simms-Howell offers some examples of how Commissioners can collaborate in regards to nominations. Santiago also recommends that Commissioners ask organizations within the community for candidates. As for the proposition to move the DHO Gala to different cities, this topic will be tabled until further discussion.

Commissioner Ortiz asks for clarification on whether the DHO Gala will be located in Columbus for this October, Vice Chair Santiago confirms that it will be in Columbus and the partner is LEON.

In the next line of business, Chair Florez asks Exec. Dir. Cavanaugh and Vice Chair Santiago to inform the Board on the request from Deena and Mike Ferrer in regards to the CHIP Hispanic Leadership Conference for OCHLA's in-



volvement. Santiago provides a short summary of the Ferrer's proposal to have OCHLA help support the execution of the annual Leadership Conference in Lorain.

Chair Florez opens the floor for questions in regards to the request from The Coalition for Hispanic/Latino Issues and Progress (CHIP). He invites Cavanaugh to outline the contributions that OCHLA would be making to CHIP.

Cavanaugh explains that OCHLA has supported the CHIP conference in the past, and that their conference is important to OCHLA because of the leadership training they provide at the conference and the opportunity this conference presents to share information and resources in the Latino community (which meets one of OCHLA's mandates to build and connect.) CHIP is requesting a \$1500 contribution which will help cover the cost of reproduction of materials, securing space for workshops and support with the speakers for the event, etc. Cavanaugh confirms that the Commission has the appropriate funds in the account associated with Community Outreach in order to support this conference.

Motion #3- 4 - 2014 - To approve that a contribution of \$1500.00 be made to The Coalition for Hispanic/Latino Issues and Progress for their annual Hispanic Leadership Conference. Moved by Commissioner Simms-Howell. Seconded by Commissioner Ortiz. Motion carries.

Chair Florez opens the floor for discussion in regards to the contribution to CHIP. Seeing none, he calls a vote, it is approved by unanimous consent.

For the next line of New Business, Chair Florez asks Exec. Dir. Cavanaugh to provide a brief summary on the invitation to the NALEO National Conference. The National Association of Latino Elected & Appointed Officials has invited Ms. Cavanaugh to participate in their annual conference, which she presented to the Executive Committee and now presents to the Board for consideration. The event takes place over four days and offers workshops/sessions that present trends and information in regards to Latino affairs at the national level. Through participation in national events like this, our Commission is able to learn about the new ideas and programs across the United States which may be applicable to Ohio, as well as cultivate important relationships with other organizations/leaders that provide us with resources, knowledge and experience that can be translated into improved programming for our own events and programs in our communities. Ms. Cavanaugh



presented to the Chairman the invitation received and explains that there are sufficient funds in the budget for the participation of up to two persons.

Chair Florez opens the floor for questions in regards to the NALEO Conference and the letter of request. He clarifies that the total cost for one person to attend would be \$1744, and the total cost for two will be \$3488.

Motion #4- 4 - 2014 - To approve the letter of request and to provide funds for up to two staff members of the Commission (Executive Director and one staff) to attend the National Association of Latino Elected & Appointed Officials annual conference. Moved by Commissioner Ortiz. Seconded by Commissioner Santiago. Motion carries.

Chair Florez opens the floor for discussion in regards to the contribution for NALEO. Seeing none, he calls a vote, it is approved by unanimous consent.

For the final line of New Business, Chair Florez presents to the Board the proposal received to host a webinar and workshop(s) on the subject of social ventures, sustainability and funding for non profit organizations by Allen Proctor. The proposal includes a one hour live webinar that would be broadcasted through social media. The webinar can then be published and housed on the OCHLA YouTube channel for continuous viewing and future reference. The second part of the proposal is one to two hands-on workshops, the regions are to be determined depending on interest received as a result of the webinar, to target Latino Serving Organizations. The workshops will ideally accommodate Board Members and Latino Serving Organizations. The topics covered will include, funding, social ventures, sustainability, and how to create/identify sources of funds independent from their typical donors in order to pull funding from multiple sources. The Commission has available funds for the execution of this program.

Motion #5- 4 - 2014 - To allocate up to \$6600.00 of OCHLA funds to host a webinar and a maximum of two workshops, with locations to be determined. Moved by Commissioner Torres. Seconded by Commissioner Santiago. Motion carries.

Chair Florez opens the floor for discussion in regards to Allen Proctor's proposal. There are five points of discussion.

Commissioner Elizabeth Guzman-Bowman inquires whether or not community



members will have the means to attend an online webinar. Exec. Dir. Cavanaugh clarifies that the target audience for the webinar and workshops will be the Latino Serving Organizations, to which the Commission is already connected, and these organizations will simply need internet access in order to participate in the webinar.

Commissioner Simms-Howell reminds the Board that the funds for these projects need to be encumbered before the end of the fiscal year, and that the committed amounts need to be used accordingly.

Commissioner Greg Guzmán has a point of inquiry as to whether or not Mr. Proctor has previously held an event of this capacity with a statewide organization and if those references have been checked by the Commission. Exec. Dir. Cavanaugh confirms that Proctor has successfully held an event like this and that she has personally reviewed the references and is happy to share that information with the Board.

Commissioner Torres offers a point of information, in regards to our funds allocated for these specific purposes, he states that we should consider what other types of programs or training conferences we can have members of the Commission and Board participate in, in order to gain further knowledge and skills. Chair Florez proposes that the Commission communicate any training opportunities to Ms. Cavanaugh, and she can review and present them to the Board during the next Board Meeting.

Commissioner Elizabeth Guzman-Bowman inquires whether the amount of workshops should be increased to three, in the case that there may be more interest than we anticipate after holding the webinar. Exec. Dir. Cavanaugh proposes that from this fiscal year the Commission allocates enough funds to cover two workshops, and if additional workshops are necessary then we can consider this as a cost for next fiscal year. Commissioner Simms-Howell clarifies that some funds can be transferred more easily than others, and some funds are restricted to meet specific needs.

Chair Florez asks if there is any more discussion. Seeing none, he calls a vote, the request to fund the webinar and workshops is approved by unanimous consent.

Public present:

- Diana Pagan - CAPA



Motion #6- 4 - 2014 - To open the floor to public commentary. Moved by Commissioner Santiago. Seconded by Commissioner Simms-Howell. Motion carries.

Chair Florez hands the floor to Diana Pagan. Ms. Pagan presents to the Board a summary of the 2014 Festival Latino, and announces that the 2015 Festival Latino will be on Saturday, August 8th and Sunday, August 9th.

Chair Florez opens the floor for questions in regards to Ms. Pagan's summary and announcement. There are none.

As an additional point of business, Commissioner Simms-Howell informs the Board of the Major League Baseball event to take place in Cincinnati this year; he suggests that OCHLA provide a flyer or some information that can be presented during the All-Star Game. Community Liaison Marin informs the Board that a person from Cincinnati reached out to her in regards to contact information for entertainers for the All Star Game. She offered OCHLA's assistance and is willing to work on any other aspect of this activity that is required.

Motion#7 - 4 - 2015 - To adjourn meeting. Moved by Commissioner Santiago. Seconded by Commissioner Torres. Motion carries.

Board meeting adjourned by Chair Florez at 3:47 p.m.

Michael Florez, Chair

Luis "Tony" Ortiz, Secretary



**ADDENDUM TO MINUTES
April 14, 2015**

<u>Motion #1 - 4- 2015</u>	To approve the February 17, 2015 Board Meeting Minutes.
<u>Motion #2 - 4 -2015</u>	To approve February and March Reports as submitted.
<u>Motion #3 - 4- 2015</u>	To approve that a contribution of \$1500.00 be made to The Coalition for Hispanic/Latino Issues and Progress for their annual Hispanic Leadership Conference per the request presented.
<u>Motion #4 - 4 - 2015</u>	To approve the letter of request and to provide funds for up to two members of the Commission to attend the NALEO Annual Conference with an approximate cost of \$1,744 per person.
<u>Motion #5 - 4 - 2015</u>	To allocate up to \$6600.00 of community programming funds to conduct a webinar and a maximum of two workshop(s) on the subject of social ventures, sustainability and funding for non profit organizations by Allen Proctor.
<u>Motion #6 - 4 - 2015</u>	To open the floor to public commentary.
<u>Motion #7 - 4 - 2015</u>	To adjourn meeting.



ADDENDUM TO MINUTES

April 14, 2015

ATTACHMENTS

DOCUMENT	AUTHOR
February & March 2015 Monthly Reports	Executive Director Cavanaugh
Testimony for the Ohio Latino Affairs Commission	Executive Director Cavanaugh

