Higher education for most remains the pathway for economic and social mobility. An industry-recognized credential unlocks access to realizing hopes and dreams. For many, COVID-19 pushed plans into a deferred status with a "gap year." Access and affordability limited some students' ability to attend classes, on-campus or online. For those who attended, the academic year was full of calculated risk and cautious optimism. WSU fully enforced COVID-19 guidelines and all mitigation strategies. We embraced our commitment to protect those most vulnerable by wearing masks, social distancing, washing hands, sanitizing commonly used surfaces, and remaining home when sick. Based on available guidance from the Centers for Disease Control and the Minnesota Department of Health, restrictions were lifted on May 14th for fully vaccinated.

As Vice President, I observed a team of professionals who worked tirelessly to ensure WSU students had a positive university experience regardless of the proximity to our campuses. We provided exceptional service in person, online, and in a hybrid format. Our behaviors were influenced by the desire to step into an extraordinary experience with our students. The restrictions of local and worldwide events such as the global pandemic, social unrest around police brutality, and political elections heightened interest in the collective strength in our communities. I am proud of what Student Life and Development personnel did and continue to do and how our contributions impact our communities.

A few among the many highlights:

- Recruitment happened virtually, in person, and hybrid transforming practices to carry forward.
- Virtual registration was possible through collaboration with cross-functional teams.
- CARES ACT and CRRSAA Higher Education Aid Funds awarded and disbursed to eligible students.
- The Vaccine Clinics on-campus assisted with meeting the state of Minnesota goal for fully vaccinated citizens.
- Commencement in person name reading ceremony, new bell ringing, & virtual memorable moments.
- Active participation on weekly & monthly COVID-19 response work groups
- SEM Planning Journey began with gathering input from across the campus.
- Refresh of the SLD tagline "Meaningful Connections for All Students."
- Budget reduction conversations for FY22 a complicated process with no easy button
- Statewide Mental Health Summit, co-hosted by Minnesota State Colleges & Universities
- Focus on Mental Wellness system-wide with one among us selected as a Chancellor's Fellow.

We have much to celebrate and so much more yet to do. Among the many lessons learned is the incredible resilience that emerges when we care about the conditions and well-being of our local and global communities. As we reboot for the 2021-2022 academic year, join in the excitement for a full year of stackable choices that lead to crossing the graduation finish line. The possibilities are endless when powered by Meaningful Connections.

--Dr. Denise Lloyd McDowell, Vice President for Enrollment Management & Student Life
With the COVID-19 crisis in effect for most of last year, Admissions had to get creative with new approaches and virtual strategies, along with reviving some tried and true methods. A new viewbook and campaign was created to ‘Meet What’s Possible’ and ‘Reach What’s Possible’ at Winona State and the theme of possibilities carried through our communications in a year where a lot of things seemed “impossible” at times. Driven by the inability of students to access standardized testing, like the ACT/SAT, WSU admission and academic merit scholarships decisions were based solely on high school GPA, which opened up access to more students.

**Virtual outreach included:**
- Virtual Choose WSU days
- Virtual Saturdays with Meet What’s Possible
- Virtual Zoom AMA Availability
- Virtual Tuesday Evening Presentations
- Virtual Organized Group Visits
- Virtual High School Visits and College Fairs
- Lunchtime Live with WSU Admissions (on Facebook)
- Professor Pop-ups (blog & video)
- Transfer Tuesdays (Zoom, w/ faculty guests)

As we have been able to welcome prospective students and their families safely back to campus, we’ve added additional daily visit times, and in person Saturday visits. Our visitors have appreciated our COVID-19 safety procedures.

**Larger in person events included:**
- All Access Pass – 317 Students Attended
- Junior Day – 76 families in-person, 15 virtual visitors, including a prospective student from Alaska

In person events and daily visits were made possible by our volunteer student Ambassadors, who stayed flexible and remained dedicated during all the changes to tours and the campus environment. We are thrilled that they were recognized as the Outstanding Student Club/Organization by Student Activities and Leadership, along with their advisor, Liz Schwanke—who was honored as the Outstanding Club Organization Advisor.

It’s been a year of change for Admissions staff as well: we’ve celebrated two retirements, the birth of twins, and the addition of two Regional Recruiter positions! New team members Alex, Claudia, Renee, and Kendra joined at various times during the year. We’re looking forward to rolling out two initiatives with the Alumni Office: Road Warriors and Writing Warriors—utilizing our alumni in direct communication with our prospective students.

**Veterans** – We’ve been busy helping students this past year through the pandemic. We had many students deployed/activated helping with unrest, COVID-19 orders, as well as other duties across the world. Some of these students will be taking classes with us abroad or returning to campus after a year of service.

--Kendra Weber, Interim Director of Admissions
Online learning and social distancing made engagement in our community take new and creative forms during this year. Students, staff and faculty made contributions to health and wellness, donations of food, clothing and other items through mutual aid and community COVID-19 response programs. Student clubs performed more traditional community service, such as cleaning up outdoors and the annual Dream Closet event, in the spring, when restrictions began to ease a bit and it was safe to interact in some ways.

The President’s Engagement Awards recognized two years of recipients in a well-attended virtual ceremony. WSU named its fourth Campus Compact Newman Fellow, and faculty continued to develop new ways to engage within their courses, which were supported by a number of curriculum grants.

The 2020-21 University Theme “My Global Identity, Our Global Community” was able to pivot and provide a number of outstanding virtual programs and events. This included a campus wide book club, continuing the tradition of a deep dive into a timely concept.

--Kendra Weber, Director of Student and Community Engagement
Counseling Services

The 2020-2021 academic year was unique, memorable, and one of learning and growth. While we were unable to offer our services in-person, we used Zoom Healthcare to provide individual and group counseling, psychoeducation groups, and outreach events to various groups. Telecounseling has shown to be beneficial in expanding our services, specifically for students who are student teaching or at internships, our WSU-Rochester students, and online students who were located beyond Winona.

We had another year of high demand and provided our exceptional services to 474 students through individual counseling and to 2,452 students, staff, and faculty through outreach. Our biggest event was a mental health panel to 1,500 incoming freshmen during orientation. We also provided training to Housing staff and maintained partnerships with Athletics, Nursing, and MSC-Southeast. A few of our more successful groups were Motivational Mornings with Mick, Self-Care During Self-Quarantine, Grief Group, Election Stress Group, and Getting through a Quarter Life Crisis. For staff and faculty, outreach events we offered were Coping Over Coffee, Depression During COVID-19, and Managing Stress During COVID-19.

Other highlights include completing a redesign of our website making it more accessible and efficient, continuing work on the JED Campus strategic plan, and developing a “How to Help Someone in Distress” guide and video that was disseminated across campus. Additionally, we continued to build our training program by supervising a counseling intern who was very helpful in us keeping up with demand for services.

Despite the physical distance between our staff while we worked from home, we remained a cohesive unit and grew to know one another on a deeper level through our weekly virtual coffee hours. By supporting each other in both professional and personal capacities, we were more equipped to support our students through a very challenging year.

--Kateri Johnson, Interim Director of Counseling Services

474 students received **individual counseling**
2,452 students, faculty, & staff through **outreach**
1,500 incoming freshmen attended **mental health panel** during orientation
During the initial uncertain days of COVID-19, Dr. McDowell inspired us all by initiating a calling campaign to students, where SLD staff would send a smile. This project became the “Assistance From a Distance SMILE Calling Campaign”, which was an overwhelming success! From April 22nd to 30th, 74 individuals from the Student Life & Development Division were on the caller volunteer list to reach out to current students. 3,542 students received at least one call attempt, where they were asked if they had any questions or concerns about their WSU experience. 80% of callers said their overall experience was “good” or “excellent”. My subsequent video project submission was awarded a MN State System Office, Innovating Through COVID-19 award. Thanks to my partners Eri, Ron, and Paul and all the calling volunteers for your great work!

Two substantial office moves occurred this year, reminding us of how important our workspace is. Working from home, working on Zoom and Teams, and working at WSU create unique experiences. The Dean of Students Office team (and others) moved into a newly renovated space in Kryzsko Commons in August 2020 after spending the summer in Gildemeister. Thanks to Paula, George, and the facilities crew, our new office space is spectacular and significantly updated. The moving itself was slightly disruptive, but helped us to realize the great possibilities that design brings. The suite is much more welcoming to students, staff, and visitors and this particular impression of WSU will be greatly improved. The second move was Student Support Services TRIO transitioning from the Library to Gildemeister. See details in the SSS report.

Meetings related to COVID-19 increased substantially this year. However, this increased communication enabled WSU to effectively employ coordinated efforts to maintain a healthy campus and ensure that our mission of student learning was accomplished. I attended the weekly COVID-19 Leadership meetings, was a part of the Student Activities COVID-19 Planning Group, the Mental Health Subcommittee, and attended all campus forums for COVID-19 information. I sincerely applaud staff members who went above and beyond during the Pandemic, specifically Connie Kamara, Director of Health Services, and her staff. Their contributions to the entire campus are much appreciated.

On a personal note, one highlight was serving as a poll worker and election judge in the November election! This was a new experience for me, and very gratifying.

--Dr. Karen Johnson, Dean of Students
This year has been a great year for the Office of Equity & Inclusive Excellence. We launched our campus wide training, the Race Matters Study Groups, added two new members to our team, and advanced our work for racial equity.

After the murder of George Floyd, it was clear that our institution needed and desired a safe place to discuss these difficult topics. Over the course of the academic year, two groups of Winona State University community members from across campus and job levels have met together every other week to have in-depth conversations about racism and how it plays out structurally on a national, state, and local level. We called these conversations our Race Matters Study Groups. The groups talked in depth about articles, videos, and content related to racism. This information was gathered by the Equity and Inclusive Excellence Office with help from WSU Director Eri Fujieda from Institutional Planning, Assessment and Research. We discussed topics such as privilege, language, structural racism, gentrification, and race in democracy, health, wellness, and education. We will be rolling this out for students to participate this upcoming academic year.

In November, we welcomed Yeej-suab “Nahla” Lee who joined our team as an Intercultural Completion Coordinator. Nahla is an alum of Winona State University, graduating in 2015 with a Bachelor's Degree in Psychology and a minor in Child Advocacy Studies. Upon graduating from Winona, she dedicated a few years serving AmeriCorps in Minnesota and Texas. She then pursued a Master's Degree in Student Affairs Administration at Lewis & Clark College in Portland, Oregon.

In May, we hired Dr. Jessica Schulz, for the position of Advocacy Coordinator. The Advocacy Coordinator serves as a campus-wide confidential advocate for students involved in incidents of sexual assault, relationship violence, and stalking, complying with VAWA (Violence Against Women Act), the Federal Campus Security ACT, Title IX regulations, and the Clery Act. This role is critical to the retention and success of students who experience discrimination by providing emergency and ongoing support services and assistance to ensure the well-being and safety of involved students. In addition, this position provides direct and indirect advocacy to support and cultivate an inclusive welcoming environment that leads to student completion.

WSU created a list of 15 goals to guide us on our journey of racial equity. We are happy to say that we have made significant process on our goals. For example, we have and created a George Floyd Scholarship which communities have and continue to donate to. We will have our first George Floyd Scholar this upcoming fall. In addition, we have continued to work with the Winona Police Department. We have made sure the student voice is clear in these conversations, and they have already resulted into changes. The Winona Police Department is working with Project Fine to translate the officer complaint form to Hmong and Spanish. We are excited about the progress we made, but understand that we have a lot more work to do.

-- Dr. Jonathan Locust, Associate Vice President of Equity & Inclusive Excellence
COVID-19 Response: Guidance, Testing, and Vaccine Access: Health & Wellness Services immediately activated response protocol and realigned our team to keep campus safe during COVID-19. Numerous efforts were convened. Ask-A-Nurse Message Line was extended to evenings and weekends and telehealth appointments were made available. Additional staff was hired to assist in the management of cases, prevention, and mitigation strategies. The staff worked closely with the Minnesota Department of Health, CDC, and regional, county, and local entities to provide on-campus COVID-19 testing and vaccine clinics.

Coordination: Health & Wellness Services worked exceptionally close with WSU Leadership, Housing & Residence Life, Nursing, Athletics, IT/IPAR, WSU Rochester, HR, and Minnesota State College Southeast amongst many others to ensure that all staff, faculty, and students had the information and services they needed to stay safe. Our team collaborated with these groups to ensure coordination of care for our campus during this unprecedented year.

System Development: In close collaboration with IT and IPAR, our teams created confidential and effective systems to contact trace and coordinate isolation and quarantine periods. Several surveys were developed and implemented that provided the necessary analytics to create strategies and realign our efforts when needed.

Communication: Health & Wellness Services re-envisioned our all-campus email and blogs with COVID-19 updates, guidance, and recommendations in addition to our usual health messaging. In addition, we forged efforts with Equity and Inclusive Excellence for Cameo spots on social media and co-hosted with Student Activities a virtual concert with COVID-19 mitigation messages. We increased Facebook (30K+) and Instagram (13K+) reach with an average reach of 800 people per post (combined between all platforms). Most notably, we were able to create several COVID-19 viral videos (2K+ views) on all platforms.

Looking Ahead: We will continue administering vaccines over the summer to incoming students, returning students, and others who may be on campus prior to fall. This is to ensure that we have the safest possible return to campus come Fall 2021. All efforts will continue in the new academic year. We look forward to a calmer and safer academic year ahead.

-- Connie Kamara, Director of Health & Wellness
Housing & Residence Life

Partnership with Health Services
Housing and Residence Life and Health Services had a dynamic and connected relationship this year! Over the course of the year, we learned from each other and created a strong partnership in order to serve our residence hall students in quarantine and isolation. Our pro staff on duty worked with the nurses throughout the week and over the weekend. With regular meetings and chat communication (via teams) we were able to serve 546 quarantined students and 296 isolated students over the course of the year. We supported students as they made the decision to isolate here or off campus, transported many students to Tau Center, and provided support at very uncertain times in their lives. Thanks to Health Services and Chartwells for being great partners!

New Face of Community Development
This year our staff had to be SO creative! COVID-19 regulations and quarantines created some event planning challenges this year. Some in-person events had to be changed at the last minute due to quarantine, and experienced Residence Life staff had to think of new ways to offer education and fun at a distance. Our staff planned Zoom meetings with a twist and delivered prizes, crafts, and incentives directly to the resident’s room. Other online events included Kahoots, bingo, video games, guided painting/crafts, dance parties, and movies. We still had robust in-person events and staff documented safety protocol for every in-person event. In-person events included activities such as mini-golf, nerf wars, tie-dye, brick painting, volleyball tourneys, card making, scavenger hunts, snowball fights and hikes.

We Focus on Safety
Each year we access our student population regarding how well we are doing to meet their needs and live out of mission statement to provide a WISE - welcoming, inclusive, safe and engaging- living environment. We are proud to report that our safety ratings are consistently high year after year. Out of our Top 5 highest rated questions #1 was safety! 1. 4.3 - I feel safe in my hall (Safe) 2. 4.25 - Hall Staff are approachable and helpful (Welcoming) 3. 4.18 - I feel safe on campus (Safe) 4. 4.14 My hall is a welcoming environment (Welcoming) 5. 4.13 - People are respected in my hall (Inclusive).

-- Paula Scheevel, Director of Housing & Residence Life

"Out of our Top 5 highest rated questions, #1 was safety!"

-PAULA SCHEEVEL, DIRECTOR OF HOUSING & RESIDENCE LIFE
2020-21 required us to get a LOT more creative in our attempts to have a great year with our incredible student volunteers and interns, our faithful participants, and our dedicated team in the IWC, but we did! Ebbing and flowing with restrictions set forth by the MN Department of Health for fitness centers and group fitness activities, Directors Reinardy and Bambenek and their teams got creative with restricted access, outdoor, and online offerings. Director Noelke was able to flex access to the Warrior Cupboard and to all of the mental health promotion programming, increasing participation and access.

**Fitness & Wellness**
- Over 30 hours of personal and group workouts were created over the course of the year and shared with over 1500 diverse students via social media and direct email.
- Athletics was able to collaborate to utilize Fitness Center space from 6am-10am Monday through Friday through the academic year, minimizing disruption to the teams and athletes.
- The IWC non-clinical team welcomed Gunnar Mach as our new AD of Fitness & Wellness.

**Intramurals**
- Fitness classes were offered virtually for 12-months and in March 2021, face-to-face classes were re-introduced. All in-person classes maxed out their capacities.
- The first intramural Coed Volleyball, Softball, and Soccer games started up again on March 22nd and lasted through April 22nd. They were well-attended and loved by all participants.

**Integrated Wellness**
- The Warrior Cupboard served over 85 individual students this year and donated nearly three times the normal amount of food to student participants. Additionally over $9000 in funds were raised and donated to support the work of this important service.
- In a new collaboration with the Nursing Department, Director Noelke trained all Term 4 Nursing Students in Mental Health First Aid (N=105). Additionally, 40 other campus community members were trained this year in a virtual format.
- Director Noelke was chosen to serve as MN State Colleges and Universities’ Chancellor’s Fellow for Mental Health beginning in March through December 2021. She will be working on system-wide solutions for the collective mental and emotional well-being of our campus communities across the state and waving the WSU flag with pride.

--Kate Noelke, Director of Integrated Wellness
Kryzsko Commons Student Union is a student-centered organization that enhances the student experience and fosters an ongoing connection to the university. We contribute to the educational mission of the institution and development of students by delivering a diverse offering of services, resources and programs. This past year a few changes and improvements occurred within the operation. A student Building Manager program was created to help support the events and activities in the building and serve as a key customer service agent for the Student Union. The Student Activities Center, Student Union Resource Center desk, Student Life suite, and Chartwells Dining offices were all renovated last summer. In an effort to support events in light of COVID-19 restrictions, technology was installed in the East Room, allowing us to expand the limited venue capacity by simulcasting live events over Zoom. Most excitingly, the Warrior Esports Lounge was created as a leisure-based gaming center with state-of-the-art technology. This summer we’re expanding the seating in Jack Kane Dining Hall and renovating the East and Oak Rooms including new tables and chairs in the meeting rooms.

Student Activities did their best to provide a vibrant campus experience this year in light of all the restrictions and limited students on campus. The Warrior Entertainment Network (formerly UPAC) hosted over 30 in person events including 6 Kryzsko After Dark events, comedy and magic shows, bingo nights, craft events, local outings and more. Last fall we hosted a series fun events during Spirit Week to provide some engagement opportunities for those still on campus. Warriors LEAD hosted virtual and in person sessions of the LEAD Series and an in-person LEAD Summit with keynote Coach Ken Carter (inspiration for the film Coach Carter). We hosted a virtual club fair and in-person Student Leadership & Involvement Awards in the spring. We’re excited to bring back some of our exciting traditions this fall including Homecoming and Family Weekend.

-- George Micalone, Student Union/Student Activities Director
This past year has marked the first of the 5 years of TRIO Student Support Services and TRIO Student Ability Services grant cycle, which is funded by the U.S. Dept. of Education. It was also a true test of perseverance and resilience in the face of a pandemic for all, including TRIO. Even during these tumultuous times, our TRIO students did not give up and pushed through to complete their academic goals. We are happy to say TRIO SSS served 230 students with 83 students graduating. Through our collaboration with Access Services, we were able to auto-enroll another 115 eligible students into the new TRIO Student Ability Services program. The future for TRIO looks bright and both students and staff remained flexible with the ongoing changes and pandemic related setbacks. This year also brought about the move to a new location to encompass TRIO as a whole. In Gildemeister, we are able to accommodate both TRIO programs; TRIO Student Support Services (TRIO SSS) and TRIO Student Ability Services (TRIO SAS). TRIO programs is located in Gildemeister Hall 132 suite of offices. SAS is currently housed in suite 124 and SSS is in suite 123. In this new space, we are able to have a separate student lounge for students to do homework and gather, a student worker room for professional development, a collaborative meeting/tutoring space for staff and students alike, and plenty of storage to meet both our program needs. This has been exciting news we wanted to share with everyone. We found it helpful to maintain both our online and campus presence to provide prompt quality responses to questions/situations. We implemented an online booking system for student appointments with advisors and have moved all our intake forms to a fillable e-version along with an electronic workflow process.

In 2020-2021, tutoring continues to be a key service and the vast majority of TRIO tutoring was shared with WSU tutoring services, taking place online. Participation in tutoring totaled 55 students, 545 appointments/sessions, and 514.83 tutor hours. Once students requested tutoring services, our TRIO Tutoring Coordinator met with them to identify specific needs before meeting with a tutor. Workshops throughout the year included the McNair graduate school conference, scholarships, strengths coaching, FAFSA, professional networking, resume assistance, surviving finals, and the annual MN TRIO leadership conference.

The TRIO Leadership Club hosted virtual zoom meetings biweekly with attendance remaining fairly high and consistent. Each meeting had a theme for student learning and connection which included: civic engagement, entrepreneurship, confidence-building, and career readiness. This year’s community service project was to create & participate in a panel discussion for high school and college students during the MN TRIO Leadership Conference.

-- Nhia Yang, Director of Trio
We have emailed (>183,000 campaign emails), phoned, Zoomed, chatted, Teams met, & worked on bridged phone lines from countless locations, to make sure that we were able to meet our students, their families, and members of the WSU community. We partnered with many great people, humanized their issues, and helped them find resolution.

The Warrior Hub partnered in imagining, engineering, and implementing in person and online hybrid Commencement Celebrations including campus name reading, bell ringing, virtual slideshow, & mailing nearly 2,000 graduation ceremony packages.

Throughout the 20-21 school year, the Warrior Hub received and processed over 1771 undergraduate graduation applications.

The Warrior Hub worked collaboratively with faculty and curriculum committees such as Academic Affairs & Curriculum Committee, Course and Program Proposal Subcommittee, and Graduate Council, to review and serve as a resource to faculty regarding System Policy, technology constraints, and student/staff impact on changes/proposals where 342 new proposals were reviewed and processed.

We have processed countless forms and business interactions during this year (4670 Major/Minor updates, 1016 Course Substitutions, 6576 Registration Overrides, 6500 Transcripts locally, 5119 Term Course Forms).

Our financial aid team processed $68M for 6,675 students.

Through the CARES Act $2.8M was awarded to students in Summer 2020.

Through the CRRSAA Funds $2.8M was awarded to students in Spring 2021.

We continue to excel in leveraging technology to better the student experience.

WSU remained as a pilot institution for Minnesota State in the implementation of the uAchieve Graduation Planner. We are part of a team implementing a new CRM system being used across WSU.

We have automated a process for the cumbersome financial aid verification process easing the impact this has on students.

My Warrior Life is live and rolling as a VIP page aggregating individualized information for current students.

We have faced challenges and leaned on our community to collaborate with our partners to realize solutions. The Warrior Hub will continue to focus our work on the four aspects of our mission: service, community, growth, and success as we prepare to move together into a new year of growth and innovation at WSU.

--Paul Stern, Associate Director of Enrollment Services
Tutoring
Tutoring Services is especially proud of the versatility and hard work demonstrated by more than 60 student employees this year. The staff did an outstanding job helping their peers adapt to online learning. They provided a great opportunity for social support and informal academic mentoring, in addition to the content knowledge. Despite almost all s2i sessions being online this year, customer service ratings were even higher than normal and students were appreciative of the efforts of the tutors and s2i leaders as demonstrated in this comment from the spring feedback survey: “They are not only incredibly smart, they also showed that they genuinely care about all of us who attended. I enjoyed having a place where I knew I could get help and also have a fun time. I owe a lot of my academic success to my leaders and I am very thankful to have had them this past year!”

Career Services
Career Services, in partnership with the offices of Alumni Engagement and Equity and Inclusive Excellence, offered an Equity in the Workplace Symposium in February 2021. The initial goal of the Symposium was to foster and facilitate engagement and open dialogue between WSU alumni and students about real-world, best practices in career management and workplace equity. The event was inspired by MN State’s Equity 2030 initiative and will become an annual event offered in February.

Access Services
We are happy to announce TRIO received a grant to work with students who have registered in Access Services. Our students will have an advisor designated to them for assistance in tutoring, academic skill building, one-on-one support, and provide additional resources. In addition, a counselor will be in place to assist students within this TRIO program as well. We are excited for the partnership and look forward to being able to assist our students even more as they move through their college journey.

Advising
Orientation 100, our top retention tool in the WSU toolkit, underwent a complete overhaul this past year. A task force of Darcie Anderson, Connie Mettille, and Erica Thomas met and based on the course outcomes, developed a shortened course time with more emphasis on-one-one instructor and student involvement. They also revamped the D2L shell, complete with over 30 new videos with aligned assignments, quizzes and assessments. The students responded well to these changes.

--Ron Strege, Director of Warrior Success Center

A comment from the spring feedback survey: "They are not only incredibly smart, they also showed that they genuinely care about all of us who attended. I enjoyed having a place where I knew I could get help and also have a fun time. I owe a lot of my academic success to my leaders and I am very thankful to have had them this past year!"
THE POSSIBILITIES ARE ENDLESS WHEN POWERED BY MEANINGFUL CONNECTIONS