

FCJFS Pay for Performance System enters 6th Year

For the 6th consecutive year, FCJFS is conducting comprehensive performance assessments of each agency employee, including all supervisory and senior leadership team members. Performance assessments are intended to facilitate employee development and to determine merit wage increase levels. The performance assessment and employee development tool utilized in the review process is designed to be job specific to each classification of employment, (i.e. clerical, casework, fiscal, management, etc), and critically reviews performance in the following areas:

- Teamwork
- Communication Skills
- Job Knowledge
- Customer Service
- Good Judgment
- Agency Loyalty
- Dependability
- Professional Appearance and Image
- Organizational Skills
- Accountability
- Technical Skills
- Coaching and Mentoring

Team members receive an overall rating, as well as extensive written narratives and individual one-on-one coaching/mentoring focusing on identification of performance strengths, specific recommendations for quality improvements, and individual goals for the upcoming review period.

The 4 possible ratings an employee could receive include:

- Exceptional Contributor
- Effective Contributor
- Improving Contributor
- Unacceptable Contributor

Under a merit based compensation system approved for FCJFS by the Board of Commissioners in 2001, annual employee wage increases are determined by the overall rating earned by each employee. The pool of available funds for the plan is based upon the approved percentage increase authorized by the Board of Commissioners annually (typically 3%). The available funds are distributed among eligible employees according to their overall performance rating. In previous years, increases under this plan ranged from 0% for unacceptable contributors to 4% for exceptional contributors.

JFS is proud to have successfully implemented a system that rewards exceptional performance, while offering mentoring and coaching services to those team members with skills sets in need of development. We greatly appreciate the support we have received from the Board of Commissioners and the efforts of staff to enhance their overall performance and to improve service delivery to the children and families of Fairfield County.

2007 FCJFS Senior Leadership Team Meeting Dates Selected

FCJFS Senior Leadership Team meeting dates have been selected for 2007, and are attached as an addendum to this monthly report for the convenience of the Board of Commissioners.

As in past years, the Senior Leadership Team will rotate the following meeting formats:

- 1st Monday of the Month: Full agenda meeting
- 2nd Monday of the Month: Special Topic Work Sessions
- 3rd Monday of the Month: Budget Meetings
- 4th Monday of the Month: Open

In addition to these meeting formats, the schedule also includes dates for the following Senior Leadership Team activities:

- Spring Strategic Planning Retreat
- Fall Strategic Planning Retreat



2006

January 8, 2006
Senior Leadership and
Re-Accreditation Planning
Retreat
1:00-4:00 pm

January 29, 2007
Employee Recognition
event
Liberty Center
4:00 pm

www.fcjfs.org
To learn more about FCJFS
services, visit our new
website at www.fcjfs.org.

FCJFS recently unveiled a
new and improved web site
to better serve our
customers, community
partners, and key
stakeholders. Check it out
and give us your feedback.

November





JFS Vision Statement

JFS, through state and local partnerships, will be Ohio's premier family support and workforce development system, contributing to skilled, safe, healthy Fairfield Countians, successful businesses and a strong community.

JFS Mission Statement

Through a spirit of community cooperation, the mission of Fairfield County Job and Family Services is to provide services that encourage productivity, develop competencies, ensure accountability, and promote self-reliance, family stability, and child safety.

JFS Strategic Goal

- Areas:**
1. FCJFS will responsibly obtain, maximize, and allocate financial resources according to agency priorities.
 2. FCJFS will value and respect employees as our greatest asset.
 3. FCJFS will provide exceptional public service to the community.
 4. FCJFS will demonstrate, inspire, and empower leadership.
 5. FCJFS will continue to improve and measure performance in all areas, utilizing technology and available resources.
 6. FCJFS will initiate, promote, and enhance community and inter-governmental relationships to further our mission.

As always, the Board of Commissioners is invited to attend any scheduled meeting of the FCJFS Senior Leadership team.

All-Staff Survey

FCJFS in collaboration with Professor Brian Hoyt of Ohio University-Lancaster Campus will conduct an annual comprehensive all-staff survey in February of 2007. This confidential on-line survey of all FCJFS employees has the following intended purposes:

- To obtain valuable staff feedback.
- Strategic Planning and goal development.
- Continuous quality improvement.
- Problem-solving.
- Staff development.

Staff will be asked to respond to more than 400 questions on the following topics:

- Training
- Managing Change
- Supervision
- Communication
- Salary and Benefits
- Leadership
- Physical Building
- Morale
- Your job
- Ethics
- Career Plans
- Plans to seek other employment Security

Professor Hoyt tabulates the results of the survey and presents a summary of findings to the Senior Leadership team and staff. Professor Hoyt is also planning to conduct follow-up focus groups involving FCJFS team members; in order to obtain more detailed information related to general survey results. The donation and time and resources from OU-L for this valuable process are greatly appreciated.

Employee Recognition Event Scheduled for January 29, 2007

FCJFS will honor staff for their outstanding contributions over the past year to children and families in our community at a January 29, 2007 *Employee Appreciation Event*, beginning at 4:30 pm at the Liberty Center. The Senior Leadership Team sponsors this annual event. No public funds are used for the associated costs of the event, and the event begins after the close of operations.

Patty Ciripompa Honored with Community Award

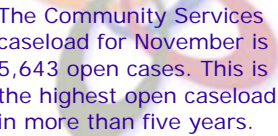
At the Annual Meeting of the Fairfield County Family Adult and Children First Council (FACFC), FCJFS Social Services Director Patty Ciripompa was honored with the 2006 Fire Fly Award presented by Molly Swisher.

The award recognized Patty for her extraordinary contributions to the reorganization of Information & Referral in 2006. Patty serves as a member of the Board of Directors of I& R, and as Chairperson of the Personnel Committee. Congratulations Patty!

FCJFS Employees Breaks Agency Record By Contributing Over \$33,000.00 to United Way Campaign

FCJFS employees are to be commended for their generous contributions in 2006 to the annual United Way Campaign. In total, agency staff donated more than \$33,000.00, breaking last year's record giving. Bravo FCJFS team!

Client Count Nov 1 – 30	2006	2005	2004
Community Services	6168	4996	4781
Child Support	564	589	630
Children Services	702	581	778
WorkNet	1110	1172	767
YTD (Jan 1 – Nov 30)	115495	100516	83882



The Community Services caseload for November is 5,643 open cases. This is the highest open caseload in more than five years.

In November there were 295 scheduled intakes; 224 customers attended intake appointments. Fifty-three customers were a no show to the appointment and 18 customers rescheduled.

Help Desk staff answered 1,866 requests from families. Of those 577 were walk-in customers and 1,289 were phone contacts.

Food Stamp cases totaled 2,614 open cases in Community Services.

Families receiving only Medicaid benefits such as Healthy Start, Healthy Families, or Transitional Medicaid total 1,803 open cases in November.

In November, 958 families are receiving Ohio Works First (ongoing cash assistance). Many of these cash assistance cases are children involved with Children Services who are residing with grandparents or other relatives.

Transportation Team provided 3,042 one-way trips through the Non-Emergency Medicaid Transportation program and through TANF funding. A total of 1,145 gas vouchers were issued, 960 trips were provided by JFS drivers, and 851 one-way trips were provided through Lancaster Public Transit and FairCATS.

Who Are Community Services Families?

Every month approximately 5,000 customers walk-in Fairfield County Job and Family Services to access programs and services through the Community Services Department. Many of the families have never asked for any assistance before. But, because of a circumstance in their life, basic needs, such as food, shelter and medical care are now not being met.

Two Families (names and specific circumstances have been changed to protect confidentiality)

"John" came to Community Services with a 7-year old son. John was a house painter for many years, but was no longer able to work because of medical conditions. John's wife left their son with him and moved out-of-state. John was in crisis when he first came to the agency. He was not sure he would be able to take care of his son. He had an eviction notice, utilities were going to be disconnected, no medical coverage, and limited knowledge of community resources. Our Success Coach staff linked him with the Bureau of Vocational Rehab, assisted him to apply for SSI, and provided resources to link him with services in the schools. Our Eligibility Referral Specialist determined the family was eligible for Food Stamps and Medicaid. We assisted him with rent for one month and linked him to Community Action to help with the utilities. The family is stable but John is unable to work because of significant health issues. Our SSI Success Coach is assisting John to continue in the application process for SSI and assist in filing appeals. John's son is now ten-years old and doing very well in school.

"Mary" was married and with two children. She was a stay at home mom and her husband was employed. Mary's husband left the home and the family or CSEA has not been able to find his whereabouts. Mom attended our work readiness program—S.T.A.R.S. and graduated from the program. She participated in the Work Experience Program at a local social service agency. She was recently hired as a full-time employee and is no longer receiving cash assistance, Food Stamps, or Medicaid.

Food Stamps – A Mandated Program that Benefits Fairfield County Residents and Businesses

- In State Fiscal Year 2006, approximately \$10,712,673.00 was issued in Food Stamp benefits to families in Fairfield County.
- Each year, approximately \$10,712,673.00 is spent in Fairfield County grocery stores.
- 67% of the families receiving Food Stamps are not on public assistance
- The average issuance per person is \$98.00

The Food Stamps program is funded through the Department of Agriculture to raise nutritional levels, expand buying power, and to safeguard the health and well-being of individuals in low-income households in Ohio.

Benefits are issued using the Ohio Direction Card. Information is encoded in a microchip embedded in a plastic card resembling a credit card. At the grocery store the client enters a pin number and scans the card, the amount purchased is deducted electronically from the family's total monthly allotment of food stamp benefits.

November is National Adoption Month

The month of November is set aside as National Adoption Awareness Month. Over 200 children have been adopted through our agency since 1995. These children range in age from infancy to 18 years. Many have special needs and have been adopted by parents trained to meet those needs. In September 2006, several local adopted children and their families attended the signing into law of Senate Bill 238 (Child Welfare Adoption Reform Bill). The new law requires 103 hours of training for caseworkers.

A video involving foster and adoptive families and their children will soon be available. The video will be utilized as another tool in the recruitment of families to parent children needing foster or adoptive placement. A holiday potluck honoring all foster and adoptive parents will be held on December 6 at Liberty Center.

Christmas Planning

Christmas is just around the corner and there is still the opportunity to provide children or families with much needed and appreciated presents. Individuals, civic or church groups and businesses may “adopt” a family in need. Additionally, giving trees for individuals to choose a foster child’s ornament with wish list, are available at area McDonald’s restaurants, the Fairfield County Court House (First Floor) and JFS (Third Floor, Human Resource area). Cash donations or gift cards are also welcome. Anyone needing further information should contact Nida Reid-Williamson at 687-6770, Missy Bennett at 681-7232, or Cinda Limo at 687-6786. Last year, more than 200 families received assistance and more than 100 children in foster care received items from their wish list. Sincere appreciation to the entire staff of Fairfield County JFS and so many individuals, community members and groups, who work to make the holiday season brighter for others.

Welcome Lisa DeGeeter, Child and Family Advocacy Center Project Developer

Thanks to a generous grant provided by The Fairfield Foundation, the Child and Family Advocacy Center of Fairfield County Task Force is proud to introduce their selection of Project Developer, local attorney Lisa DeGeeter. The selection committee received 14 resumes resulting in 3 interviews to arrive at the appointment of Mrs. DeGeeter. As a resident of Pickerington, Mrs. DeGeeter brings along with her passion to protect the innocent, a strong sense of family and community.

In addition to receiving her Juris Doctorate from University of Illinois College of Law, Mrs. DeGeeter worked with the Illinois Attorney General’s Office to develop a Child Advocacy Center in Chicago, Ill. Additionally, Mrs. DeGeeter has worked with various state and federal legislators on developing policies, procedures and financial planning. Prior to joining our team, Mrs. DeGeeter served with the Ohio Children’s Defense Fund and worked closely with the Ohio Network of Child Advocacy Centers. Please join us in welcoming Lisa DeGeeter as she puts her talents into serving Fairfield County’s youngest victims of violence.

2006 YTD Reports Statistics:

2006 YTD	Total Children In Agency Custody	Total Children in Paid Placement	% of Children in Paid Placement
Jan	167	104	62%
Feb	164	98	60%
Mar	167	98	59%
Apr	167	89	53%
May	163	84	52%
Jun	165	82	50%
Jul	179	84	47%
Aug	194	85	44%
Sep	191	79	41%
Oct	198	86	43%
Nov	196	91	46%

2006	Phy Ab	Sex Ab	Neglec t	Em Mal	At Risk	Info/Otr	Totals
Jan	9	8	21	3	67	222	330
Feb	23	11	24	0	68	189	315
Mar	16	14	27	0	63	222	342
Apr	15	9	20	2	55	190	291
May	27	9	23	2	65	237	363
June	6	13	22	1	49	232	323
July	7	16	19	2	56	191	291
August	10	16	24	3	55	238	346
Sept	11	15	10	0	50	218	304
Oct	8	9	6	0	37	213	273
Nov	5	10	9	0	45	259	328

November 2006

Success: Job Opportunity Coordinators are serving parents who are seeking work and have child support orders. About 400 referrals have been made to the program, funded by a special grant. "Jop Opp" Coordinators are well received by court personnel, attorneys, and parents. In less than six months, more than 100 parents have obtained work so that they can meet the financial needs of their children. With employment being so closely connected with child support, the program is being studied for expansion into other regions of the state.

Carri Brown, Fairfield County CSEA Director, is honored to have been invited to serve on Governor-elect Strickland's **transition team** for the Ohio Fatherhood Commission. The objective of the transition team is to provide the governor with a set of policy recommendations on fatherhood-related issues, both comprehensive and viable, to be implemented through both the upcoming biennial budget and other legislative measures, addressing critical needs of fathers and their families in our state. Commissioner Peter Lawson Jones from Cuyahoga County is the leader for the transition team, and the team's recommendations will be submitted by January 12, 2007.

The Fairfield County CSEA collaborated with Sheriff Dave Phalen's Office to participate in the statewide Round-Up. The Round-Up is an event designed to draw attention to the importance of child support. For an arrest warrant to have been issued, all other enforcement remedies and opportunities for wrap around services would have been exhausted. While the agency works hard to serve both parents and is dedicated to customer service, the agency will make no apology for strong enforcement efforts.

The CSEA also participated in the annual Statehouse Day in December. This event is an opportunity for child support professionals to advocate for children and the needs of the child support program. The state's collective efforts to implement the Deficit Reduction Act and the program's future medical support initiative were discussed.

November collections for child support were slightly down. The agency collected \$1,689,702 in November of 2006, as compared to \$1,754,887 in 2005. For the year, collections are up \$355,605, for about a 2% increase. If the agency collects at least \$1,446,098 in December of 2006 – 2006 will be a record year for collections.

Did you know...

- **89% of all CSEA customers are currently not on public assistance.** This statistic draws attention to the fact that those served by the agency are largely working parents who depend on the CSEA for vital services. **The CSEA serves citizens across all socio-economic groups.** Referrals to workforce development programs are common and important.
- **The Child Support Program touches more children than any other public program, except Education.**
- **Annual collections exceed \$21Million.**
- **A proposed federal regulation defines reasonable cost for medical insurance to be 5% of gross income.**



APS NOVEMBER CUSTOMERS – 100% WOMEN

During the month of November, Adult Protective Services received 28 referrals. Of the 28 referrals, the cases that were opened due to validated abuse, neglect, or exploitation were all female. 70% of all referrals involved older adults between the ages of 70 and 95.

Consistently, the majority of referrals to APS involve older adult women. However, at no time in the past have all the cases comprised women only. 50% of the referrals during November involved self-neglect; 20% involved exploitation; 20% were allegations of neglect by others; and 10% were allegations of abuse.

HOLIDAYS FROM THE HEART

On Saturday, December 9, the "Toni Schull" Conference Room at JFS came alive with the sounds of children laughing and Santa "ho,ho, ho-ing." The annual "Holidays from the Heart" event, sponsored by the Kinship Navigator Program, provided donated gifts to over 43 children who are placed with relatives. In addition to gifts, families received food for the holiday.

WARM OFFERINGS...

Thanks to Kinship Coordinator **Jenny Ruff**, as well as State Farm Insurance in Pickerington, Fashion Cleaners, Diley Middle School, and JFS staff, **over 500 customers** received winter coats as of December 6. Through collaboration with these community businesses, Jenny coordinated the JFS annual coat drive, resulting in a variety of gently used, clean winter coats hanging in our lobby for customers to take.

Jenny is currently working with Lancaster High School, where students are conducting a "kids coats" drive, and New Life Christian Center who will donate coats left over from their recent coat drive.

In addition to coats, Jenny has coordinated the JFS annual "mitten tree," where over 100 sets of mittens, gloves, hats, and scarves have been provided to customers in need. The mitten tree will remain in the JFS lobby through January 1.

CHILD CARE NUMBERS INCREASE AS NEVER BEFORE...

As of December 1, the Child Care Unit of JFS reports that 617 families are being provided subsidized child care. This number of families has not risen over 600 during any time in the past, reflecting a 14% increase over 2005.

The maximum number of children served at any point in time during 2005 was 1,150. As of December 1 2006, 1,245 children are receiving subsidized child care.

LAW ENFORCEMENT OFFICERS TO RECEIVE TRAINING IN ELDER ABUSE...

On January 24th, the Adult Protective Services staff will offer an introductory training to law enforcement officers throughout the county, as part of the Crisis Intervention Training ("CIT") coordinated by Fairfield County Municipal Court. Law enforcement officers will learn the warning signs and indicators of abuse, neglect, self-neglect, and exploitation of older adults.

In addition, APS will work with the various police departments and Sheriff's Department in determining how to address after-hours emergencies involving older adults at risk. According to Joel Carter, Municipal Court, law enforcement officers from Pickerington, Baltimore, Carroll, Lithopolis, and Lancaster will be invited to attend.

\$8.8 MILLION SPENT IN MEDICAID SERVICES DURING NOVEMBER

During the month of November, nearly \$9 Million in Medicaid was spent on behalf of eligible Fairfield County residents. 46.8% of the Medicaid expenditure was paid to nursing homes and the hospital. 507 claims were submitted for Fairfield County nursing home residents; 267 claims for inpatient hospitalization.

Currently, 15,663 Fairfield County residents have established eligibility for Medicaid. Over 50,000 claims were made during November on behalf of all age groups.

Teen Opportunity Expo Being Planned

The Workforce Development Department at Fairfield County Job & Family Services is planning the first ever Teen Opportunity Expo in the Spring of 2007. The Teen Opportunity Expo will be an event allowing Fairfield County teens and their families to learn about the various education, military, and employment opportunities available throughout Ohio.

The event is in the early planning stages but great progress has already been made in developing partnerships with organizations such as the Adult, Family and Children First Council, Eastland-Fairfield Career & Technical Schools, Ohio University-Lancaster and many of the high schools in Fairfield County. A local band has agreed to play at no cost and a Columbus radio station has expressed interest in participating as well. For updates on the Teen Opportunity Expo, visit our website at www.myworknet.com.

Career Advisors Attend Training

The Workforce Development Career Advisors recently attended a 3-day training provided by the Ohio Human Services Training System. The purpose of this training, entitled Purposeful Interviewing, was to empower the attendees to train others. Armed with these new tools and techniques, the Career Advisors will be better equipped coach their customers in effective interviewing skills.

Hundreds of Warehouse Positions Available

The distribution industry in the southeastern quarter of Franklin County has seen several new warehouses open their doors. These new businesses are in charge of distribution for such well-known companies as Dell Computers, Kids R Us, and others. In total, there are over 600 jobs available with a starting wage from \$9 - \$12 per hour (some include benefits, others are temporary positions).

Anyone who is interested in these positions, can find more information by visiting our website, www.myworknet.com or by calling WorkNet at (740) 689-2494.

WorkNet Customer Count

	2002	2003	2004	2005	2006
January	-	749	958	924	1580
February	-	651	846	699	1419
March	-	807	1004	1184	1895
April	592	943	985	917	1305
May	547	748	989	979	1411
June	371	1100	1126	1165	1675
July	447	1129	877	1180	1466
August	492	992	1015	1752	1813
September	566	906	1020	1334	1611
October	683	895	689	1277	1471
November	442	757	767	1172	1110
December	452	712	811	1106	

November 2006


Our Mission:

The mission of the Family Support and Visitation Center is to support children and families who have been affected by divorce, separation, abuse, neglect or domestic violence. Through education and provision of a safe, comfortable environment, our focus is to promote family engagement and healthy, meaningful adult/child relationships.

October 2006 Statistics**Visitation/Exchange Services**

Monitored Exchanges: 35
Supervised Visits: 147
Referrals received: 19
Number of adults served: 222
Number of noncustodial parents: 96
Number of children: 128

Parent Education Services

Parent Education Sessions (Hours): 42.25
Parent Education Related Events (Hours): 63.75
Parent Educators in Family Court (Hours): 13.25
Referrals Received: 4
Number of Adults Served: 48
Number of noncustodial parents: 14
Number of children: 44

Program Update

In November the Center received 10 referrals for **Visitation and Exchange Services**. Currently, there are 5 families on the waiting list. There are 9 families who are involved with Parent Education Services as well as with Visitation/Exchange Services.

The **Parent Education Services** Team of the Family Support and Visitation Center has received 40 referrals since June 29th, with 11 of those received in November. There are 20 families currently participating in ongoing services. Thirteen cases have closed, and 7 are in various stages of the referral process, or are on hold. Due to the large number of families currently participating, we anticipate a waiting list situation in the very near future. We are working closely with Children Services staff to create a policy and procedure for prioritizing and managing the waiting list.

The **Cooperative Parenting and Divorce Program** has concluded the final session for 2006. There were 15 participants, all of whom earned a Certificate of Completion. The next session begins on January 2, 2007. An 11:00 am to 1:00 pm class will be held, as well as a 7:00 pm to 9:00 pm class. So far there are 8 referrals for that class.


November 2006



November 2006



The Newest Additions to the JFS Staff

	<p>Sarah Horn joins JFS as a Visitation Monitor with the Family Support and Visitation Center. Sarah recently worked with Hocking County Behavioral Health Care/Health Recovery Services as a Child Case Manager and has over 6 years of experience in the social services field. Sarah also holds an Associate of Applied Science degree from Hocking College and is currently pursuing a Bachelor's in Public Safety Administration from Franklin University. Sarah is also a Certified Social Work Assistant.</p>
	<p>Beth Zody comes to JFS as a Clerical Specialist 4 with the MIS team. Beth has over 11 years of public sector office administration experience and has worked with the Ohio Attorney General and the Legislative Services Commission. Recently Beth worked as the Office Manager for a local church.</p>
	<p>Debbie Shiplett rejoins JFS as a Clerical Specialist 3 with the MIS team. Debbie had been with the agency from 1999 through July 2005 and provided administrative support. Debbie's customer service experience and her strong organizational skills are true assets. We are pleased to have Debbie back with the team!</p>
	<p>Jason Cox is another returning JFS veteran. Jason had recently been with the Union County JFS due to a move but has now returned to Fairfield County and has assumed his prior position as a Family Based Care worker within Children Services. Jason holds a Social Work degree from Roberts Wesleyan College and has over 8 years of experience in the social service field. Welcome back Jason!</p>
	<p>David Henwood comes to JFS as a Family Based Care worker with Children Services. David holds undergraduate degrees in Communication and Education from Ohio University. David recently worked for Lancaster City Schools as a multiple disabilities elementary teacher and as an Academic Coach at the West After School Center. In addition, David also served as a substitute teacher for Lancaster.</p>
	<p>Stacey Bergstrom comes to JFS as a Family Based Care worker with Children Services. As an Ohio University psychology undergrad, Stacey went on to complete her Master of Education in Counselor Education from OU as well. For the past six years, Stacey has been active in the social service field and recently worked with REM Ohio as a direct service professional.</p>
	<p>Marea Jones comes to JFS as an Intake Worker with Children Services. For the past two and a half years, Marea has been working with the Multi-County Juvenile Detention Center as a detention officer. Prior to obtaining her position at MCJDC, Marea completed an Associate degree in Law Enforcement and a Bachelor of Arts in Criminal Justice from Ohio University.</p>



November 2006



2007 Senior Leadership Team Schedule s begin at 1:00 p.m.

January 02	Full Agenda
January 08	Leadership Team
January 16	Budget
January 22	Open
February 05	Full Agenda
February 12	Special Topics
February 20	Budget
February 26	Open
March 05	Full Agenda
March 12	Special Topics
March 19	Budget
March 26	Open
April 02	Full Agenda
April 09	Special Topics
April 16	Budget
April 23	Open
May 07	Full Agenda
May 14	Special Topics
May 21	Budget
May 29	Open
June 4	Full Agenda
June 11	Special Topics
June 18	Budget
June 25	Open

July 02	Full Agenda
July 09	Special Topics
July 16	Budget
July 23	Open
August 06	Full Agenda
August 13	Special Topics
August 20	Budget
August 27	Open
September 04	Full Agenda
September 10	Special Topics
September 17	Budget
September 24	Open
October 01	Full Agenda
October 09	Special Topics
October 15	Budget
October 22	Open
November 05	Full Agenda
November 13	Special Topics
November 19	Budget
November 26	Open
December 03	Full Agenda
December 10	Special Topics
December 17	Budget
December 24	Open