



State Arts Agency Arts Education Managers 2022 Professional Development Institute

September 19 – 21, 2022
Kansas City, Missouri

Proceedings

For nearly 30 years, the National Endowment for the Arts (NEA) and the National Assembly of State Arts Agencies (NASAA) have supported the Professional Development Institute (PDI) for state arts agency arts education managers. The PDI provides meaningful leadership development and technical assistance for this diverse field. As a result, arts education managers are knowledgeable leaders in their field through a peer network that new and seasoned managers alike find invaluable.

The 2022 PDI took place in Kansas City, Missouri from Monday, September 19, to Wednesday, September 21.

The purpose of this year's PDI was to continue to explore issues related to diversity, equity, access and inclusion in arts education, specifically **what the evolution of K-12 arts education policies and practices looks like in statewide education systems in response to the COVID-19 pandemic**. PDI attendees examined the job-specific leverage points available to them in their role as state arts agency arts education managers, and learned and practiced applying an asset based approach to specific planning and professional development goals unique to their agencies and states.

Guiding Question & Outcomes

The 2022 PDI agenda responded to the following guiding question:

How can state arts agency arts education leaders use their unique role to reimagine and build equitable, enduring arts education ecosystems in their states?

Building on learning outcomes from previous PDIs, such as effectively using data to define and decrease equity gaps in arts education policy and practice, and positioning state arts education leaders as drivers of change, 2021 PDI outcomes were:

- **Learning Outcome 1:** Participants will consider methods that cultivate and support equitable relationships with arts education constituents.
- **Learning Outcome 2:** Participants will explore strategies to build effective statewide arts education coalitions.
- **Learning Outcome 3:** Participants will identify available tools to influence the statewide arts education ecosystem.

[PDI 2022 Speaker and Artist Biographies](#)

Preconference Resource Materials

The following resource was provided to participants as part of the PDI:

General

- [NEA Art Works Podcast Interview with Jenny Mendez, director of the Mattie Rhodes Art & Cultural Center in Kansas City, Missouri](#) (2022)

Monday, September 19

Per tradition, the cohort of state arts agency arts education managers in their first year of service met with National Endowment for the Arts Arts Education Specialist Nancy Daugherty for an informal, introductory conversation to get acquainted and share stories of inspirational and transformative arts education experiences in their lives.

The 2022 Professional Development Institute formally began at 5:00 p.m. Central with an opening reception, including time for socializing and refreshments, as well as a program of welcome remarks and keynote remarks at the Kauffman Center for the Performing Arts. PDI attendees were welcomed by Arts Education Working Group (AEWG) Chair Anne Alston, program specialist, Nebraska Arts Council, and Cochair Troy Hickman, education program manager, Vermont Arts Council. As part of the opening ceremonies of the PDI, Anne and Troy offered a land and labor acknowledgement and shared the AEWG Community Agreements as a resource for establishing supportive group norms during the course of the PDI. They named state arts agency arts education colleagues who had left their positions over the course of the past year and welcomed all participants by acknowledging them according to their tenure in the field.

AEWG member and site host Julie Hale, program specialist for arts councils, dance and arts education grants for preK-12, Missouri Arts Council, thanked and welcomed attendees to Kansas City and introduced Consuelo Cruz, council member, Missouri Arts Council, who highlighted

notable achievements in education in Kansas City in the course of her remarks. NASAA President and CEO Pam Breaux offered remarks next, giving a special welcome to new arts education managers and sharing updates about NASAA's current projects and areas of focus and growth. Finally, Nancy Daugherty welcomed attendees back to the first in-person PDI in three years, spoke about the current headlines and highlights in arts education at the National Endowment for the Arts, and thanked AEWG members for their planning efforts.

With peer group welcomes accomplished, Nancy Daugherty then introduced keynote speaker Yorel Lashley, Ph.D., founder and director, Drum Power, director of programs for PLACE, and director of student empowerment for the Center for Arts Education and Social and Emotional Learning. Dr. Lashley gave virtual keynote remarks on social-emotional learning tailored to the state arts agency arts education manager audience, with special emphasis on action steps they can take in their own spheres of influence within their state arts education ecosystems. Dr. Lashley spoke about the impact of the pandemic on students' academic and social-emotional learning and the importance of building community for the overall health and well-being of students, teachers and families alike. A moderated audience Q&A followed Dr. Lashley's keynote remarks.

Agenda Recap

1:30 – 3:00 p.m.

New Arts Education Manager Luncheon

Brown & Loe
429 Walnut Street

With Nancy Daugherty, Arts Education Specialist, National Endowment for the Arts

5:00 – 7:30 p.m.

Opening Reception & Keynote

Kauffman Center for the Performing Arts
1601 Broadway Blvd.
7th Floor Balcony

5:30 – 6:10 p.m.

Welcome Remarks

Anne Alston, Program Specialist, Nebraska Arts Council, and Troy Hickman, Education Program Manager, Vermont Arts Council

Julie Hale, Program Specialist, Arts Councils, Dance and Arts Education Grants for PreK-12, Missouri Arts Council

Consuelo Cruz, Council Member, Missouri Arts Council

Pam Breaux, President and CEO, National Assembly of State Arts Agencies

Nancy Daugherty, Arts Education Specialist, National Endowment for the Arts

6:10 – 6:55 p.m.

Virtual Keynote Remarks

Yorel Lashley, Ph.D., Founder & Director, Drum Power, Director of Programs for PLACE, and Director of Student Empowerment for the Center for Arts Education and Social and Emotional Learning

6:55 – 7:10 p.m.

Audience Q & A

AEWG Moderator: Susan Oetgen, Arts Learning Projects Director, National Assembly of State Arts Agencies

Tuesday, September 20

On the second day of the PDI, AEWG Chair Anne Alston and Cochair Troy Hickman welcomed state arts agency arts education manager peer group members back to order with a reminder about the day's program and a review of the AEWG's Community Agreements and PDI learning outcomes. Kansas City Young Audiences (KCYA) Executive Director Martin English welcomed PDI attendees to the Kansas City Young Audiences facility and gave a brief overview of KCYA's longtime efforts to provide community arts education for students across the city.

The first event of the day's program was a panel bringing together five statewide partners who have collaborated to provide annual Arts Integration Summer Institutes in Kansas City, St. Louis and Springfield, Missouri. Panelists included Missouri Arts Council Program Specialist, Arts Councils, Dance and Arts Education Grants for PreK-12 Julie Hale; Springfield Regional Arts Council Executive Director Leslie Forrester; Liberty Public Schools Director of Fine Arts Aaron Money; Missouri Alliance for Arts Education Executive Director Phyllis Pasley; and Center of Creative Arts (COCA) Director of COCAedu Janelle Velten. Panelists recounted the story of how they have been able to create and sustain a partnership to advance shared arts education professional development goals for teachers, principals, school district administrators, arts organization staff and teaching artists across the state of Missouri. Among many other important learnings, practical take-aways from the panelists' remarks included the benefits of being able to tap a statewide arts education advocacy alliance for support; the need to attend to the cultural, logistical and emotional needs of teacher attendees; the strategic priority of capitalizing on the momentum of successful programs; the need to locate and leverage multiple sources of financial support; the wisdom of making use of as many available in-kind resources as possible; and the long term vision of connecting stakeholders and building relationships over time. A robust, moderated audience Q&A followed the panel conversation.

Before breaking for lunch, PDI attendees convened in hour-long breakout groups to process lessons learned from the panel presentation and generate challenges, questions and strategies to apply in their own work at state arts agencies. Reflections included:

Challenges

- Engaging key school leaders takes time and more work.
- Learning to be an effective partner also takes time.
- The seeds you plant today will take time to grow.
- Cross-sector and cross-discipline connections take time.
- The constant turnover in the education field impacts building relationships.
- State government challenges, legislative disconnect
- "Money losing": this is in-service, not to make a profit, an investment
- Arts education is not taught through state department of ed.
- Department of education not strong, very decentralized.
- Current statewide arts education group lacks direction.
- Regional arts education is corporation led.
- Arts education "rival factions." different pedagogy

Questions

- Questions around equity and access (urban, rural, etc.)...facilitating access?
- How to get your foot in the door, build trust, relationships?
- SAA arts ed directors can be the "oz" but not the full-time "driver"?
- What role does the SAA play in supporting teachers vs. the state department of education? Is our work with teaching artists?
- Certified arts teachers vs. teaching artists?
- What does your professional development look like for teaching artists?
- How can we do this in a way that supports all artists? Teachers? Culture bearers?
- How to get entities to work together collectively?
- What is the tipping point in a coalition where the movement of individuals in/out/around expands network rather than collapses it?

Strategies

- SAA grants focused at the teaching artist/teacher level generate more excitement.
- Considering the approach of multiyear support for teachers growing their arts integration practice
- Collective impact—forming relationships that allow you to do more
- Statewide collective impact of 15-16 groups invested in arts education together
- Statewide networks: build relationships and hang in there.
- Relationship building is critical at all levels, especially in systemic goals, and always worth it even if people move on, because you still have the connection that may be useful in the future.
- Statewide alliance/advocacy organization as a buffer and ally
- State arts agency and state department of education in partnership
- Conversations with partners focused on what do they need? One central wheelhouse that helps consolidate resources, info, research

- Instigating and supporting partnerships and teaching artists
- Lifting each other up, working together
- Zoom touch-ins—helping make connections
- Quarterly cohort meetings of teaching artists
- Group that meets quarterly to work on arts education data project
- Scaffolding professional development for teachers and teaching artists
- Health care for teaching artists

When PDI attendees reconvened in the afternoon, they selected one of four concurrent sessions to attend. In each of the sessions, local arts education leaders from Kansas City offered presentations on how relationships built on equity and trust have contributed to Kansas City's rich arts education ecosystem:

In his session "A Regional Perspective on Building a Case for Arts Education", Focus 5 Inc. Arts Integration Consultant and teaching artist Harlan Brownlee presented on the critical elements that led to a shared vision for coordinated cultural development of the Kansas City region's extraordinary and increasingly well-recognized arts and cultural ecology and, in particular, arts education.

In their session "The Power of 'What if...'," Mesner Puppet Theater Executive Artistic Director Meghann Henry and Liberty Public Schools Director of Fine Arts Aaron Money shared their journey on how the Liberty Public Schools District and Mesner Puppet Theater collaborated to find a sustainable practice and proper funding sources for arts education.

In their session "Creative Crossroads: Collaborative Partnerships in Arts Education," Kansas City Young Audiences Executive Director Martin English and Kansas City Young Audiences Director of Arts Education Christopher Peacock spoke about the origins of the innovative Arts Partners Program, an ongoing partnership between 15 Kansas City arts organizations since 1985, and the successes and challenges of running a community school of the arts in Midtown Kansas City.

In their session "Partnership Principles in Action at the Nelson-Atkins," two staff from The Nelson-Atkins Museum of Art, Director of School Programs and Partnerships Denisse DeLeon and Manager of Educator Programs and Resources Bonnie Thomas, outlined the principles the museum has embraced for developing and maintaining community and school based partnerships, offering concrete examples from the museum's programming, lessons learned along the way and tips for other arts organizations looking to foster authentic, equitable partnerships.

Following the concurrent sessions, PDI attendees convened for a final plenary session featuring five-minute Flashes of Inspiration presentations from peer state arts agency arts education managers. These brief presentations illuminated case studies of how fellow state arts agency arts

education managers have been using their unique roles to reimagine and build equitable, enduring arts education ecosystems in their states. The Flashes of Inspiration lineup of presenters included:

Indiana Arts Commission Arts Education and Accessibility Manager Stephanie Haines, who presented about the Indiana Arts Commission's collaboration with the Indiana Department of Education to provide a summer Arts Integration workshop for teachers and artists that was fully funded through the Title IV technical assistance funds;

Ohio Arts Council Arts Learning Coordinators Chiquita Mullins-Lee and Jarred Small, who discussed how four statewide organizations administratively and creatively advanced the work of the Ohio Teacher Artist roster and, unexpectedly, found new connections;

Utah Division of Arts and Museums Arts Education Manager Jean Tokuda Irwin, who presented on an initiative by the Brigham Young University Arts Education Partnership to partner with eight Utah sovereign nations, with the support of the Utah Division of Indian Affairs and the Utah Education Network, to design a curriculum about Utah tribes, based on their answers to the question, What do you want Utah students to know and understand about your tribe? and

South Carolina Arts Commission Arts Education Director Kimberly Washburn Motte, whose presentation featured Arts Grow SC, a new permanent fixture in South Carolina's arts learning landscape, which works through partnerships to create sustainable, equitable access to arts learning for students and teachers.

AEWG Chair Anne Alston and Cochair Troy Hickman gave closing remarks to help PDI attendees prepare for day three, before adjourning day two of the PDI.

Agenda Recap

9:00 – 9:30 a.m.

Arrival & Welcome Remarks

Kansas City Young Audiences
3732 Main Street

Anne Alston and Troy Hickman

Martin English, Executive Director, Kansas City Young Audiences

9:30 – 10:30 a.m.

Plenary Panel: Missouri Arts Integration Partnerships

Kansas City Young Audiences
Auditorium/Family Lounge

Panelists: Julie Hale, Program Specialist, Arts Councils, Dance and Arts Education Grants for PreK-12, Missouri Arts Council; Leslie

Forrester, Executive Director, Springfield Regional Arts Council; Aaron Money, Director of Fine Arts, Liberty Public Schools; Phyllis Pasley, Executive Director, Missouri Alliance for Arts Education; and Janelle Velten, Director of COCAedu, Center of Creative Arts (COCA)

AEWG Moderator: Jennie Knoebel, Program Manager, Arts Learning, Capacity Building and Humanities, Iowa Arts Council

10:30 a.m. – 10:45 a.m.

Plenary Panel Q & A

Kansas City Young Audiences
Auditorium/Family Lounge

AEWG Moderator: Jennie Knoebel

11:00 a.m. – 12:00 p.m.

Breakout Discussions

Kansas City Young Audiences
Auditorium/Family Lounge, Dance Studio 1, Creativity Lab,
Community Room

AEWG facilitators: Anne Alston; Jennie Knoebel; Monica Grable, Arts Education Director, Montana Arts Council; and Maryjane Dorofachuk, Arts Learning Specialist, Nevada Arts Council

1:15 – 2:30 p.m.

Cultivating and Supporting Equitable Relationships with Arts Education Constituents (Concurrent Sessions)

Kansas City Young Audiences

A Regional Perspective on Building a Case for Arts Education
(Creativity Lab)

Presenter: Harlan Brownlee, Focus 5 Inc. Arts Integration Consultant, Kennedy Center Teaching Artist, Nationally Credentialed Teaching Artist, Young Audiences Arts for Learning

AEWG Moderator: Troy Hickman

The Power of "What if..."
(Auditorium/Family Lounge)

Presenters: Meghann Henry, Executive Artistic Director, Mesner Puppet Theater, and Aaron Money, Director of Fine Arts, Liberty Public Schools

AEWG Moderator: Monica Grable

Creative Crossroads: Collaborative Partnerships in Arts Education
(Dance Studio 1)

Presenters: Martin English, Executive Director, Kansas City Young Audiences, and Christopher Peacock, Director of Arts Education, Kansas City Young Audiences

AEWG Moderator: Julie Hale

Partnership Principles in Action at the Nelson-Atkins
(Community Room)

Presenters: Denisse DeLeon, Director, School Programs and Partnerships, The Nelson-Atkins Museum of Art, and Bonnie Thomas, Manager, Educator Programs and Resources

AEWG Moderator: Jennie Knoebel

2:45 – 3:30 p.m.

State Arts Agency Arts Education Managers' Flashes of Inspiration

Kansas City Young Audiences
Auditorium/Family Lounge

AEWG Moderator: Maryjane Dorofachuk

Accessing Title IV Funding for IAC's SAA/DOE Partnership Program

Presenter: Stephanie Haines, Arts Education and Accessibility Manager, Indiana Arts Commission

Find it Here: Great Collaborations for Arts Education in Ohio

Presenters: Chiquita Mullins-Lee, Arts Learning Coordinator, and Jarred Small, Arts Learning Coordinator, Ohio Arts Council

The Utah Native American Curriculum Initiative

Presenter: Jean Tokuda Irwin, Arts Education Manager, Utah Division of Arts and Museums

Arts Grow SC: A Collective Impact for Arts Education

Presenter: Kimberly Washburn Motte, Arts Education Director, South Carolina Arts Commission

Wednesday, September 21

On the third and final day of the PDI, AEWG Chair Anne Alston and Cochair Troy Hickman welcomed state arts agency arts education manager peer group members back to order with a review of the AEWG's Community Agreements and PDI learning outcomes, as well as the final day's agenda.

The day began with a panel entitled "Leadership as a Practice of Perseverance" in a format known as a "long conversation," in which one panelist interviewed a second panelist for a specified time, then left the stage to welcome a third panelist, who was interviewed in turn by the second panelist for a specified time, and so on, until the first panelist returned to the stage to be interviewed at the conclusion of the conversation. Panelists included Kansas City Friends of Alvin Ailey Chief Artistic Officer Tyrone Aiken, National Endowment for the Arts Arts Education Specialist Nancy Daugherty, Missouri Department of Elementary and Secondary Education Arts Education Director Roger Kelley, Delaware Division of the Arts Program Officer for Arts Education and Accessibility Sheila Ross, and Connecticut Office of the Arts Director of Arts, Preservation and Museums Liz Shapiro. Panelists emphasized the levers of influence available to state arts agency arts education managers, such as grant making, professional development and convening, teaching artist support, and partnership cultivation while addressing the question How might we cultivate perseverance over the long run, in order to see equitable, enduring change come to fruition? Each panelist spoke about their own personal and professional approach to perseverance within the ecosystem of arts education from their respective roles, which covered the gamut from community arts organization to state government to federal government. Important take-aways from the discussion included advice to state arts agency arts education managers to take as long a view as possible of their work because change within the arts education ecosystem tends to be incremental, and to build strong partnerships with diverse stakeholders who can anchor and cultivate high-quality, equitable, accessible arts education at every level of the ecosystem. A brief, moderated audience Q&A followed the plenary panel.

After a short break, PDI participants convened in small groups to further reflect on the panel content. In order to make these breakout discussions as practical as possible, groups were formed around different the levers of influence available to state arts agency arts education managers referred to in the panel: grant making, professional development and stakeholder convening, teaching artist support, and partnership cultivation. Breakout groups were moderated by AEWG members to provide additional support to participants for generating actionable ideas and strategies to bring back to their work at their state arts agencies.

Next, PDI participants attended a working lunch in which they met in regional groups to network, discuss regionally specific agendas for arts education and continue discussing and reflecting on PDI content.

PDI participants reconvened after lunch for a short bus ride to Mattie Rhodes Arts Center and Gallery for the final events of the PDI. Artist and director Jenny Mendez offered attendees a tour of

the historic community arts organization and then facilitated an art-making experience, allowing attendees to reflect on their individual learning as state arts agency arts education managers and how to put into practice their takeaways from the PDI. Participants were invited to explore the imagery of hands and the power we all have to make a difference.



AEWG member Monica Grable, arts education director, Montana Arts Council, then gave summarizing remarks about this year's PDI and invited participants to share their reflections as a collection of post-it notes on a large wall for all to witness. Reflections included:

- Art activities in staff meetings
- I loved being in an artistic space on this activity – I see the benefits of chatting while creating together. We had such rich conversations. I want to try this when we are having difficult conversations or challenging ones – this activity fosters much
- After gaining a deeper understanding and better perspective of my role, the first thing I want to do is begin conversations with both leadership and those in the field to further share what I can do to improve the arts education ecosystem
- Remind myself to look for ways to meet educators, specialists and schools where they are
- I will work to connect colleagues through 1:1 introductions
- Connection – with program managers, applicants and partners. Human connection is vital to build trust.
- Coalitions and partnerships
- I learned about the importance of making connections and building trust – also having the patience for long-term development
- Make some connections I've been thinking about
- Rekindle AOE relationship with new person
- Next week: invite someone in arts ed to have coffee and chat!
- Building my network: inviting district arts coordinators into conversation, build trust
- Bring/convene arts organizations together... create space!
- In person gatherings are worthwhile
- Before bringing groups together, stop to consider what they have in common and what the possible points of conflict could be. School teachers and teaching artists have much in common but operate under very different constraints
- Develop a letter of commitment/agreement template and ensure school partners and teaching artist/organizations are on the same page for an artist residency, document to uploaded to application, ensure partnership
- Connect with DOE to see if there can be easy teacher PD credits through planning and attending PD through us
- Pull together examples of PD programs from other states to share with our DOE partners
- Work with other Arts Ed managers in my region to convene a regional teaching artist PD institute
- Start planning an NCAS PD online session
- Hire artists to conduct PDs regionally
- Ask teaching artist what PD they need
- Create new learning and collaboration opportunities for teaching artists
- Training and strengthening teaching artists
- Talk to my office about a teaching artist AIR residency grant
- Teaching artist support
- To support artists as whole human beings...how to be accessible to that end?

- Panel process: payment structure, review process, requests
- Think about and research grant panel resources
- Re-evaluate the panel process
- Asking my staff how we can re-envision our panel review process
- Two months very quick small grants programs for teaching artists and schools
- Micro-grants!!
- Tell everyone at home how much money DCCAH gives out on the arts and humanities
- Think about using technology for better productivity
- Write down the ways in which my programs can be defined in terms of points of access
- More programs and arts for veterans
- Praise a teacher
- Thank you notes
- Grace and patience
- Patience and partnership
- Do not be afraid to take risks or make mistakes, there are no mistakes, but rather an opportunity to learn (learned from Jean)
- Time flies at the speed of trust (learned from Jean)
- Remembering time and space
- That red bird!
- DO MORE!

Nancy Daugherty thanked all Arts Education Working Group members for their service in planning the PDI. Outgoing members of the AEWG were thanked and incoming members of the AEWG were announced. Incoming AEWG Chair Troy Hickman was acknowledged and welcomed into the role. The PDI was then adjourned.

Agenda Recap

9:45 – 10:00 a.m.

Arrival & Welcome Remarks

21C Museum Hotel
219 West 9th Street
Gallery One

Anne Alston and Troy Hickman

10:00 – 11:00 a.m.

Plenary Conversation: Leadership as a Practice of Perseverance

21C Museum Hotel
Gallery One

Panelists: Tyrone Aiken, Chief Artistic Officer, Kansas City Friends of Alvin Ailey; Nancy Daugherty, Arts Education Specialist, National Endowment for the Arts; Roger Kelley, Arts Education Director, Missouri Department of Elementary and Secondary Education;

Sheila Ross, Program Officer, Arts Education and Accessibility,
Delaware Division of the Arts; Liz Shapiro, Director of Arts,
Preservation and Museums, Connecticut Office of the Arts

11:00 a.m. – 11:15 a.m.

Plenary Session Q & A

21C Museum Hotel
Gallery One

AEWG Moderator: Susan Oetgen

11:30 a.m. – 12:30 p.m.

Breakout Discussions

21C Museum Hotel
Main Gallery & Gallery One

Grant making discussion group

AEWG Moderator: Maryjane Dorofachuk

Professional development and convening discussion group

AEWG Moderator: Jennie Knoebel

Teaching artist support discussion group

AEWG Moderator: Monica Grable

Partnership cultivation discussion group

AEWG Moderator: Anne Alston

12:30 – 2:00 p.m.

Regional Lunch Meetings

21C Museum Hotel
Main Gallery & Gallery One

Mid-America Region: AR, KS, MO, NE, OK, TX

AEWG representative: Anne Alston, Nebraska Arts
Council

Mid Atlantic Region: DC, DE, MD, NJ, NY, PA, PR, VA, VI, WV

AEWG representative: Christine Leahy, New York State Council
on the Arts

Midwest Region: IA, IL, IN, MI, MN, ND, OH, SD, WI

AEWG representative: Jennie Knoebel, Iowa Arts Council

New England Region: CT, MA, ME, NH, RI, VT

AEWG representative: Troy Hickman, Vermont Arts Council

Western Region: AK, American Samoa, AZ, CA, CNMI, CO, GU, HI, ID, MT, NM, NV, OR, UT, WA, WY

AEWG representatives: Monica Grable, Montana Arts Council, and Maryjane Dorofachuk, Nevada Arts Council

Southern Region: AL, FL, GA, KY, LA, MS, NC, SC, TN

AEWG representative: TBA

2:30 – 3:00 p.m.

Arrival, Welcome Remarks & Tour

Mattie Rhodes Arts Center and Gallery

915 West 17th Street

Anne Alston and Troy Hickman

Jenny Mendez, Cultural Arts Director, Mattie Rhodes Arts Center and Gallery

3:00 – 4:15 p.m.

Art Making as Reflective Practice

Mattie Rhodes Arts Center and Gallery

Facilitator: Jenny Mendez

4:30 – 5:00 p.m.

Closing Remarks and AEWG Leadership Transition

AEWG Moderators: Monica Grable and Nancy Daugherty

End of PDI