

Hill Country Community Action Association, Inc.
Board of Directors Meeting
Lampasas Multi-Service Center
901 South Liveoak, Lampasas, TX
October 20, 2020

M I N U T E S

President Bill Schumann called the meeting to order at 4:05 p.m. A roll call was taken and a quorum was established. Some members were present at the meeting and others joined by ZOOM. The attendance roster is attached.

1. **CALL TO ORDER** - President Schumann welcomed everyone to the Board meeting and gave the invocation.

The Year to Date Attendance Record was included in the Board Packet as well as the Standing Committees and Terms of Office Chart.

A list of current Board vacancies was included in the Board packet. We currently have 1 vacancy: Low Income Sector, At Large. We will be filling this position by the next Board Meeting.

Meets Organizational Standard – 1.1 - Standard 1.1 Documentation - The organization demonstrates low-income individuals' participation in its activities.

President Bill Schumann appointed a Fraud Risk Committee consisting of the following members: Marlene DiLillo, Shelly Worley and Angie Chandler. The committee will be reviewing the Fraud Risk Policy and assist with the implementation of the Policy.

President Schumann stated that the following items are being presented to the Board for approval:

2. **ACTION ITEMS:**

- 1) Approval of New Board Member – President Schuman stated that the following person has been selected to serve on the Board of Directors:

Scott Zesch, Low Income Sector Representative, Mason County

Jason Williams made a motion with a second by Jamie Smart to approve the new Board Member as noted above. Motion passed unanimously.

- 2) Minutes from the August 25, 2020 Board Meeting and minutes from the Executive Committee Meeting held on September 29, 2020 were included in the Board packet.

There were no corrections to the minutes of the August 25, 2020 Board meeting or the September 29, 2020 Executive Committee meeting . Marlene DiLillo made a motion with a second by Shelly Worley to approve the minutes as presented. Motion passed unanimously.



- 3) Presentation of 2019 Single Audit – Saunders and Associates, PLLC – Gary Saunders. Copies of the audit were distributed prior to the meeting. Mr. Saunders joined the meeting via ZOOM and gave the following presentation:

Mr. Saunders presented the 2019 Single Audit report to the full Board. Prior to the Board meeting, copies of the Audit for 2019 were sent to Board Members. Mr. Saunders stated that the audit was performed in accordance with the Government Auditing standard and Uniform Guidance. Mr. Saunders stated that the unmodified opinion of Saunders and Associates, PLLC is that the financial statements referred to in the audit present fairly, in all material respects, the financial position of Hill Country Community Action Association, Inc., Subsidiary and Related Entity as of December 31, 2019.

HCCAA received a clean report in accordance with Government Auditing Standards and a clean report in accordance with Uniform Guidance which resulted in no findings. He stated that during the audit they looked at internal controls and compliance with basic laws, regulations and contractual requirements. Those are a standard that HCCAA must comply with and that is one of the things that they test. They look at internal controls to determine that they would identify in the normal course of business if we were not in compliance with basic laws, regulations and contractual requirements. Mr. Saunders stated that HCCAA has internal controls that would identify any areas of non-compliance. He also stated that they looked to see if they could find any instances of non-compliance which included filing of 941 reports and payment of at least minimum wage and there were none. This is done in accordance with Uniform Guidance because it is contractually required due to HCCAA having Federal and State contracts.

Mr. Saunders stated that under Uniform Guidance it was determined that the major programs to be audited were: the Child and Adult Care Food Program (CACFP), Aging Services Program (Older American's Act), Comprehensive Energy Assistance Program (CEAP) and the LIHEAP Weatherization Program. Mr. Saunders stated that they examined each of the major programs to determine if they complied with 12 different attributes. Mr. Saunders said they found HCCAA to be in compliance with all 12 of the attributes. There were no findings in the audit report.

Mr. Saunders made available graphs and charts which were distributed prior to the meeting and also were available during the presentation that reflected the different sources of revenue and graphs that showed expenses by category and functional areas, as well as graphs reflecting a summarization of revenues and expenditures.

Karen DeZarn made a motion with a second by Lloyd Huggins to accept the 2019 Single Audit report. Motion passed unanimously.

Meets Organizational Standard 8.2 – Confirming the agency has reviewed its corrective action plan with the board. Highlighted copies of the official minutes of the meetings of the board indicating the response by management to the audit



findings and indicating the board's acceptance of its corrective action plan(s) or indicating there were no audit findings.

Meets Organizational Standard 8.3 - The organization's auditor presents the audit to the governing board.

Meets Organizational Standard 8.4 - The governing board formally receives and accepts the audit.

- 4) SAS 114 Letter from Saunders and Associates, PLLC – Auditors are required to provide this information to those charged with governance and a copy was included in the Board packet.
- 5) IRS Form 990 for 2019 – Copies of the completed form were distributed to Board Members prior to the meeting. Mr. Saunders stated that this is an informational return. The report includes the basic financial statements are included in the 990 as well as a lot of details regarding the Board and the Agency. Mr. Saunders said there were no issues with this year's Form 990.

Meets Organizational Standard 8.6 - The IRS Form 990 is completed annually and made available to the governing board for review.

- 6) 2019 Audit for 401(k) Plan – Copies of the audit were distributed to Board Members prior to the meeting.

Lloyd Huggins made a motion with a second by Frank Somera, Jr. to accept the SAS 114 Letter, IRS Form 990 and the Audit for the 401(k) Plan for 2019. Motion passed unanimously.

- 7) Resolution Authorizing Extension of Audit Contract with Saunders and Associates to include Year Ending December 31, 2020 to Conduct Single Audit, 401(k) Audit and Form 990

Lloyd Huggins made a motion with a second by Jamie Smart to approve the extension of the Audit Contract with Saunders and Associates as noted above. Motion passed unanimously.

- 8) Revised Salary Schedule – Tama Shaw explained that there were some changes made due to the additional funding we received for COVID and the additional staffing needed. A new position has been added for an Assistant Energy Assistance Director. In the RSVP program the Assistant RSVP Director resigned and we chose not to refill it but add a new position of RSVP Administration/Tech/Coordinator. This position will be shared with the Weatherization Program as an Office Tech.

Lloyd Huggins made a motion with a second by Frank Somera, Jr. to approve the revised salary schedule as presented. Motion passed unanimously.



- 9) Proposed Holiday Schedule for 2021 – Tama Shaw explained that there were no changes to the schedule from the previous year.

Jamie Smart made a motion with a second by Karen DeZarn to approve the Holiday Schedule for 2021. Motion passed unanimously.

10) Separate Action – Project Approvals – Ashley Johnson

- Project Approval for Eviction Diversion Program – HUD Dollars Provided through CDBG and Administered through TDHCA – Ms. Johnson explained that under the direction of the Texas Supreme Court and the Governor, TDHCA redirected 3 million dollars in CSBG CARES Discretionary funds to form a pilot project for eviction diversion that will begin in October. The federal government allocated an additional 174 million dollars in CARES funds to continue the program beginning in December/January. This money is HUD money labeled as CDBG funds and administered through TDHCA. The Eviction Diversion program entities will work directly with the Justices of the Peace in each city/county when individuals have to appear for eviction hearings. The potentially evicted individuals will be screened for possible assistance and if they are deemed potentially eligible, they could be referred to participating entities for services. Service will be for six months of rental assistance, with at least one payment going forward. Therefore, if they are 5 months behind in rent, they would get the 5 months back rent paid and 1 future payment. If they are 4 months behind they will get the 4 months back rent paid with 2 future months paid. They are more than 5 months behind, they would not be eligible for assistance.

Ms. Johnson said that this program would be managed and staffed from the San Saba Central Office and clients can apply for services through the kiosk on our website. We will find out more information as it becomes available and share that with the Board.

- Project Approval Rapid Re-housing and Homeless Prevention – Emergency Solutions Grant – Ms. Johnson explained that Mollie Lund with the Texas Homeless Network also serves as the host agency for the Texas Balance of State Continuum of Care where they coordinate programs and funding for 215 counties in the state. Part of that is informing agencies of large funding opportunities that can help the communities they serve.

The Emergency Solutions Grant Opportunity is for Rapid Re-housing and Homelessness Prevention for those experiencing literal homelessness and those at risk of homelessness. Emergency Solutions Grant funding can be used for an array of eligible costs including security deposits, last month's rent, utility deposits/payments, moving costs, housing search, tenant counseling, rent, rental arrears, landlord incentives and case management. Through the Emergency Solutions Grant, agencies can provide 12 months rent and six months of arrears



for eligible clients. There is no match requirement or fair market rent requirement. Applicants receive funds through TDHCA on a cost reimbursement basis.

Jason Williams made a motion with a second by L.C. Richards to approve the Project Approvals as noted above. Motion passed unanimously.

11) Separate Action – Policies

- Information and Security Policy – A copy of these policies was included in the Board packet. Tama Shaw explained that this policy was updated to reflect changes in titles for current staff positions.
- Child and Adult Care Food Program Policies and Procedures – A copy of these policies were included in the Board packet. Ms. Shaw explained that these policies and procedures were recently written and submitted to the Texas Department of Agriculture as a required part of the application process for the Child and Adult Care Food Program. Ms. Shaw stated that portions of these policies will be added to the Personnel Policies and Financial Policies which will be updated and presented to the Board for approval in the near future.

Lloyd Huggins made a motion with a second by Marlene DiLillo to approve the Policies as presented. Motion passed unanimously.

12) Separate Action – Budget Amendment

- Approve Budget Amendment to the Texas Department of Housing of Community Affairs – Increase current CSBG Budget of \$525,314 by \$5,214 for a total Budget of \$530,528. Ms. Johnson explained that this was additional funding TDHCA received from the Feds and we received our portion based on the States allocation formula.

Lloyd Huggins made a motion with a second by Jamie Smart to approve the budget amendment for the CSBG program as noted above. Motion passed unanimously.

3. FINANCIAL REPORTS – Ashley Johnson, Director of Finance & Administration - Ms. Johnson went over these reports and was available to answer any questions.

- 1) Compass MasterCard Credit Card Report – for the months of June, July and August 2020 were available for review at the meeting.
- 2) Bank Reconciliation for the month of August, 2020 was available for review.
- 3) Agency
Balance Sheet & Revenue & Expense Statement (with Budget Variance) as of August 31, 2020 was included in the Board packet.



- 4) Head Start / Early Head Start -Balance Sheet & Revenue & Expense Statement as of August 21, 2020 was included in the Board packet.
- 5) CSBG Balance Sheet & Revenue and Expense Statement – as of August 31, 2020 was included in the Board packet.
- 6) Nutrition Revenue & Expenses by Center – as of August 31, 2020 was included in the Board packet.
- 7) Community Services Funds Expended by Location as of September 30, 2020 was included in the Board packet.

Bill Schumann made a motion with a second by Shelly Worley to approve the financial reports as presented. Motion Passed Unanimously.

Meets Organizational Standard 8.7 - The governing board receives financial reports at each regular meeting that include the following: 1. Organization-wide report on revenue and expenditures that compares budget to actual, categorized by program; and 2. Balance sheet/statement of financial position.

4. PROGRAM REPORTS

- 1) Head Start/Early Head Start – Kim Daniel, Program Director
 - Information Memorandum from Administration for Children and Families Regarding Final Rule on Designation Renewal System Changes was included in the Board packet as well as the Fiscal Year (FY) 2021 Monitoring Process for Head Start and Early Head Start Grantees. Ms. Daniel went over these memorandums with the Board and stated that due to COVID-19 they will not be coming onsite this year, but will be having us submit reports to them.
 - Head Start / Early Head Start Program Report – This report was included in the Board packet.

Bill Schumann made a motion with a second by Melissa Esau to approve the Head Start reports as presented. Motion Passed Unanimously.

2) Senior Services

- Nutrition Report – Kimbra Hobbs, Aging Services Director – This report was included in the Board packet. Kimbra Hobbs reported that they have finished up their fiscal year at the end of September and are working on closing out and determining how the program did for the year. Ms. Hobbs stated that they are currently working on the Texas Department of Agriculture application which is due at the end of the month.



Ms. Hobbs stated that through August, 2020 we have served a total of 72,555 COVID-19 meals. In addition to the COVID-19 meals, we have served 44,540 congregate meals and 118,384 home delivered meals in the 7 County CTCOG area since October 1, 2019. This count includes Title III, StarPlus and Title XIX. In Llano County, we have served 2,771 congregate meals and 14,111 home-delivered meals.

- Retired Senior Volunteer Program (RSVP) – Ronnie Ault, RSVP Director – This report was included in the Board packet.

Bill Schumann made a motion with a second by Karen DeZarn to approve the Senior Services reports as presented. Motion Passed Unanimously.

3) Community Services

- Community Services Block Grant (CSBG) – Cynthia Zepeda, CSBG Coordinator
 - CSBG Performance Reports / Dashboard – this report was included in the Board packet. Ms. Zepeda stated that this report shows our targets for client assistance for 2020 and the results of client assistance that we have provided year to date through September 30, 2020.

Meets Organizational Standard 4.4 - The governing board receives an annual update on the success of specific strategies included in the Community Action plan.

- Community Services Block Grant Program Report – this report was included in the Board packet. Ms. Zepeda stated that all centers are still taking applications for Case Management. She said we are always looking for Transferring Out of Poverty (TOP) clients and increasing partnerships in our service area. Although we have exhausted over 90% of our CSBG CARES funds, we still have some funds available at a few of our centers to assist with rent, utilities, food, internet and prescriptions. Our goal target is 20 for TOP clients and we currently have 11 that have transitioned for 2020. Our current caseload is 91 individuals in 25 families currently on Case Management. Ms. Zepeda said that she feels sure that we will reach our goal of 20 TOP clients.

Ms. Zepeda stated that the Community Needs Assessment is due in 2021 and we have begun the planning process for this project, as it will take a significant amount of time to complete. She stated that the TDHCA Organizational standards are on-going and are due to be submitted to TDHCA by October 31, 2020. We hope to achieve 100% this year.

Ms. Zepeda stated that the Community Action Plan (CAP) and budget was approved by TDHCA as well as the Strategic Plan for 2020 – 2025.



Meets Organizational Standard 5.9 - The organization's governing board receives programmatic reports at each regular board meeting.

- Bell County HELP Center Report – Cynthia Zepeda, CSBG Coordinator – this report was included in the Board packet. Ms. Zepeda stated that the HELP Centers are continually taking applications which will include TERF applications. Both centers have depleted all CSBG CARE funds. Ms. Zepeda included in her report a breakdown of the different services and clients served under each program for 2020.
- Weatherization Program Report – Christy Pierce, HR/WAP Director – this report was included in the Board packet. Ms. Pierce stated that COVID-19 has slowed everything down a little, but we have been able to get back out in the field and work. We were able to complete 28 units in 3 weeks for an apartment complex in Killeen replacing HVAC equipment which helped in completing our 2020 TACAA contract in the amount of \$230,000. We have also been able to complete 47 Homes with a combination of funds from ATMOS, DOE and LIHEAP and TACAA. Ms. Pierce stated that we currently have 52 units in progress and are looking to fully complete our contract by the end of the year. There are currently 118 units on the waiting list. We are receiving weatherization applications daily and are working closing with our senior center directors in conjunction with other programs to try and add more clients to our waitlist.

Ms. Pierce stated that we have established a couple of partnerships in Temple with Neighborhood Services and the Housing Community Development Program. A lot of the houses in the area are very dilapidated and we have to be careful because our funding will only allow us to perform specific measures on the home. So if there are roofing or foundation issues we have to refer them to other resources. These two new partnerships will be able to help us in these areas.

- Energy Assistance – Clovia Ketchum, Energy Assistance Program Director
 - CEAP Production Schedule Tool – this report was included in the Board packet. Ms. Ketchum stated that the report reflects data through the end of September.
 - Energy Assistance Report – this report was included in the Board packet. Ms. Ketchum stated that we have a remainder of \$12,731.43 in regular CEAP funds for the year and a remainder of \$694,230.07 in CEAP CARES funding.

Ms. Ketchum stated that we have spent \$1,416,809.68 for energy assistance in the service area which consists of funding from CEAP, TXU/Reliant, Heart of Texas and CTEC. She also stated that with CEAP CARES funds we have spent \$323,269.52 in the service area for a total of \$1,649,079.20 for Energy Assistance.



Ms. Ketchum stated that prior to the Board Meeting this evening, ATMOS Energy Corporation presented HCCAA with a check in the amount of \$15,000 to assist eligible clients with ATMOS gas bills.

- CEO's Report – this report was included in the Board packet. Ms. Shaw gave an update on the happenings in Congress. In August, 2020 – HR 7617 passed by the full house included a \$1.3 trillion “minibus” containing FY 2021 appropriations for CSBG, Head Start, LIHEAP, Weatherization and major parts of the Federal Government. This will give us increases in all our programs, but the Senate won't take up FY2021 appropriations until after the election, so there will be a continuing resolution at FY2020 funding levels.

Ms. Shaw stated that our health insurance premium was reduced last year from \$8,498.64 per employee to \$7,988.76. That is an annual reduction per employee of \$509.88. This year it was reduced another \$215.64 annually making a savings of \$725.52 per insurance employee over the last two years. We currently have 143 employees on insurance. Based on that number we have reduced this expense by \$103,749.36 annually. We feel that this is due to the tele-doc benefit that we added two years ago.

Ms. Shaw stated that Ashley Johnson recently gave a presentation to the Pierian Study Club in San Saba on October 8th which prompted an email to me the next day from someone attending that meeting inviting her or Ms. Johnson to speak at the Rotary Club in November. She and Ashley will both be speaking at this meeting. Ronnie Ault also gave a presentation to the Lion's Club in Gatesville this month as well. Ms. Shaw stated that this is a good way to share our story and let communities know the good work that HCCAA does. Ms. Shaw asked the Board Members to let her know if they have any organizations or clubs that would like for staff to come and speak about our programs.

Ms. Shaw reported that on September 25th HCCAA was presented a Certification of Appreciation by State Senator Dawn Buckingham for our assistance in providing food for San Saba residents after the devastating fire destroyed the only grocery store in town. On October 13th the San Saba City Council presented HCCAA a Resiliency Award for this effort as well.

- **Bill Schumann made a motion with a second by Melissa Esau to approve the Community Services reports as presented. Motion Passed Unanimously.**
- Newsletter – Over the past few months Christy Pierce has been creating a newsletter with input from other program staff. The newsletter highlights the activities of the agency including current data on services provided, client testimonials on assistance they have received, employee spotlight and other



pertinent information. Ms. Pierce stated that she has an email distribution list which includes Board Members and if anyone would like to be added to the list to let her know.

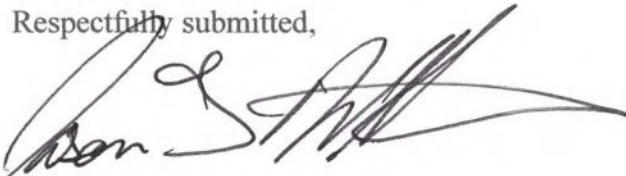
5. ANNOUNCEMENTS

- 1) The next Board of Directors Meeting is scheduled for Tuesday, December 8, 2020.

The meeting was adjourned at 5:49 p.m.

THE FOLLOWING BOARD MEMBERS, GUESTS AND STAFF WERE PRESENT:
(See attached list of board members categorized according to the representation of the membership on the Board and list of guests & staff).

Respectfully submitted,

A handwritten signature in dark ink, appearing to read 'Jason Williams', with a long, sweeping horizontal line extending to the right.

Jason Williams, Secretary

A small, handwritten signature in the bottom right corner of the page.

**BOARD ATTENDANCE RECORDS
HCCAA BOARD OF DIRECTORS' MEETING**

October 20, 2020

REPRESENTATIVES OF PUBLIC SECTOR

Yes	No		
✓		Judge David Blackburn	Bell County
✓		Commissioner John Driver	Bell County
✓		Comm. Bill Schumann	Bell County
	x	Comm. Ray Ashby	Coryell County
		Don Jones - Alternate	Coryell County
✓		Comm. Lloyd Huggins	Hamilton County
✓		Commissioner Jamie Smart	Lampasas County
✓		Judge Ron Cunningham	Llano County
✓		Bob Vacek	Mason County
		Judge Jerry Bearden - Alternate	Mason County
✓		Judge Steve Young	Milam County
✓		Comm. Jason Williams	Mills County
	x	Judge Byron Theodosios	San Saba County
	x	Pat Pool - Alternate	San Saba County

REPRESENTATIVES OF PRIVATE SECTOR

✓		Melissa Esau	Bell County
✓		Denise Edmonson	Bell County
✓		Frank D. Somera, Jr.	Coryell County
	x	Jim Keay	Hamilton County
✓		Karen DeZarn	Lampasas County
✓		Cindy Travers	Llano County
	x	Anna Velez	Mason County
	x	Dale Jaecks	Milam County
✓		Paula Gore	Mills County
	x	Georgia Harris	San Saba County
✓		Roxanne Achmad	AT Large

REPRESENTATIVES OF LOW INCOME SECTOR

Yes	No		
✓		Marlene DiLillo	Bell County
✓		Shelly Worley	Bell County
✓		Rita Hotz	Coryell County
✓		Karla Curry	Hamilton County
✓		Kay Shelton	Lampasas County
✓		Jessica Graham	Llano County
✓		Scott Zesch	Mason County
✓		L.C. Richards	Milam County
✓		Sharon Casbeer	Mills County
✓		Angie Chandler	San Saba County

REPRESENTATIVE OF HEAD START POLICY COUNCIL

		Vacant	AT LARGE
26			Members needed for quorum




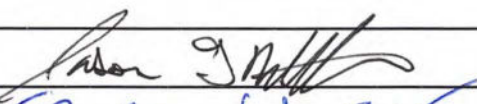
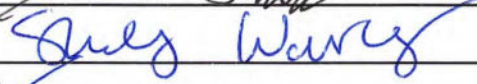

HCCAA BOARD MEETING REGISTER,
OCTOBER 20, 2020

LAMPASAS MULTI-SERVICE CENTER, 901 SOUTH LIVEOAK, LAMPASAS TX

NAME	BOARD MEMBERS SIGNATURE	REPRESENTING
1. Roxanne Achmad ✓		Private Sector Rep. - At Large
2. Ray Ashby		Public Sector Rep. - Coryell County
Don Jones - Alt.		Public Sector Rep. - Coryell County
3. David Blackburn ✓		Public Sector Rep. - Bell County
4. Sharon Casbeer	<i>Sharon Casbeer</i>	Low Income Sector Rep. - Mills County
5. Angie Chandler ✓		Low Income Sector Rep. - San Saba County
6. Ron Cunningham ✓		Public Sector Rep. - Llano County
7. Karla Curry	<i>Karla Curry</i>	Low Income Sector - Hamilton County
8. Karen DeZarn	<i>Karen DeZarn</i>	Private Sector Rep. - Lampasas County
9. Marlene DiLillo	<i>Marlene DiLillo</i>	Low Income Sector Rep. - Bell County
10. John Driver ✓		Public Sector - Bell County
11. Denise Edmonson ✓		Private Sector - Bell County
12. Melissa Esau	<i>Melissa Esau</i>	Private Sector - Bell County
13. Paula Gore	<i>Paula Gore</i>	Private Sector - Mills County
14. Jessica Graham ✓		Low Income Sector Rep. - Llano County
15. Georgia Harris		Private Sector Rep. - San Saba County
16. Rita Hotz	<i>Rita Hotz</i>	Low Income Sector Rep. - Coryell County
17. Lloyd Huggins	<i>Lloyd Huggins</i>	Public Sector Rep. - Hamilton County
18. Dale Jaecks		Private Sector Rep. - Milam County
19. Jim Keay		Private Sector Rep. - Hamilton County
20. L.C. Richards ✓		Low Income Sector Rep. - Milam County
21. Bill Schumann	<i>Bill Schumann</i>	Public Sector Rep. - Bell County
22. Kay Shelton ✓		Low Income Sector Rep. - Lampasas County
23. Jamie Smart	<i>Jamie Smart</i>	Public Sector Rep. - Lampasas County

HCCAA BOARD MEETING REGISTER,
OCTOBER 20, 2020

LAMPASAS MULTI-SERVICE CENTER, 901 SOUTH LIVEOAK, LAMPASAS TX
BOARD MEMBERS

NAME	SIGNATURE	REPRESENTING
24. Frank D. Somera, Jr. ✓		Private Sector Rep. - Coryell County
25. Byron Theodosis		Public Sector Rep. - San Saba County
Pat Pool - Alt.		Public Sector Rep. - San Saba County
26. Cindy Travers		Private Sector Rep. - Llano County
27. Bob Vacek ✓		Public Sector Rep. - Mason County
Jerry Bearden, Alt.		Public Sector Rep. - Mason County
28. Anna Velez		Private Sector Rep. - Mason County
29. Jason Williams		Public Sector Rep. - Mills County
30. Shelly Worley		Low Income Sector Rep - Bell County
31. Steve Young ✓		Public Sector Rep. - Milam County
32. Scott Zesch		Low Income Sector Rep. - Mason County
33. Vacancy		Low Income Sector Rep - At Large

TOTAL BOARD MEMBERS ATTENDING -

MEMBERS NEEDED FOR QUORUM - 17

HCCAA BOARD MEETING REGISTER
OCTOBER 20, 2020
LAMPASAS MULTI-SERVICE CENTER, 901 SOUTH LIVEOAK, LAMPASAS TX
STAFF AND GUESTS

NAME	REPRESENTING
1. Ezaurel Mung	HCCAA
2. Anthony Johnson	HCCAA
3. Jan Shaw	HCCAA
4. Cynthia Syeda	HCCAA
5. Midey L. Jim	HCCAA
6. Aphistene	HCCAA
7. K Hobbs	HCCAA
8. Kimmeri Moore	HCCAA
9. Clara Kitchum	HCCAA
10. Kevin Daniel	HCCAA
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