

MINUTES OF THE LINCOLNWAY SPECIAL RECREATION ASSOCIATION REGULAR BOARD MEETING HELD ON JUNE 16, AT 9:30 A.M. AT THE LINCOLN WAY SPECIAL RECREATION CENTER, 1900 HEATHER GLEN DRIVE, NEW LENOX, ILLINOIS.

Meeting held via a ZOOM Video Conference all attendees were off site.

General Functions

Call to Order: President Hassett called the meeting to order at 9:32 a.m.

Pledge of Allegiance: All present recited the Pledge of Allegiance.

Roll Call: Roll was taken and those present were:
Gina Hassett, Executive Director, Frankfort Park District
Audrey Marcquenski, Director Frankfort Square Park District
Greg Vitale, Executive Director, Mokena Park District
Greg Lewis, Executive Director, New Lenox Community Park District
Renee Chavez, Executive Director, Wilmington Island Park District

Absent: Jay Kelly, Executive Director, Manhattan Park District
Kim Stroud, Peotone Park District

Others present were: LWSRA Attorney John M. O'Driscoll; Melissa Jensen, Superintendent of Recreation; Tami Pareti, Mgr. Recreation; Kristen Ehrman, Marketing, Outreach & Fundraising; Laura Capizzano, Human Resources; Marie Ventura, Accountant; Tom Kraus, Support Services Supervisor; and Mary Strand, Recording Secretary.

Guests: Emma DiFiore, Belinda Olszewski, Susan Eisenbrandt, Karyn Reczek, Scott Lorenz, Shannon Visser, Carol Hillman, and Michelle and Vince Piunti.

Treasurer's Report

- A. Payment of Bills: Keith noted that there were \$50,000 in refunds for cancelled programs during the Covid-19 shutdown. Also there are large year end expenses and legal fees. Staff is trying to save as much money as possible. President Hassett asked for a motion to approve the Payment of the Bills for May 31, 2020 in the amount of \$101,047.19 which may include lodging and travel.

Commissioner Lewis moved to approve the Payment of Bills in the amount of \$101,047.19 as presented and Commissioner Chavez seconded the motion.

Ayes: (5) Lewis, Marcquenski, Hassett, Vitale, Chavez

Nays: (0)

Abstain:(0)

Absent: (2) Kelly, Stroud

Motion Carried

- B. May 31, 2020 Treasurer's Report: Keith told the Board that this is the year end, unaudited version of the report. There may be additional items added later. President Hassett asked for a motion to accept the May 31, 2020 Treasurer's Report as presented.

Commissioner Chavez moved to accept the Treasurer's report as presented and Commissioner Lewis seconded the motion.

*Ayes: (5 Marcquenski, Hassett, Vitale, Chavez,) Lewis,
Nays: (0)
Abstain:(0)
Absent: (2) Kelly, Stroud*

Motion Carried

C. Special Guest: Emma DiFiore is the 2020 LWSRA Therapeutic Recreation Scholarship recipient, the first LWSRA Futures Scholarship. She has worked for LWSRA since 2018 and will study Therapeutic Recreation at St. Francis University. She thanked the program staff and office staff. She personally thanked Keith and the Foundation for all their support. President Hassett congratulated her and wished her the best. Keith said that Emma considered her time at LWSRA more than a job and she is always willing to jump in wherever she is needed. Those in attendance congratulated her.

D. Communications: None

Consent Agenda:

1. Approval of Regular Meeting Minutes of May 19, 2020. President Hassett asked for a motion to approve the consent agenda as presented.

Commissioner Vitale made a motion to approve Consent Agenda as presented and Commissioner Marcquenski seconded the motion.

*Ayes: (5) Vitale, Chavez, Lewis, Marcquenski, Hassett
Nays: (0)
Abstain:(0)
Absent: (2) Kelly, Stroud*

Motion Carried

Public Comments

Susan Eisenbrandt, a parent of a participant at LWSRA said she felt that LWSRA should be investigated for financial irregularities. Susan said concerned parents would like the police, along with LWSRA attorney and a CPA should investigate the alleged theft of the Association that serves residents with special needs. The allegations involved a former employee. They also believe information about current status should take place. She said previous statements from the Board and Executive Director Wallace said that it was handled by the Board, choices were made about going to the paper, and was approved and acted upon by the Board, and going forward financials were handled more diligently. The Board also stated that it was a very sensitive topic and that there was more to the story. She then asked why the employee wasn't fired and allowed to resign. Why was she allowed to work the rest of the week? Why was she allowed to come in on a Saturday, close her door and pack up her office? Did the Board ever talk to the whistleblowers? Why not? When will the board meeting be changed to evenings so more parents can attend? All park districts do so at this time. She also said she did not receive answers from her last appearance at the May Board Meeting.

Scott Lorenz noted how difficult it has been through Covid-19 shut down. He appreciated everything the staff has been doing to bring virtual programming to his son. He hoped the staff would keep up the great job. He noted that, in the past, Keith had said that he was 100% LWSRA but 150% Adapted and that has bothered him. He feels he should be 150% for all activities. He should be more involved with all activities and support all. When expenses are

being done he wondered if there is good accounting being submitted/required. On the website, the adapted activities are not on there, but basketball and baseball are for instance and would like it on the site. He wondered if the Town Hall meeting would be rescheduled.

President Hassett said the Town Hall is in discussion for when the state moves to a phase that will allow at least 50 attendees.

Karen Reczek stated that she is a parent of one of the participants and a former employee. She is one of the whistleblowers. She sent an email to the LWSRA board members documenting with documentation that supported the statements that I read it the May 19, 2020 meeting. She provided all the LWSRA credit card statements for October 2017 and October 2018 that shows Keith used his credit card to pay for hotel stays in Japan and coded to Adaptive. From December 2017 to March 2018 through 88 transactions that appeared on the LWSRA credit card for travel to wheelchair basketball in Los Angeles California and Orlando Florida. LWSRA paid over \$12,000 for twenty people's airfare/hotel in Redwood City California trip and \$9,000 for 12 people's hotel in a Florida trip. These charges included the former employee's husband and child and were coded for adaptive. She questioned the residency of the women's basketball team. She also saw that there were reimbursements from adaptive for those who paid on their own. She noted that she pays when her child goes to an event. She gave statistics of the residency of different programs, noting how many are in and out of the LWSRA District in comparison to the adaptive programs. She stated that when Keith started the Wheelchair Basketball program he wanted a winning team and recruited aggressively. She had asked Keith for clarification 19 days ago on charges made in Joliet and has not received a response.

President Hassett said she will address Karyn's concerns after public comments.

Shannon Visser is also a parent of a participant. She said she could not put a dollar amount on all the support she gets from Keith, Melissa, and the rest of the staff to be able to support our family members. Her school district gets substantially more money than LWSRA, but do not give these participants nearly the support that they receive from the staff. As a parent, she is frustrated that LWSRA is getting a lack of support that is needed in these meetings. She believes the Board and staff need support to be able to remain steadfast. This was willing to own their mistakes, make corrections and provisions to let it not happen again. Shannon said that she is putting her faith and trust that LWSRA are using her tax dollars correctly. She is confident and trusts that the staff addressed the issues, made changes and should move on. She said that LWSRA has done a wonderful job for all participants, the town and the participating districts. She said her son would not be as successful as he is today without LWSRA.

Carol Hillman said she totally agreed with the Shannon Visser. She is a parent of a participant and of an employee. She cannot put the right amount of value to what LWSRA has done for people. Her son was in Olympic sports when he was younger and changed over to adapted sports. He went away to college and graduated University of Wisconsin-Whitewater Summa cum laude. He would not have gone away to college if not for Director Wallace's guidance and encouragement. She stated that she cannot put enough faith in Keith. She thinks that all are blessed to have him in their lives and this organization. He cares not only about sports but all aspects of their lives and feels Keith is being beat up on. Under his direction LWSRA has grown. She wants the Board and LWSRA to move on, they have learned, put the bad behind and continue to improve the organization.

Belinda Olszewski agreed that LWSRA has a great group of employees that go above and beyond. She said that the parents of the participants believe that they have the greatest place for their children. She said the adapted program is great but that team members should not be

recruited out of the district. She also believes that there should not be any fees after she pays for her daughter's initial fees for Titans program. She comes to LWSRA Board meetings to see how money is spent and did share the findings from Karyn Reczek with her park board.

Michelle & Vince Piunti stated that without the LWSRA their twenty one year old twins would not have flourished. They are in college and bringing awareness to the community. She feels that is what the adaptive program and Keith is all about. Working together as a community and bringing people together. Much of the money to run adaptive programs is done through fund raising. Parents work hard for the donations and if it wasn't for going outside of our community, there would not be a program. The participants would not be making these connections, friends and experiences without the adaptive programs and LWSRA. As parents of special needs kids they have seen too many examples of exclusion. Keith is a big part of why they love the adaptive program. If some of the money goes to support someone not in our community they support it. It is hard for able bodied people to understand what a special needs person feels to be around their peers and be included in a giving community. Vince said he likes to think that our community is generous enough to share in our good fortunes

President Hassett thanked all who joined and voiced their concerns and support. She said the Board appreciates their feedback and value their opinions. She then read a statement to answer the questions Karyn Reczek raised.

The statement is attached at the end of the meeting minutes.

Staff & Committee Reports

1. DIRECTOR's REPORT

- a. Staffing – Keith announced that he officially hired Marie Ventura as a part-time accountant. She has been working for the last 3 months and brings strong qualifications to the position. She is also the parent of 2 participants. Marie spoke saying she is looking forward to implementing additional internal controls and she is happy to see the credit card controls already in place and others that have been added. She is looking forward to working for LWSRA. She is a former LWSRF Board member.
- b. Donations, Fundraising & Grants – LWSRA has partnered with DoubleGood Kids foundation to provide Rec boxes to our participants. They donated \$2,500 and over \$2,000 in popcorn to be included.
- c. LWSRA Summer Programs – Several programs will be offered and listed on a flyer. A tier system of A, B, and C have been developed for the participants to return. All participants are being assessed to determine each one's tier. Depending on the Governor's 5 Phases, we will determine when in-person programming can begin.
- d. Fall Programming – LWSRA is working on a systematic approach to returning to programs based on the Governor's 5 Phases. Staff is committed to providing a safe quality recreation experience for all.
- e. Virtual Programs – This program continues to thrive and we are excited to see the growth in such a short time.
- f. Evening Board Meetings – The Board will discuss the change to having meetings in the evening at the December Board Meeting when the 2021 calendar is determined.
- g. LWSRA Covid-19 Timeline – Keith provided a timeline to the Board of the progress and cancellations since March 12th.
- h. Agency Goals - Keith included a list of LWSRA's Goals for 2021-21.

Statement – In response to today's comments Keith wanted to assure everyone that he is available to everyone 110% every day. He volunteers a lot of time. His goal is to better the agency and attends events as a matter expert for adaptive so LWSRA doesn't

have to hire someone on the outside. He refs games and attends all gatherings as the Executive Director.

Commissioner Lewis stated that due to Covid-19 and comments today, the Board & Staff should go back to the State of Illinois and the core principals of SRAs'. Keith goes over & beyond for everyone, but the levy from the State is specific. As we roll out programming and events over the next few months, we need to reestablish the definition of what our SRA needs to be. In regards to changing the meetings to evening, we must consider that all contributing districts to LWSRA hold their meetings in the evening. Also, employees of LWSRA come to the meetings during work hours, so to have them come in the evening, might add to the budget and scheduling. SRAs holding their Board Meetings in the daytime is the norm. He also wanted those in attendance to note that the seven Executive Directors on the Board make their Park District Board aware of all LWSRA's business, events and programming at their monthly meetings. Mr. Hood's instructions for spending his donation was very specific. Since taking over from the previous administration, Keith & staff have worked hard to get donations that were not made available previously. He acknowledges mistakes were made, but there were preventive measures put in place to avoid it happening again. He defended Keith with by noting his enthusiasm, dedication and knowledge. He has put in many policy changes to better position LWSRA's service to the participants.

2. FUNDRAISING/PR/MARKETING

- a. Donations - \$2,624 was raised in May.
- b. Foundation – Three members have resigned.
- c. Grant Seekers – During the month of May Grant Seekers produced two grants.
- d. Events – The Golf Outing has been postponed. Keith is working with the Foundation to hold a virtual outing.

3. FACILITY FOREMAN

- a. Roof – Keith referred to the staff report, noting that staff is working on getting the roof replaced on the one half.
- b. General Maintenance – Keith told the Board that staff is evaluating projects to prioritize what needs to be done and delaying some items until the revenue stream is back to normal.

4. SUPPORT SERVICES

- a. Freedom Of Information Act –All requests have been answered as of May 31st. Keith included a spreadsheet of all the requests received since January, 2020 and the cost of answering them. To date the cost is \$4,423.50.

5. SUPERINTENDENT OF RECREATION

A. Staff & Safety

- 1) Staff – Full-time staff are continuing to work from home. Staff is working on virtual programming which has had a great turnout. Summer virtual programming is being worked on as well. They are researching and preparing in-person programs for when the State allows. Also an assessment of participants is being done to see who would be able to attend the in-erson programs.
- 2) Safety Policy Manual – Staff is working to create guidelines for participants' safe return to the building. Offices opened on a staggered start June 1st.
- 3) Inclusion – On May 19th LWSRA held a meeting with the 7 supporting Districts to discuss how inclusion would look for the summer.

- 4) Part time staff – We are currently working on a plan for our Part time staff’s return. Office staff is currently doing all work on our programming and will do the in person programming as well.
- 5) Summer Camp & Titans – There are 20-25 participants since receiving their Rec Boxes. Special events have 50-60 participants. Our virtual programs are membership based and have at least 15 enrolled in each. Melissa feels that the staff has been doing an exceptional job and are keeping up with other SRAs that are much larger than LWSRA. Staff is working harder and longer.

President Hassett noted that her District staff had noticed how LWSRA staff were stepping up their game and how much appreciation everyone feels towards them.

6. Manager of Recreation

- 1) Marketing Tools – The recreation team and managers created the assessment tool used for allowing in person programming when it opens up.
- 2) Virtual Program – Mak took the lead and created a promotional video of virtual programs and posted on our Facebook page. Kristen and Nadine updated the calendars, schedules and registration information. We hope to be able to keep some of these programs after we are able to fully open.
- 3) Kudos – Tami acknowledged the staff that are putting in so much time, effort and expertise to help to keep participants engaged.
Keith noted that Tami is the supervisor of all 4 recreation positions and she and all staff have taken on extra responsibilities. He is proud that his staff of 7-10 are keeping up with larger SRAs.

Public Comment

Kevin Hood called in to support Executive Director Keith Wallace in response to comments that have been made at LWSRA Board Meetings. He felt bad about the negative things being said and wanted to support Keith. He and his wife made donations to the Adaptive program. He credited Keith with changing his life which made him know that he would support any organization that Keith worked for. Mr. Hood supported a vision to create an SRA in Japan or Florida. He expressed his outrage that Keith is under fire. He said he was contacted by someone at LWSRA telling him his donation was not going to the right place which alarmed him and his wife. He definitely wanted the donation to go to Adaptive.

President Hassett thanked him for taking the time and for his very generous donations.

Finance/Personnel

Facilities Planning

- A. Playground – Commissioner Lewis reported that the fencing around the playground has been put up, earth moving equipment is on site and now they are waiting for the Porta-Johns.

Annual Reorganization of the Board

- A. Election of Officers – In the past the Board established a progression of assignments that would be in place for 2 years. Renee Chavez would become President, Jay Kelly as Vice President, Greg Vitale as Treasurer, and Kim Stroud as Secretary. President Hassett asked for a motion to approve this slate.

Commissioner Lewis made a motion to approve the officers as presented and Commissioner Vitale seconded the motion.

Ayes: (5) Chavez, Lewis, Marcquenski, Hassett, Vitale
Nays: (0)

Abstain:(0)

Absent: (2) Kelly, Stroud

Motion Carried

The 2020-2021 LWSRA Board of Commissioners

Renee Chavez President

Jay Kelly Vice President

Audrey Marcquenki Treasurer/2nd Vice President

Greg Vitale Secretary

- B. Committee Assignments – Keith will discuss the various committees with each commissioner and determinations will be made and presented at the July meeting.

Attorney None

Old Business

- A. 2020-21 Budget – Keith updated the proposed Budget. The 01 Account shows a \$41,000 deficit and the 02 Account shows a \$78,000 deficit due to revenue being cut off since the shutdown. He made adjustments based on being able to start back up in the fall. He also submitted a Covid 19 Budget with 33% of budget removed and all raises were removed. There is a delay in having to approve and file for Park Districts. Commissioner Lewis suggested to approve the proposed Budget as presented with the mandate to only spend on necessities/priorities. Attorney O’Driscoll suggested to wait for the Governor’s mandate in the next few weeks. Discussion was held. This will be on the July Board Meeting Agenda for approval.

New Business

- A. Resolution #20-5 APPROVING NEW POLICY MANUAL – Last month the commissioners were given copies of the manual to look at and suggest changes, deletions or additions. Commissioner Lewis said the manual should be put in front of the staff annually. Commissioner Vitale said that the staff did a good job and they put a lot of thought into the document. President Hassett asked for a motion to approve the Resolution #20-5.

Commissioner Lewis made a motion to approve the Resolution 20-5 adopting the Policy Manual as presented and Commissioner Chavez seconded the motion.

Ayes: (5) Lewis, Marcquenski, Hassett, Vitale, Chavez

Nays: (0)

Abstain:(0)

Absent: (2) Kelly, Stroud

Motion Carried

- B. Resolution #20-6 APPROVING UPDATED LWASEJA and LWSRA AGREEMENT – This intergovernmental agreement has been revamped. LWSRA is going to utilize some of their facilities so wanted to provide quality recreation. Attorney O’Driscoll has reviewed the agreement. President Hassett asked for a motion to approve Resolution #20-6.

Commissioner Chavez moved to approve Resolution 20-6 as presented and Commissioner Lewis seconded the motion.

Ayes: (5) Marcquenski, Hassett, Vitale, Chavez, Lewis

Nays: (0)

Abstain:(0)

Absent: (2) Kelly, Stroud

Motion Carried

Director/Commissioner Comments

Commissioner Lewis expressed his thanks to Mr. Hood for his calling today and his previous donation. It was the single largest one time donation that LWSRA has ever received and he hopes Keith can reestablish his connection to him. Some of the comments today were very encouraging and makes the jobs the staff does all worth it. He encouraged all to keep reinventing themselves. He welcomed Marie Ventura. He thanked the entire staff and told Keith to just keep doing what he is already doing.

Commissioner Vitale again said that it was a great job on the Policy Manual. He told the staff he is looking forward to being at an in person meeting to see everyone and seeing the staff in action.

Commissioner Marcquenski said that Frankfort Square Park District wanted to join LWSRA because of Keith and his team of their care, their innovation and their opportunities for our residents. We are so very thankful and especially during these difficult times. We know you guys are just working so hard you're working creatively you're putting every last bit of heart into your efforts during this difficult time and I just want to thank you for all of that and I'm just so impressed and so thankful to be here.

Commissioner Chavez thanked the staff that are on the call. Anytime I've attended an LWSRA event or program, everything is always extremely impressive, from the event to the clean-up and to the follow-up. Your team effort, when a challenge has been thrown out to you, you guys pull together. As an Executive Director looking down on that, a lot of that comes from the leadership mentality. So Keith you should be proud of yourself and so should your staff. Many of us would be thrilled to have a team like you and you kept them with kept them positive and energetic beyond belief. I come to steal ideas and take energy from you guys but then I think I need to be more like that. You guys are Role Models out there and please don't apologize for your passion. Keith you don't need to have a passion in Special Olympics when you have Tami on board. She brings more than enough energy to the program, more than enough desire, more than enough love to that program. You need to make sure they can continue to share that. If you show up at all those events you steal their energy, because you walk in a room and people remember you. You have to let your staff have some that thrill as well in order for them to want to keep going. We've all been here long enough to see Melissa grow in the programs and bring her energy to the after school program. She has educated my staff on inclusion. I don't know how we can help better, to continue to bring the pride and give you guys the energy you give and need. Because that's my biggest fear when I come on this meeting, I get worn out I don't want you guys worn out because your work is so valuable. And please reach out to your board members and ask us how we can help provide more for you. I've done Recreation for 40 years and I miss providing fun for residents. Just hang in there, and once we all can get back together and see each other, rely on us if you need help and support. Keith, ask this board for more, because we can't let the program go backwards because of some hang-ups.

Commissioner Hassett Thank you to the staff, the board members, Keith and the families that joined us today. We do value your feedback and do understand that the public comments are just that, it's not

necessarily a Q&A opportunity. So we appreciate your comments and we all are available, myself or any of the board members are available for a phone call or meeting. We heard some great things today. Again I think as Greg mentioned in his comments earlier will be looking at our mission to make sure that our programming going forward fall within that by evaluating everything from the recreation side to the athletic side. Making sure that we are meeting our goals for agency. Thank you Mr. Hood for joining us as well and that generous donation. I'm hopeful we can mend our relationship and see if there's any future donations for the entire LWSRA organization to utilize.

Adjournment

Hearing no further LWSRA business, President Hassett asked for a motion to adjourn the Regular Meeting of June 16, 2020 at 11:06 a.m. A roll call vote was held.

Commissioner Lewis so moved and Commissioner Vitale seconded the motion.

Ayes: (5) Vitale, Chavez, Lewis, Marcquenski, Hassett

Nays: (0)

Abstain:(0)

Absent: (2) Kelly, Stroud

Motion Carried

Respectfully submitted by
Mary T. Strand, Recording Secretary

Attachment A.

Attachment A.

Read at the June 16, 2020 Board Meeting of LWSRA

Karyn

We would like to address your concerns that you posed during the public comment section of the May 2020 board meeting.

The matter regarding Abby was a personnel matter and the Director and Board followed guidance from the attorneys at the Park District Risk Management Agency (PDRMA) as well as our then attorney, Matthew Lulich. There were discussions and decisions made that your staff position was not privy to. The Director acted accordingly when the information was presented to him by employees; including seeking out the board President and legal counsel to discuss a plan of action. The three employees were thanked for their diligence in gathering the requested documentation by the Director. However, all staff was instructed to look into any suspicious charges on their department head reports in March 2018.

As far as investigation of other charges? As previously indicated, a cost benefit analysis was done regarding recovery of monies that we could be sure of versus monies that would be harder to prove. The agency entered into a separation agreement based on the information we had at the time. The Board and agency, satisfied with that agreement, has moved forward.

No one is perfect. We have sought to learn from this unfortunate incident. We have updated policies, developed new procedures, as well as added additional accounting staff to safeguard from this happening in the future.

We would like to share some of the changes that we have implemented since May 2018:

1. We hired a part time accountant.
2. Part time accountant is directly responsible for taking deposits to the bank. This creates segregation between those accepting the funds versus reconciling the funds so that another set of eyes are involved.
3. Deposit are to be done as group deposits but rather individually so it easier to reconcile and track.
4. For any fundraiser that collects cash, two individuals must count all cash before leaving venue. They have to sign off and initial it. If there is a discrepancy, there is a recount.
5. Included additional office staff for green sheet sign offs. That way there are three sets of eyes involved in the deposit process.
6. Added approval process for all Amazon purchases- it requires a supervisor's approval (ED or Services Supervisor). This adds an extra layer.

7. Added email notifications to the Director for all credit card purchases- AMEX emails the ED any time anyone's credit card is used. It identifies the account number, amount charged and where spent.
8. Added direct supervisor sign off to the credit card approval form. At the beginning of the month, employees submit estimated credit card use to their direct supervisor and Supervisor of Recreation and ED.
9. Added more details to the department head reports for staff to review monthly. Each month we give detailed reports to staff to review expenditures so that they can read it and notify us if anything in their account is wrong.

As you see the agency has added our updated practices and we are committed to improving the quality of our accounting practices and internal controls.

Why was individual allowed to work 3 days? The day that further investigation was to occur was a scheduled day off for Abby, however she came in and submitted her resignation. Her submitting her resignation at that time accelerated the termination process and left little time for investigation before she would no longer be under our control. We were advised to draw up a few separation agreements that would ensure the recovery of funds that we knew to be true at the time. The Director organized days and times that the employee would not be left alone in the building. The Director also used this time to gather vital information from the employee: Processing background checks, staff on boarding, payroll implementation codes, , time and attendance information and Policy manual etc. We also had to obtain a variety of account information and passcodes.

Regarding these accusations:

October 2017 Japan trip

October 2018 Japan trip

LA Wheelchair basketball trip

Orlando Wheelchair basketball trip

Clarion Hotel in Joliet

The agency has reviewed your statements and paperwork and found the claims to be meritless. The documents you have does not paint the complete picture. We are willing to sit down with you to go over these in detail. We do remind you that the agency received a substantial donation from Kevin Hood that was specifically, at the donor's request, to be used for adapted sports. See letter from Kevin Hood attached. As you can see, Mr. Hood was aware and encouraged the use of the donated funds.

As far as the Adaptive program vs the Special Olympics programing you have issues with the structure of this program.

The Adapted sports program is unique and raises a great deal of funds to operate so that it is not a burden to the agency. The Participants pay for the cost of the program and are required to sell raffle tickets as well as participant in fundraiser games. These fundraisers and donations have supported the program for years. We try to have this as close to cost neutral as possible.

The Board is fully aware that we have a program that accepts out of district residents. These individuals make it possible for the program to run. These individuals pay for the service that we provide. This is not uncommon in the SRA world especially as method for getting programs started. Because it is a low incidence population, the program will continue to have to rely on non-residents to survive. Over the past 15 years we have built one of the most respected Adapted sports programs in the United States.

Our Special Olympics program has fundraised as well. We charge the State games fee at the end of the program to make it fair for all. This fee starts at \$150, our staff have been diligent in getting that fee reduced. The agency does not think it is a good practice to charge the state fees up front because the registration fee would be too high. Not all kids make it to state. We are actively looking into a system that would be fair for all. Even those parents that transport SO athletes to state games.

Our Director has always been an individual who wants to provide recreation for all. He takes pride in finding and meeting new individuals with disabilities and introducing them to Recreation. We have heard many stories of him stopping someone in a store or on the street to ask them if they are involved in an SRA or recreation program. This is one of his strengths. Because of this it has brought people into our program. It has brought in financial support as well.

We do appreciate and will accept constructive criticism. No person or organization is perfect. We all seek to learn from mistakes. We ask that you help us to continue to grow the organization and look toward a brighter future for the kids and other participants.