

Minutes

**Child Welfare Improvement Committee
Indiana Court Improvement Program
March 24, 2023 10:00 a.m. – noon
Remote via Zoom**

Members Present:

- Tatiana Alvarez, Indiana Department of Child Services
- Mag. Pauline Beeson, Marion Superior Court
- Mag. Sally Berish, Boone Circuit Court
- Mag. Ashley Colborn, St. Joseph Probate Court
- Chris Daley, Indiana Association of Resources and Child Advocacy
- Nafeesah Davis, Parent Advisor
- Hon. Christine Haseman, Monroe Circuit Court
- Hon. Jennifer Hubartt, Marion Superior Court
- Mag. Melinda Jackman-Hanlin, Putnam Circuit & Superior Courts
- Heather Kestian, Indiana Department of Child Services
- Hon. Stephen Koester, Madison Circuit Court 2
- Ashely Krumbach, Indiana Department of Child Services
- Alayna Leonard, Youth Advisor
- Teresa Lyles, Indiana Office of GAL/CASA, Indiana Office of Court Services
- Derrick Mason, Indiana Public Defender Commission
- Joel McGormley, Indiana Department of Child Services
- Karen Mikosz, Department of Social Services, Pokagon Band of Potawatomi
- Michael Moore, Indiana Public Defender Council
- Hon. Lynn Murray, Howard Circuit Court
- Sonya Rush, Indiana Department of Child Services
- LaTrece Thompson, Indiana Department of Child Services

Staff Present:

- Jeffrey Bercovitz, Indiana Office of Court Services
- Senior Judge Nancy Gettinger
- Senior Judge Heather Mollo
- Angela Reid-Brown, Indiana Office of Court Services
- Colleen Saylor, Indiana Office of Court Services

Guests Present:

Harmony Gist, Deputy Director of Strategic Solutions, Indiana Department of Child Services
Haley Inman, Assistant Deputy Director of Strategic Solutions, Indiana Department of Child Services

Proceedings**1. Welcome and Introductions.**

Magistrate Hubartt welcomed attendees

2. Approval of Minutes.

The minutes from September 23, 2022 meeting were approved.

3. Indiana Child and Family Service Review (CFSR).

Harmony Gist, Indiana Department of Child Services, shared an update on the CFSR process and timeline.

She shared the on-sight reviews will start in April and focus on the seven systemic factors:

- a. Statewide information system
- b. Case review system
- c. Quality assurance system
- d. Staff and provider training
- e. Service array & resource development
- f. Agency responsiveness to community
- g. Foster and adoptive parent licensing

The state data profiles were created by Children's Bureau with agency and court data and CQI case reviews. The following chart with ratings was shared with the committee, detailing areas identified as "area in need of improvement (ANI)" or strengths.

Table 1. CQI Case Review Statewide Assessment Data

Statewide Assessment

Systemic Factor	Defer or Hold	Rating	Interviews
Item 19 - Statewide Information System	Defer to CB Rating	ANI	
Item 20 - Case Plans	In Agreement	ANI	
Item 21 - Periodic Reviews	In Agreement	ANI	
Item 22 - Permanency Hearings	Defer to CB Rating	ANI	
Item 23 - Timely Filing of TPR	Defer to CB Rating	ANI	
Item 24 - Notice of Hearings	In Agreement	ANI	
Item 25 - Quality Assurance System	Defer to CB Rating	ANI	
Item 26 - Initial Training	Hold IN Rating	Strength	Requesting
Item 27 - Ongoing Training	In Agreement	ANI	
Item 28 - Foster and Adoptive Training	Hold IN Rating	Strength	Requesting
Item 29 - Service Availability	Hold IN Rating	Strength	Requesting
Item 30 - Individualizing Services	Hold IN Rating	Strength	Requesting
Item 31 - Implementation/Development of CFSP, APSR	Hold IN Rating	Strength	Requesting
Item 32 - Service Coordination	In Agreement	Strength	Requesting
Item 33 - State Standards	In Agreement	Strength	Requesting
Item 34 - Background Checks	Defer to CB Rating	ANI	
Item 35 - Diligent Recruitment	In Agreement	ANI	
Item 36 - Use of Cross-Jurisdictional Resources	In Agreement	ANI	

DCS has been completing practice reviews and a third party will be conducting the stakeholder interviews in April which will give a wide range to stakeholders the opportunity to share their expertise on the process. April to September will be the statewide poll interviews and cases will be pulled from all over the state instead of three counties, which was how the process was conducted in the last CFSR.

Harmony shared that it may be helpful for those involved in the stakeholder interviews to have the systemic factors available to help guide them, there is a [stakeholder interview guide](#) available on the CFSR site for review as well.

4. Legislative Updates

Jeff Bercovitz, Indiana Office of Court Services, shared updates on bills in progress this session that might be of interest to the committee.

SB 345 Provides distinct quicker procedures for termination of parental rights for safe haven infants, including, but not limited to, 15 days to file a TPR petition in certain cases and implied termination of parental rights in 28 days if neither parent petitioned the court for custody. Requires a check of the missing child registry; makes other changes. Note: Returned to Senate with amendments

HB 1340 Department of Child Services: “Indian child” defined, SSN of child for tax purposes; confidentiality or information; other changes.

HB 1570 Foster parents and DCS; foster parents as parties under certain circumstances. Foster parents immune for talking to elected officials under certain circumstances

HB 1407 Parental rights; provides child not CHINS for alteration of child’s biological sex

HB 1001 Commission on Improving the Status of Children funding. Now in Budget Bill, HB 1001, p.79, 2/23/23 version

-Funding of juvenile diversion and juvenile community alternatives grant programs and juvenile behavioral health competitive grant pilot. Now in Budget bill, HB 1001, pages 24,187,189,190 2/23/23 version.

- Requires appointment of counsel for children in certain cases. Now in Budget bill, HB 1001, p.79, 2/23/23 version. There was discussion and some concern given the impact this would have on state and local public defender offices and their budgets. Jeff stated from what he recalled it was very limited and would get the information to Derrick.

5. Other Matters:

Magistrate Hubartt shared that she met with DCS and GAL in Marion County to look at what may be impacting the process of getting families to permanency such as dispositional standards and felt this has reinvigorated the practice on moving the needle on some of these cases. She convened groups of stakeholders to take a hard look at how long terminations are taking to get to trial and the standard practices in place. During the pandemic and getting adjusted to the virtual hearing process they did lengthen the time between hearings to extend closer to the statutory requirements and some courts have since returned to their standard setting of 90 days. Magistrate Hubartt shared she felt these stakeholder meetings were very beneficial and allowed input and discussion on issues that might not have been considered by all parties.

DCS had identified the longer settings as possible barriers to moving the cases toward permanency. Marion County also has an adoption coordinator that keeps track of all the documents required on the case and sends reminders to parties with a list of anything missing after 60 days. They may move this reminder to be after 30 days. Members discussed the part continuances play in delays and while there is justifiable reason for these it may not be as clear to the foster parents or child why they are necessary. It may be beneficial to look at cases more closely as to how long they have been going and how many continuances have been filed before granting another.

Derrick Mason asked to be added to the agenda for the next meeting to share updates on the System Navigator pilot in a handful of counties which started two years ago and recently added Washington County. They are proposing an extension to the pilot for another year and the data is encouraging so far. He also shared that the Indiana Public Defender Commission is considering two requests for funding for other youth projects. One is a medical/legal partnership with Riley. The goal is to get families that are not involved with DCS but have needs that could trigger involvement down the line and provide medical, legal and social supports to hopefully keep them out of the child welfare system. The client referrals from Riley could be from anywhere in the state. Other states have launched similar projects and when other medical facilities heard about it the inquiries to join the program increased.

2023 Meeting Dates

Table 2. 2023 Committee Meeting Dates Remaining

Date	Time	Format
May 26, 2023	10:00 am-Noon	Zoom
July 28, 2023	10:00 am-Noon	Zoom
September 22, 2023	10:00 am-Noon	Zoom

Minutes

**Child Welfare Improvement Committee
Indiana Court Improvement Program
May 26, 2023 10:00 a.m. – noon
Remote via Zoom**

Members Present:

- Tatiana Alvarez, Indiana Department of Child Services
- Mag. Pauline Beeson, Marion Superior Court
- Mag. Sally Berish, Boone Circuit Court
- Mag. Ashley Colborn, St. Joseph Probate Court
- Chris Daley, Indiana Association of Resources and Child Advocacy
- Nafeesah Davis, Parent Advisor
- Hon. Christine Haseman, Monroe Circuit Court
- Hon. Jennifer Hubartt, Marion Superior Court
- Hon. Stephen Koester, Madison Circuit Court 2
- Ashely Krumbach, Indiana Department of Child Services
- Alayna Leonard, Youth Advisor
- Teresa Lyles, Indiana Office of GAL/CASA, Indiana Office of Court Services
- Derrick Mason, Indiana Public Defender Commission
- Joel McGormley, Indiana Department of Child Services
- Karen Mikosz, Department of Social Services, Pokagon Band of Potawatomi
- Michael Moore, Indiana Public Defender Council
- Hon. Lynn Murray, Howard Circuit Court
- Sonya Rush, Indiana Department of Child Services

Staff Present:

- Angela Reid-Brown, Indiana Office of Court Services
- Colleen Saylor, Indiana Office of Court Services

Guests Present:

Kaylee Crites, Deputy General Counsel, Indiana Department of Child Services; Rachael Stark, intern, Indiana Office of GAL/CASA

Proceedings:

6. Welcome and Introductions

Magistrate Hubartt welcomed attendees.

7. Approval of Minutes

The minutes from March 24, 2023, meeting were approved.

8. Indiana Child and Family Service Review (CFSR)

Kaylee Crites provided an update on the CFSR Stakeholder Interviews held in April 2023. She reported there were 21 interview groups and a total of 197 stakeholders interviewed across the state, including 17 youth aged between 16-23 and 14 foster, adoptive, and kinship relatives. The takeaways from the interviews include:

- There do not appear to be significant issues with holding review and permanency hearings within the required timelines.
- Training for FCMs and probation officers is an area for improvement. Identified training gaps included the drug screening process, dual status, ICWA services, service standards, trauma, cultural competency, and other youth needs.

The stakeholder interviews also reiterated the inadequate availability of mental health services and barriers to access due to waiting lists and delays. Mag. Hubartt agreed with the identified areas of concern and shared she also has had a difficult time locating service providers for families with language barriers.

9. Public Defender Commission Updates

Derrick Mason shared an update on the At-Risk Youth and Family pilots in Monroe and Vigo Counties and the Juvenile Delinquency Early Intervention Team in Marion County.

Washington County has recently been approved to start a system navigator pilot which will be available in both CHINS and delinquency cases.

Social Workers and System Navigators Pilots (Monroe and Vigo Counties):

- Provides a social worker or system navigator (depending on site and individual case) to parents in CHINS and TPR cases
- 197 clients enrolled in the pilot across the two sites
- Cases enrolled in the pilot show an 8% decrease in overall case length in site one and a 25% decrease in site two, relative to the control group
- In site one, cases enrolled in the pilot show a 30% decrease in time out of the home in cases where there was a removal, relative to the control group
 - Site two does not yet have sufficient data for this comparison
- In summary: Initial results show that the pilots are yielding shorter case times and decreased time out of the home

Juvenile Delinquency Early Intervention Team (Marion County):

- Provides an attorney and social worker team to clients in juvenile delinquency cases as early as possible, usually before the initial hearing
- Over 600 clients represented by the EIT in some capacity since inception
- Relative to non-EIT-represented clients, EIT clients were 19% less likely to be in detention immediately following the initial hearing

- Relative to non-EIT-represented clients, EIT clients were 80% less likely to be in detention 20 days after the initial hearing
- **In summary: Initial results show that EIT-represented juvenile clients are less likely to be detained, and this effect is especially pronounced further on in the case**

Derrick shared that the Public Defender Commission will be providing funding to Child Advocates to expand their mediation program into a couple of other counties with public defender offices. Data will be collected on cases that receive mediation and those that do not in an attempt to determine if mediation is making a positive difference. The Public Defender Commission is also working with Child Advocates and Riley Hospital on a legal/medical early intervention project. Funding will be provided to Child Advocates to provide a social worker and an attorney to work with families referred to the program by Riley Hospital who have identified legal needs (such as housing instability). Families initially eligible for services will be referred from either high-risk neonatal services, developmental pediatrics, or other specialty clinics at Riley Hospital.

10. Marion Superior Court, Family Division Permanency Strategies

Magistrate Hubartt shared that the Marion Superior Court, Family Division has been reviewing their Court Performance Measures data. They have looked at their data compared to the state and nationally as well as trends in the last few years.

Their time to adjudication is longer but they have a robust mediation program. Mediation may not result in full agreement but does provide a plan to start with. The first periodic review is set 3 months after the initial hearing but sometimes that is already beyond the six months from removal. Permanency hearings are set at the time of the initial hearing, and they are regularly within 12 months. The time to TPR order is about 2 ½ months longer than the state.

Magistrate Hubartt also shared that the court has resumed holding stakeholder meetings. The meetings are routinely attended by the lead judges in the Family Division, a few Magistrates, the DCS Local Office Director/Regional Manager, DCS chief counsel, GAL/CASA Director and chief counsel, and the Chief Counsel for the Marion County Public Defender Agency. Others may be invited to attend, depending on the focus of a particular meeting. Attendees provide updates from their respective agencies at each meeting followed by a focused discussion. At the last meeting, they had a walkthrough of the DCS practice indicator reports, developed a new case management order; talked about ongoing remote and in-person hearings, discussed case law, and opened up the floor to stakeholders to share any areas of concern or successes with the group. The stakeholder meetings are held quarterly for an hour and a half.

Committee members felt it was helpful to hear examples so other jurisdictions could consider alternative approaches.

11. Other Matters:

Joel McGormley shared he would be happy to talk next time about some efforts relating to driving together their practice model review (the ongoing continuous quality improvement reviews that also serve basis for the CFSR construct) that is viewed from case outcome/FCM lens with the impact of their lawyers. He shared that they have some concepts on motions for permanency and bridge order and finally, there have been impacts on permanency from their perspective with the lack of connectivity between adoption and CHINS courts in different counties and where DCS is not a party to adoption.

2023 Meeting Dates

Table 3. 2023 Committee Meeting Dates Remaining

Date	Time	Format
July 28, 2023	10:00 am-Noon	Zoom
September 22, 2023	10:00 am-Noon	Zoom

Minutes
Child Welfare Improvement Committee
Indiana Court Improvement Program
July 28, 2023 10:00 a.m. – noon
Remote via Zoom

Members Present:

- Tatiana Alvarez, Indiana Department of Child Services
- Mag. Pauline Beeson, Marion Superior Court
- Mag. Elizabeth Bellin, Elkhart Circuit Court
- Mag. Sally Berish, Boone Circuit Court
- Topacio Boyd, Parent Advisor
- Mag. Ashley Colborn, St. Joseph Probate Court
- Mag. Eleanor Finnell, Marion Circuit Court
- Harmony Gist, Indiana Department of Child Services
- Mag. Valorie Hahn, Hamilton Circuit and Superior Courts
- Hon. Christine Haseman, Monroe Circuit Court
- Hon. Jennifer Hubartt, Marion Superior Court
- Rachael Hudgins, Indiana Department of Child Services
- Haley Inman, Indiana Department of Child Services
- Stephaney Knight, Youth Advisor
- Ashely Krumbach, Indiana Department of Child Services
- Teresa Lyles, Indiana Office of GAL/CASA, Indiana Office of Court Services
- Derrick Mason, Indiana Public Defender Commission
- Joel McGormley, Indiana Department of Child Services
- Mag. Tara Melton, Marion Circuit Court
- Karen Mikosz, Department of Social Services, Pokagon Band of Potawatomi
- Michael Moore, Indiana Public Defender Council
- Hon. Lynn Murray, Howard Circuit Court
- Paul Okoli, Youth Advisor
- Kris Rhodes, Indiana Department of Child Services
- Lauren Virgen, Parent Advisor

Staff Present:

- Jeffery Bercovitz, Indiana Office of Court Services
- Senior Judge Nancy Gettinger
- Senior Judge Heather Mollo
- Lindsey Pettit, Indiana Office of Court Services
- Angela Reid-Brown, Contractor
- Colleen Saylor, Indiana Office of Court Services

Guests Present:

Julia Stevens, Indiana Public Defender Council; Kim Nightingale, Deputy General Counsel, DCS

Proceedings:**1. Welcome and Introductions**

Magistrate Hubartt welcomed attendees and asked those new to the committee to introduce themselves and share what drew them to participate in CWIC. An underlying theme was a desire from new members to learn more about the process for each agency and work to improve the system toward sustainable positive change which will impact the children and families served in an intentional and meaningful way.

2. Approval of Minutes

The minutes from May 26, 2023, meeting were approved.

3. Agency Updates

- Joel McGormley, DCS: Joel introduced himself and colleagues Kim Nightingale, and Haley Inman. He shared that DCS has been working on several permanency strategies for improvement. The goal is to positively impact permanency outcomes and show success in working collaboratively with system partners. They shared that in January 2021 DCS implemented a Practice Model Review tool (PMR) which is an internal way to measure practice involving interviews with stakeholders, families, and children along with the case record to identify system strengths and areas needing improvement. The goal is to measure how DCS is doing on an agency level involving all partners to help identify gaps or issues that may be impeding achievement of permanency. While the Child and Family Services Review (CFSR) and PMR historically have not established ways to look at the legal role in the process, DCS has implemented a process called MDI (Managing for Daily Improvement). This is process in which the local office legal team would hold weekly meetings “huddle” to look at key areas tied to agency goals. An example is the length of time in care. Each week across the state these huddles are looking at the same metrics and can compare them to their colleagues which led to some competition and encouraged innovative ideas. There is a set schedule for what metrics will be reviewed each week and one week the local team can choose their own metric to focus on. This process is unique to Indiana and has led to improvements. Magistrate Hubartt asked the members of CWIC to think about how they can consider this process in their own jurisdiction and partner with DCS.
- Michael Moore, Indiana Public Defender Council: Mike introduced himself and his colleague, Julia Stevens. He shared that their agency has a structured training for public

defenders on criminal cases but recently created a training for public defenders who represent parents on CHINS and TPR cases. They have developed a 3-to-4-day workshop and intend to provide it again next year. He also shared that they have a weekly lunch meeting for public defenders to discuss cases and get input from colleagues and are looking at taking some local attorneys to the National Association of Counsel for Children (NACC) child welfare conference in Minnesota. The public defender council advocated last session for [HB 1172](#) which allowed for paternity cases to be initiated in the CHINS case and continue on after the CHINS case closed. Mike shared that they have been talking to legislators about sponsoring a bill to require adoption cases to be filed in the same county where the child has an open CHINS or TPR case and the public defender council may ask CWIC members for support once it is drafted. Chief Justice Rush wrote a [dissenting opinion](#) regarding an adoption case where this was an issue. Members discussed how the filing of an adoption case in which there is an open CHINS case may impact the measure for time to adoption and yet the court in which the CHINS case is filed, and the timeliness measures are drawn from, has no control over the adoption case. There was also discussion on the impact [HB 1560](#) might have with requirements to expedite adoption cases.

4. Other Matters:

Magistrate Hubartt reiterated her request that members hold stakeholder groups and review their performance measures data looking for trends and areas for improvement. She shared that in Marion County they continue to have stakeholder meetings and have been able to implement small changes such as holding review hearings every 3 months rather than the required 6 in order to expedite cases. Colleen updated members on the status of the CIP Court Performance Measures Annual report and indicated the dashboard should be updated with FFY 2023 Q3 data next month.

- 5. Next Meetings:** Magistrate Hubartt discussed with members upcoming meetings. It was agreed to keep them virtual to make attendance easier for everyone in addition to moving the start times to 9:00 am. The next meeting will be held virtually 10/6/23 from 9:00 – 11:00 am and the November meeting would be 11/17/23 from 9:00 – 11:00 am. Magistrate Hubartt will work with CIP staff to determine 2024 meeting dates.

2023 Meeting Dates

Date	Time	Format
October 6, 2023	9:00 -11:00 am	Zoom
November 17, 2023	9:00 -11:00 am	Zoom

2024 Meeting Dates

Date	Time	Format
January 26, 2024	9:00 -11:00 am	Zoom
March 22, 2024	9:00 -11:00 am	Zoom
May 24, 2024	9:00 -11:00 am	Zoom
July 26, 2024	9:00 -11:00 am	Zoom

Date	Time	Format
September 27, 2024	9:00 -11:00 am	Zoom
November 22, 2024	9:00 -11:00 am	Zoom

Minutes

**Child Welfare Improvement Committee
Indiana Court Improvement Program
October 6, 2023 10:00 a.m. – noon
Remote via Zoom**

Members Present:

- Tatiana Alvarez, Indiana Department of Child Services
- Mag. Pauline Beeson, Marion Superior Court
- Mag. Elizabeth Bellin, Elkhart Circuit Court
- Mag. Sally Berish, Boone Circuit Court
- Topacio Boyd, Parent Advisor
- Mag. Ashley Colborn, St. Joseph Probate Court
- Mag. Eleanor Finnell, Marion Circuit Court
- Harmony Gist, Indiana Department of Child Services
- Mag. Valorie Hahn, Hamilton Circuit and Supreme Courts
- Hon. Christine Haseman, Monroe Circuit Court
- Mag. Jennifer Hubartt, Marion Superior Court
- Rachael Hudgins, Indiana Department of Child Services
- Haley Inman, Indiana Department of Child Services
- Stephaney Knight, Youth Advisor
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- Teresa Lyles, Indiana Office of GAL/CASA, Indiana Office of Court Services
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- Mag. Tara Melton, Marion Circuit Court
- Karen Mikosz, Department of Social Services, Pokagon Band of Potawatomi
- Michael Moore, Indiana Public Defender Council
- Hon. Lynn Murray, Howard Circuit Court
- Paul Okoli, Indiana Department of Child Services
- Lauren Virgen, Parent Advisor

Staff Present:

- Lindsey Pettitt, Indiana Office of Court Services

☒ Colleen Saylor, Indiana Office of Court Services

Guests Present:

Angela Reid-Brown, Indiana Office of Court Services Contractor

Torrin Liddell, Indiana Public Defender Council Data Consultant

Nancy Gettinger, Senior Judge

Proceedings:

6. Welcome and Introductions

Magistrate Hubartt welcomed attendees and first-time guests.

7. Approval of Minutes

The minutes from July 28, 2023, meeting were approved.

8. FFY 2022 Court Performance Measures Report

Colleen Saylor and Lindsey Pettit presented the data from the FFY 2022 report

- FFY 2022 Court Performance Measure Report completed and shared to CWIC.
- Administrative Notes: measure is median because it mitigates impact of outliers on data. Average shows impact from outliers. Helps stakeholders compare to other data looked at in terms of average vs. median. Report was changed to reflect more of a CHINS case process and walk through the case for the reader. Back half of report is data charts but they are sorted by DCS region. The report looks at CHINS petitions filed on or after 10-1-2017 and wardship terminated between 10/1/2021 and 9/30/2022.

9. Data Quality Discussion

Committee opened for discussion after presentation of Performance Measures.

- Derrick Mason suggested changing the percentage per population to the percentage per population under 18. He shared that Children's Bureau had data on percentage of population that were under 18.
- Committee questioned why the data only examined out of home CHINS. Colleen explained that those cases were the ones that tended to take the longest. Angela Reid-Brown shared that if the committee is interested in looking at in home measures, it could be something to consider in the future.
- Colleen went through the data dashboard and shared where to find it and how the data is collected and uploaded.
- Magistrate Hubartt reviewed strategies to improve permanency. She suggested establishing local teams to examine county data. Marion used to have a Permanency Planning Committee and how they were able to contextualize Marion's data that was higher in some areas because they knew local practice regarding mediations and waiving of the 60.
- Magistrate Hubartt discussed other strategies that included safety review at every hearing, setting the permanency hearing at the initial hearing, and defining what safety really is in your county; use of concurrent plans; engaging both parents and utilizing the new states that gives jurisdiction over the paternity to the CHINS court §31-30-1-13.
- Members also discussed utilizing senior judges to handle non-contested adoption cases to expedite those cases.

10. Agency Updates

- Hamilton County shared they are having to utilize resources for the out-of-county adoptions being filed in their county that take away from availability for in-county cases.
- Committee discussed notification between counties regarding adoptions being filed.

11. Potential in-person meeting for 2024

May 24th 2024 – Location TBD

12. Other Matters:

Youth and Parent advisors have not submitted their forms to receive the stipend. CIP have reached out via phone and email to no avail. The forms are necessary to process payment.

2023 Meeting Dates

Table 4. 2023 Committee Meeting Dates Remaining

Date	Time	Format
November 17, 2023	9:00 – 11:00 am	Zoom

2024 Meeting Dates

Table 5. 2024 Committee Meeting Dates Remaining

Date	Time	Format
January 26, 2024	9:00 – 11:00 am	Zoom
March 22, 2024	9:00 – 11:00 am	Zoom
May 24, 2024	10:00 – 12:00 pm	In Person
July 26, 2024	9:00 – 11:00 am	Zoom
September 27, 2024	9:00 – 11:00 am	Zoom
November 22, 2024	9:00 – 11:00 am	Zoom