

**Western Lake Erie Basin (WLEB) Partnership
Leadership Group Development Meeting Minutes
Defiance, Ohio
Final November 7, 2005**

In attendance:

Facilitator

Erika Heiber

Partners

Terry Cosby, Natural Resources Conservation Service (NRCS), Ohio State Conservationist
LTC Touchette, Commander, U.S. Army Corps of Engineers (USACE), Buffalo District
Paul Thomas, Watershed Coordinator, U. S. Environmental Protection Agency
Mary Knapp and Doug Brewer, U. S. Fish and Wildlife Service
Stephen Shine, Representing Governor of Michigan/Michigan Department of Agriculture
Norman Grannemann, Great Lakes Coordinator, U.S. Geological Survey
Kurt Heyman, Great Lakes Committee, National Association of Conservation Districts
David Hanselmann, Chief, Division of Soil & Water Conservation, Ohio Department of

Natural Resources

Larry Antosch, Ohio State Technical Committee/Ohio Farm Bureau
Larry Clemens, Indiana State Technical Committee/The Nature Conservancy
Scott Zody, Representing Governor of Ohio/ Ohio Department of Natural Resources
Bill Garber, Representing Maumee River Basin Partnership of Local Governments/City of

Toledo

Jim Lake, Representing Governor of Indiana/Indiana Department of Agriculture
Jack Bricker, Michigan State Technical Committee, NRCS, Michigan State Conservationist

Elected representatives and municipality representatives

Bob Armstrong, Mayor, City of Defiance
Roger Szemraj, Rep. Kaptur, DC Office
Lindsay Potts, Rep. Kaptur, Toledo Office
Barbara Barber, Rep. Gillmor
Mary Jane Slaton, City of Fort Wayne
Gary Haydel, City of Perrysburg
Jeff Stone, City of Defiance
Gale Govaere, Senator Levin

Other attendees

Charles Whitmore, Assistant Deputy Chief for Programs, NRCS
Chris Hamilton, National Watershed Planner, NRCS
Steve Davis, Maumee Basin Project Leader, NRCS, Ohio
Chris Coulon, Public Affairs Specialist, NRCS, Ohio
Alan Herceg, Assistant State Conservationist for Programs, NRCS, Michigan
Kevin Wickey, Assistant State Conservationist for Technology, NRCS, Michigan
John Wilson, Assistant State Conservationist for Field Operations, NRCS, Ohio

Shannon Zezula, NRCS, Indiana
Lori Gates, Maumee River Basin Partnership of Local Governments
Anthony Friona, Western Lake Erie Basin Project Manager, U.S. Army Corps of Engineers, Buffalo District
Craig Forget, Western Lake Erie Basin Program Manager, U.S. Army Corps of Engineers, Buffalo District
Christine Brayman, Chief, Planning, U.S. Army Corps of Engineers, Buffalo District
Arleen Kreusch, Outreach Specialist, U.S. Army Corps of Engineers, Buffalo District

INTRODUCTIONS AND OVERVIEW OF THE DAY'S AGENDA

Terry Cosby, Ohio State Conservationist, Natural Resources Conservation Service (NRCS) opened the meeting. Terry indicated that the envisioned Western Lake Erie Basin Partnership is a voluntary partnership working toward developing a positive working relationship for the watershed with multiple stakeholders which will focus on private land. NRCS has developed a plan for addressing voluntary conservation on private lands using U.S. Department of Agriculture Farm Bill Programs based on current baseline information available for the watershed. The plan is on the Ohio NRCS website.

There are eight sub-basins in the watershed for which rapid resource assessments will be performed. Over the next twenty-four months this information will be used to refine the baseline conditions for the watershed and the plan. A congressional earmark for planning and implementation has 40% allocated for partnership initiatives, 40% allocated for technical assistance, and 20% allocated for rapid assessments. There are additional opportunities for more agreements.

LTC Touchette discussed the Corps' initiatives that look at watersheds. This group has come together to develop a vision and to share ideas. "If you build it, they will come, and things will happen."

For this group to work toward being successful, we need structure in four areas:

- (1) Capturing existing data to establish benchmark conditions;
- (2) Using outreach to emphasize baseline conditions;
- (3) Prioritization of needed projects; and
- (4) Exploration of resources to carry out projects.

Bob Armstrong, Mayor of the City of Defiance, welcomed the partners to his city and indicated that pollution needs to be taken care of and the success of the partnership presents opportunities for the area.

WHY ARE WE HERE AND WHERE DO WE NEED TO GO?

Tony Friona, USACE, gave a review of the obligations and visions of the Corps of Engineers.

Steve Davis, NRCS, gave a review of the history that led to the partnership. This partnership includes five federal agencies, governor's representatives from three states, representation from municipal and local government organizations, and technical representatives from each of the states. An attempt was made to gather a broad representation of the many organizations and governmental entities in the watershed.

Steve also reviewed the rapid resource assessment process and gave examples of how the information gathered in this process could assist in prioritizing projects and leveraging resources. The Blanchard Sub-watershed will be the first assessed and the first local stakeholder meeting for that watershed will be next week in Findlay.

Audience question: Why were the sub-watershed boundaries drawn as they were?

Response: In the legislation, Congresswoman Kaptur's staff tried to select a manageable piece of the basin, selecting the Maumee, Ottawa and Portage watersheds. NRCS is adding the tributaries that discharge directly into Maumee Bay to the resource assessments. The partnership is not restricted by the authorization however.

ROUNDTABLE DISCUSSION

The Leadership Group members were asked to provide a brief overview of their organization's programs and activities, both current and future that may apply to the WLEB Partnership. A list of questions was provided for consideration, including:

- How does the Partnership fit or not fit your organization's mission?
- What can you contribute to the Partnership?
- What opportunities do you see?
- What questions or challenges do you have?

Leadership Group Member Partnership Comments:

Kurt Heyman - National Association of Conservation Districts

- Kurt represents the local level, "Where things will happen".
- Many more conservation practices are needed, both for urban developers and farmers.
- The hard individuals to work with are still out there. CSP funding may be reduced and it's harder to implement these practices and reach people who are not engaging.
- He expects that this partnership can only help the watershed.

Bill Garber – Maumee River Basin Partnership of Local Governments

- Bill is a revolving representative of this group which was formed to address the funding spent on updating combined sewer overflow (CSO)/septic sewer overflows/storm water in the basin.
- The group wants to share information and not reinvent the wheel. One idea is to share information, documentation, and expenditures on a website.
- This group is funded by citizens of the entire watershed, not just the cities, and is trying to obtain additional congressional funding. The group focuses on the entire watershed

because it is the largest and most diverse watershed flowing into all of the Great Lakes and has the most productive fisheries. We are failing by letting the watershed be a sewer.

- He sees the partnership focusing efforts on obtaining federal funding.

Mary Knapp/Doug Brewer U. S. Fish and Wildlife Service

- This agency has a dual focus on land management and ecological services. The U.S. Fish and Wildlife Service (FWS) provides land management and technical assistance on private lands.
- The Wildlife Refuges will benefit from solutions in the watershed.
- They are in the early stages of a Natural Resource Damage Assessment on the Ottawa River to evaluate damages to natural resources and seek reimbursement from responsible parties. The Ottawa River is the most polluted river in the U.S. and has as much PCB contamination as the Hudson River. Fish from the Ottawa River cannot be consumed.
- The U. S. FWS is also working with The Nature Conservancy on a project on the St. Joseph River for an endangered mussel.
- The U.S. FWS is also a member of the Toledo Dredging Team and is particularly interested in Habitat Restoration Unit potential projects with a vital interest in the lower part of the watershed.

Larry Clemens – Indiana State Technical Committee (The Nature Conservancy)

- The Nature Conservancy works in the basin at Oak Openings, which is mainly dealing with terrestrial habitat, and the St. Joseph mussel project.
- The Committee hopes to influence the state to invest in this basin regarding water quality and water quantity.
- The St. Joseph River is the water source for Ft. Wayne and has water quantity (flooding) issues.
- The Nature Conservancy encourages farmers and land owners to participate in conservation efforts. The St. Joseph Watershed Project has thirteen years of experience to offer to help make things work in the overall Maumee watershed.
- Working across three state borders to blend programs would be very useful.
- The five federal agencies making this basin a priority is a big opportunity.
- A challenge will be producing measurable results and being able to document those results.
- There is a challenge of both water quality and water quantity in this watershed.

Scott Zody – Representing the Governor of Ohio

- The Ohio Department of Natural Resources (DNR) and the State of Ohio are involved in a wide variety of projects such as the Office of Coastal Management on Lake Erie.
- The Maumee is a state scenic river and any publicly funded project located within 1,000 feet of the river comes under our review.
- Ducks Unlimited, Pheasants Forever and the DNR Division of Wildlife, through the Conservation Reserve Enhancement Program, North American Wildlife Agreement, are working on the restoration of waterfowl.
- Other efforts include restoration of areas in the lake using dredge spoils for creating Habitat Restoration Units, a state forestry windbreak program, and the Ohio Department of Agriculture emerald ash borer program.

- One plea - do not reinvent the wheel for Western Lake Erie Basin or develop a new plan for the basin. There are already plans for Western Lake Erie including plans by the Ohio Lake Erie Commission, which came up with Lake Erie Restoration and Protection Plan about five years ago after a number of public meetings. The Ohio DNR and the State of Ohio is implementing this plan. Take a look at what we already have in place. Let's tweak it, amend it, or expand it and get the resources to fully implement it.

Larry Antosch - Ohio State Technical Committee (Ohio Farm Bureau)

- Ohio Farm Bureau does have water quality and watershed management policies as well as watershed initiatives and has developed programs and initiatives for partners.
- One such program is Agricultural Awareness- education aimed at the agricultural community about watersheds and water quality.
- The Ohio Conservation Alliance brings together universities, producers and environmental interest groups to focus on natural resource issues and has developed self assessment tools to help producers get ready for conservation programs. Our grant is running out in March.
- An opportunity would be to deliver voluntary tools on a watershed basis that are flexible in addressing watershed goals.

Stephen Shine – Michigan Department of Agriculture –

- Michigan supports local soil conservation district and conservation reserve programs, private land forestry, groundwater risk assessment tools, and the Michigan Agricultural Environmental Assurance Program.
- We have an opportunity to capitalize on the interests of landowners to get resources for conservation practices on the land and we need an adequate quality technical staff to focus on the delivery of these programs.

Norm Granneman – U. S. Geological Survey (USGS) –

- USGS coordinates Great Lakes programs, scientific studies, people and water resource issues – biologists and geologists work cooperatively with groups.
- Some programs have local matches.
- USGS is involved in the Great Lakes Annex and the Great Lakes Regional Collaboration efforts.
- They have a data collection group and a data analysis group for stream flows and water quality, groundwater, water use and sediment information.
- They have water quality information from the National Water Quality Assessment including Lake Erie – Lake St. Clair – a higher intensity phase is underway and should have good information coming out soon.
- USGS collects groundwater and water use information, and uses digital mapping.
- There is a new water availability and use study underway in Great Lakes Basin. This includes surface water, stream flow characteristics, and ungauged stream flow data for comprehensive analysis of stream flow and ground water withdrawals. The study looks in a more comprehensive way than in the past.
- Groundwater issues may not be as big in this basin – withdrawals, diversions.
- USGS participated in an agricultural non-point source pollution study in the Auglaize River.

- Wonderful opportunity to look at data sources.

David Hanselmann - Ohio Department of Natural Resources –

- This Partnership can provide opportunities for ODNR in the Ohio Scenic River program, state parks, wildlife division and for soil and water conservation districts to assure natural resources are well managed.
- The Division of Water works with floodplain managers in each county. Stormwater grants would help the urban side restore the functionality of floodplains. We have opportunities to look at flooding holistically and address water quality and quantity.
- We have the opportunity to take local issues and then focus broadly on how the state and federal agencies can operationalize these issues to more efficiently and effectively make a measurable impact on Lake Erie and the Great Lakes. We can assist local level watershed planning in cooperation with Ohio EPA to address important water resource issues.

Paul Thomas – U.S. Environmental Protection Agency, Region 5

- Watershed approach works best at the local level. Our best role is to provide technical assistance (can do) and financial assistance (not much available).
- Work on the Lake Erie Lake-wide Management Plan and non-point source program - Tom Davenport is a national expert.
- Opportunities come from the willingness of the Partnership and Rep. Kaptur to ensure tax payer money is spent wisely.
- Challenges include showing real environmental results for what we do, although this doesn't happen overnight. The bottom line is measurable environmental results.
- We need to prioritize critical areas and implement practices to stop damage.
- We can't forget the urban areas. Promote urban environmental planning for better protection of wetlands in urban areas.

Jim Lake – Representing the Governor of Indiana (Indiana Department of Agriculture)

- The Indiana Department of Agriculture (IDA) is a new department that includes the division of soil and water conservation in an effort to promote agriculture and conservation together in Indiana.
- The IDA helps local soil and water conservation districts (SWCDs) develop their programs, particularly with water quality.
- The IDA can help engage local leaders and leverage Federal dollars.
- Indiana signed its first Conservation Reserve Enhancement Program six months ago.
- Indiana also has a lake and river enhancement program, including upland treatment and practices, for both agricultural and urban sectors.
- Indiana also has real challenges with erosion in the urban areas with the exception of Ft. Wayne.
- The Partnership has an opportunity to do a better job of tracking and sharing data, showing visually where the problems are and what improvements are needed and accomplished.
- This is a unique opportunity for Ohio, Michigan and Indiana to work together on a common cause for conservation tillage technologies and tools.

Jack Bricker – Michigan State Technical Committee (NRCS, Michigan State Conservationist)

- The Michigan Technical Committee was created in the 1990s to implement the farm bill to get conservation on the ground and to best apply the dollars congress allocates. It is made up of many partners – state, local, federal, non-governmental organizations, environmental business. The Committee already knows how to work in a partnership because they've been working for over ten years together and understand each others unique needs and understand that the locally led process is how to get things done – voluntarily vs. regulatory – working collaboratively.
- One challenge is the rural-urban interface and how land ownership patterns are changing.

Audience Member Comments

Roger Szemraj, Representing Rep. Kaptur

- Rep. Kaptur's concern is about future urban needs and urban interfaces, water supply and water usage, flooding. We need to hear more about what are some of the urban needs, about water supply and water usage.
- How can we better manage resources to look at diverse needs? A single phrase would be regional solutions for local problems.
- Toledo water storage settlement with U.S. Environmental Protection Agency. How do we stop water coming into Toledo in the first place?
- Put together a digest of local needs, local authorities, etc. Then think about what you can do differently to massage regional pilot projects to what you are looking for to impact those needs.
- Great Lakes Regional Collaboration may give us a new opportunity, but we need to look for opportunities for new projects where there are limitations of authorities and come up with example projects we can be proud of.
- Measurable results are extremely important, but we need to improve the Region, not just the scorecard.
- Don't narrow the vision too much, we really have an opportunity to talk about what needs to be done and why they haven't been done in the past. Maybe we can only do two or three, but let's think about that and try to do it.

Gale Govaere, representing Senator Levin

- This is my first introduction to this project. The location of projects will impact involvement but Senator Levin is very interested in the Great Lakes and he will work with Rep. Kaptur to move priorities forward.

Barbara Barber, representing Rep. Gillmor

- I'm glad to see Heidelberg College and University of Toledo being used.
- Have worked with Defiance/Van Wert on need for reservoirs.
- They will contribute where they can.

Bob Armstrong, Mayor of Defiance

- We need to use this group to give a Mayor a hammer to make the right decisions locally.

We are all under CSO mandates and are happy to support them but how do we fund them?

MISSION FOR THE PARTNERSHIP

The facilitator and recorders developed a list of topics commonly mentioned by the Leadership Group. The Leadership Group members and meeting participants then added additional topics to the list. It was made clear that this list should not be considered inclusive of all WLEB Partnership areas but instead provide a summary of areas that would be useful to consider as the group started developing the Partnership mission statement.

Areas of Interest/Concern for the Partnership

- Water (quality, quantity, use, availability, supply)
- Habitat restoration/protection
- Agricultural Practices (BMPs)
- Urban practices (BMPs)
- CSOs and SSOs (stormwater)
- Proactive Conservation
- Sedimentation (discharge, dredging, etc)
- Flooding
- Endangered/threatened species
- Land use issues (e.g. development)
- Non-point source pollution

The facilitator also summarized ideas on the intent of the WLEB Partnership based on common themes that were brought up by the Leadership Group members during the round table discussion. The operation and utilization of the Partnership were the focus of the comments.

Partnership Intent:

- Avoid Duplication
- Develop regional solutions for local problems
- Leverage resources through different programs and funding mechanisms
- Demonstrate/document outcomes
- Track and share data
- Prioritize critical areas
- Focus on results
- Have measurable goals
- Coordinate among three states (blending programs)
- Identify all interested parties and partners

Meeting participants were divided into four groups to brainstorm on a Partnership mission statement and principles. The four groups then presented their ideas to the entire group. A staff

level work group will develop a draft Mission Statement and Partnership Principles document based on the four group results.

Group W outcomes:

Mission Statement: The Western Lake Erie Basin Partnership will coordinate and facilitate a process to provide workable solutions to promote a healthy productive watershed that transcends man-made boundaries.

Principles:

- Support Great Lakes Regional Collaboration
- Inclusive
- Community based, locally driven
- Consensus building
- Participatory
- Voluntary
- Awareness & education
- Science based/fact based
- Responsible – fiscally, socially, other
- Planning
- Responsive - communications and feedback
- Measure effectiveness
- Results oriented
- Accountability
- Transparency
- Viability – economic, environmental and socially sustainability
- Balance of all interests
- Worthwhile, cost-effective

Group L Outcomes

Mission Statement: The Western Lake Erie Basin Partnership is a tri-state framework within which the watershed partners actually utilize their resources to restore and enhance the Western Lake Erie Basin.

Principles:

- Collaboration of individuals
- Speak with one watershed voice
- Ongoing communications – sharing information and data
- Linking land use/water quality
- Leveraging our resources for increased political clout
- Synergy – act with common goals
- Enhance & improve
- Education

- Sharing resources and knowledge
- Apply watershed solutions to local problems and apply local solutions to watershed problems
- Economically feasible
- Voluntary first

Group E Outcomes

Mission Statement: Effective collaboration on multi-purpose projects that are identified by comprehensive, long-term sustainable planning which result in clean and plentiful water resources in the Western Lake Erie Basin.

Principles:

- We believe in cooperation. Together we can achieve our mission.
- Targeted focused approach
- Monitor and evaluate actions for evidence of success
- Adaptive management
- Support ongoing efforts and identify new opportunities
- Support innovation
- Be inclusive
- Empowering and building capacity of the local watershed groups

Group B Outcomes

Mission Statement: The Western Lake Erie Basin Partnership is dedicated to improving water resource management in the Basin by using a cooperative approach that finds regional solutions to help local leaders, with state and federal agencies, leverage environmental and economic outcomes.

Principles:

- We collectively support the best collaborative solutions regardless of what agency or organization generates them.
- Measurable outcomes are more important than individual credits.
- Increasingly limited resources require innovative and cooperative solutions that must be prioritized.
- Short-term solutions should recognize long-term needs.

CONSERVATION INNOVATION GRANTS – A FUNDING OPPORTUNITY

Charles Whitmore – Associate Deputy Chief of Programs, NRCS

The Conservation Partnership Initiative was created to encourage partnerships to implement watershed scale solutions which are a locally led (not Program driven) conservation effort. Approximately \$5 million in Fiscal Year 2006 has been set aside for this program, and for the first time will marry the Rapid Watershed Assessment (either internal or external to NRCS) with this Partnership.

These dollars will be awarded to local units of government, non-governmental organizations or federally recognized Tribes via a request for proposal (RFP) process.

The RFP will be out in December for 60 days and will allow two proposals per state, one entirely in the state and one transboundary. "In-kind" or matching funds can be provided by anyone other than NRCS, including the U.S. Army Corps of Engineers.

The two phases are:

1. Planning – Compiling natural resource data with a science based approach, dealing with the facts and gathering public input. Have an outreach effort to those not participating.
2. Plan implementation using financial and technical assistance. Utilizing state, local and federal resources to implement the plan is encouraged.

Priority will be given to proposals focusing on wildlife, endangered species, agriculture conservation practices, habitat restoration, invasive species, Rapid Watershed Assessment, agricultural waste issues (might add water quality). The request for proposal must be submitted to the state technical committee and NRCS State Conservationist for review and recommendations.

The multi-state proposal can request between \$50,000 - \$200,000. An equal amount of in-kind matching funds is required. In 2004 there were 30 proposals and 6 were approved. In 2005 there were 31 proposals.

Question:

Mary Knapp asked what the committee is looking for in terms of a successful project?

Answer:

Charles Whitmore replied that the agency is looking for a watershed group like this to prioritize issues, perform data collection, develop a plan to address a problem in the watershed, then implement it via farmers. Multi-state, multi-group partnerships have a better chance of selection because they show that each state is committed to the project. A multi-state proposal would require each NRCS State Conservationist to support the multi-state proposal before it is submitted.

Question:

Are the priorities the same in 2006?

Answer:

Yes, but water quality may be added.

Chris Hamilton noted that you can look at Fiscal Year 2005 information on the NRCS website. He recommended coordinating with sponsors now. Partners will have to submit letters of support. Any funds except NRCS's can be leveraged.

It is the NRCS's intent that programs are implemented on the watershed level.

Steve Davis gave an overview of the 3 components of the NRCS plan:

- Rapid Resource Assessments – A team has been assembled and team members will use existing resource data to characterize conservation needs of each 8-digit sub-basin in the project area.
- Partnership Agreements – Three agreements have been signed to date:
 1. University of Toledo GIS Lab will develop GIS layers, conduct remote sensing activities to quantify land use and develop a web site allowing public access to the data.
 2. Heidelberg Water Quality Laboratory will further their analysis of existing data collection and monitoring of Maumee River Water Quality beyond what is currently supported by Lake Erie Commission.
 3. Ohio DNR will develop agreements with twenty-eight SWCDs to collect conservation tillage data and livestock inventory data on the eight-digit Hydrologic Unit Code basis and also assist with the Rapid Resource Assessments.

Steve explained there is potential for additional Partnership Agreements. Some ideas that have been discussed include – Conservation Action Projects farmer to farmer projects, water budget for the watershed, research assessment of State of the Lake and research needs, cultural assessments, conservation tillage education, riparian forest buffer marketing and a turn key planting service, market research (why some will implement, why others won't), digitizing National Wetland Inventory in spatial format (GIS database), and additional watershed agricultural non-point source pollution modeling using/developing new technology.

Steve passed out a summary of the ideas and also a worksheet requesting input from the partners on these potential projects. Steve will also make an electronic version of the comment worksheet available. Partners are requested to respond to Steve with their comments by Dec 12th.

DISCUSSION/SUMMARY

Follow-up actions and “next steps” were identified. Two options were presented to the group: hold another large group meeting, or put together a small group virtual team.

- Terry Cosby suggested agency heads assign staff to this effort to keep the urgency and progress going and report back to steering committee. LTC Touchette concurred.
- Work virtually. Leadership group to validate proposal from working group.

- Forming Operational Group/Working Group by Leadership Group. Leadership Group provides approval and/or guidance.
- LTC Touchette also talked about having the “Working Group” set the “structure” and identify other stakeholders and partners to participate in these Committees. He asked the partners to show cooperation on reviewing distributed items.
- Terry Cosby requested draft list of authorities, programs, funding – both project specific and overarching, from partners.
- Conservation Partnership Initiative grant proposal will be out in December. This should be an effort of those outside NRCS to put together a proposal.
- A question was asked about funding for non-governmental organizations.
- Roger asked that NRCS or USACE put together a list of grants groups in the watershed could apply for with deadlines, past criteria, and examples of past proposals.
- Roger asked about placing a Congressional fellow from U.S. Army Corps of Engineers in touch with Rep. Kaptur’s office and asked to forward any information to him about the proper Headquarter point of contact.
- Roger indicated the partnership needs to identify and solicit other partners. Roger suggested that the Partnership could consider partnering with universities in the basin and have a student support the Partnership as an internship.
- Follow-up letter to Agency heads reporting out progress and when next meeting is with LTC Touchette and Terry Cosby’s signature.

WLEB Partnership Next Steps

- WLEB Partnership Leadership Group members will assign staff to work together (virtually) for the development of a DRAFT WLEBP Mission statement, Partnership Principles, and Partnership Organizational Structure (POC T. Friona)
- WLEB Partners will put together state/federal/local resources and programs spreadsheet (POC T. Friona)
- WLEB Partnership Operational Group will develop Conservation Partnership Innovation grant application pending release of the RFP in the Federal Register.
- Set WLEB Partnership Leadership Group Meeting for 2nd week in January 2006 (January 10, 2006). Meeting will be held in City of Oregon at the Lake Erie Center on Maumee Bay.
- Operational Group will determine likely meeting dates for 2006

Next Leadership Meeting – TUESDAY, JANUARY 10TH, Lake Erie Center