



2009 West Virginia's Promise Grant Report
High School Graduation and Dropout Prevention Regional Summit
 Pamela Dugan, WV's Statewide Director
 HC 66 Box 1 F
 Frankford, WV 25438
 304-661-1460
pdugan@frontiernet.net



2009 WV's Promise Summit Grant Report
(Due: Saturday May 9, 2009, please email and mail to Pam Dugan)

Name: Cindy Nicholson **Title:** VISTA

Region 1: Brooke, Hancock, Marion, Marshall, Monongalia, Ohio, Preston, Taylor, Wetzel

Organization: The Youth Club of Marshall County

County: Marshall **Phone:** 304-843-1174

Email: youthclubmc@yahoo.com

Expense Report/Budget: **Attached**
(Please attach an itemized budget report of actual expenses)

Grant Amount Awarded from WV's Promise: **\$700.00**

Community Match Received: **Attached**
(Please attach documentation of community match actual funds/in-kind donations)

Date of Event: March 5, 2008

Number Attendees: Children/Youth (5) Adults (43)

Location of Event: **Simpson United Methodist Church**

Summit Details: The Youth Club of Marshall County hosted a Summit to address the Nation's High School Dropout Crisis. It was held to increase awareness, encourage collaboration and to facilitate action in our county to improve graduation rates. The theme of the summit focused on the dropout crises with an emphasis on poverty. The Summit was presented and facilitated by five students. This was definitely the highlight of the Summit. The students made the program a success. They were proud to be serving The Youth Club. Promptly, at 11:30 a.m., the song "God Bless the Child" was played. Then two of the five students, Ronald and Kayla sang a duet "Down in the Valley". A power point and panel discussion proceeded. Next, introductions were given to introduce Mr. Ralph Miller of the Education Alliance. Mr. Miller presented statistics appropriate to this topic. Then Michelle Figaretti – Regional Representative for Governor Manchin's Office presented a letter to Cindy Nicholson on behalf of the Governor's office.

Mini messages from select guests were given:

John Gruzinkas, Sheriff, talked about dropout rates and how they affect delinquency.

Mike Toothman, Youth Services System, discussed the services provided in the community by YSS.

Debbie Fogle, Probation Officer, stated that we definitely have a problem because more pregnant teens are dropping out of school.

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Brooke Boston, DHHR – Foster Care Home Finder, put out a plea for more foster parents in Marshall County.

Jill Terpstra, Burlington United Methodist Family Services, discussed why we need more local foster parents.

Dara Pond, West Virginia Adolescent Health Initiative, discussed the Forty Developmental Assets.
Terri Ferguson, Foster Parent, discussed information pertaining to some of the kids she has had in her care.

Key speakers at the Summit were the Youth Presentation members: Ronald Reuscher, Kayla Black, Chelsea Emery, Maggie Whitt and Jenny Carney

“Let’s Break the Cycle”

A VISTA’s primary function is to “fight poverty with passion”. Youth drop out for many reasons at all economic levels. However, I believe that the majority of youth in West Virginia dropping out of school are from the poverty realm of reality. Cindy Nicholson

CATCH PHRASE: “Let’s Break the Cycle”

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Please attach a contact list of all participants involved/participated in Regional Summit using this format.

ORGANIZATION	FIRST NAME	LAST NAME	TITLE	ADDRESS	CITY	STATE	ZIP	PHONE	EMAIL	FACILITATE AT STATE SUMMIT
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Please identify key leaders, speakers involved with local Regional/County Summit that would be interested in participating as a facilitator in the State Summit in July 2009.

Cindy Nicholson would be interested in participating as a facilitator.

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Three Points of Interest:

1. Why students dropout of school/identify the problems/reasons

Students drop out of school for a multitude of problems: 1. poor school experience; 2. personal characteristics which might relate to substance abuse; early sexual activity; and learning disabilities; 3. family background which consists of a single parent or none; 4. generational poverty

2. What are the solutions

In order for students to succeed academically, be socially competent and avoid violence, it's going to take the whole village... Caring Adults; Safe Places; A Healthy Start; Effective Education; and Opportunities to help others are the five promises of America's Promise Alliance which should be met. The Education Alliance believes we need to transform schools, Support Young People, Develop Effective Policies and Employ Data Systems. While some believe in the community school effort, others believe that good teachers, effective principals, and great schools have a far greater impact on the achievement gap than any out-of-school antipoverty initiative.

Create and Strengthen Dropout Prevention Strategies

I have been exposed to the many reasons students drop out of school and I understand why. All teachers should be trained to accommodate all students and their circumstances. This is a broad statement but those with the potential to fail can be helped with the appropriate methods. Schools would benefit from more mentoring programs. The Americorps initiative is possibly going to assist in this aspect. People can make a difference in another person's life.

Marshall County Schools is starting a new program called Northern Middle College/Early Entrance High School. A major objective is to help students become responsible adults, capable of making informed decisions, accountable for their choices. A career exploration Internship component connects students to the working world. It enables them to establish career objectives and develop appropriate attitudes, skills and responsibilities.

3. Identify effective policy change

- a. How did you gather the above information from the participants (*small groups, flip charts, open microphone, etc.*)

Information was gathered from The Youth Club Attendees by method of surveys, interviewing and small groups. There was much discussion about the age when a student is able to resign from school. Many feel the age limit should be raised. Also schools should be allowed to be innovative.

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Post-Summit Summary

1. One paragraph description of the summit, its intended outcomes, theme, key attendees

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Key attendees at the Summit were the Youth Presentation members: Ronald Reuscher, Kayla Black, Chelsea Emery, Maggie Whitt and Jenny Carney.

Also, present as speakers were Ralph Miller of the Education Alliance, John Gruzinskis, Sheriff; Mike Toothman, Youth Services System; Debbie Fogle, probation Officer; Brooke Boston, DHHR; Jill Terpstra, Burlington united Methodist Family Services; Dara Pond, West Virginia Adolescent Health Initiative and Terri Ferguson, foster parent.

Key audience attendees from the school system were counselors and principals, the attendance director, and school psychologist.

Other pertinent attendees included Pamela Dugan, West Virginia's Promise State Director; Michelle Figaretti, regional representative for Governor Manchin's Office, Moundsville's City Manager, representatives of the local Family Resource Network, Marshall County's Chamber of Commerce director, ministers, lawyers, and representation from Workforce WV.

2. Highlights of presentations, speakers, partners engaged, youth engagement, results, etc.

The Summit was presented and facilitated by five students. This was definitely the highlight of the Summit. The students made the program a success. They were proud to be serving The Youth Club. Promptly, at 11:30 a.m., the song "God Bless the Child" was played. Then two of the five students, Ronald and Kayla sang a duet "Down in the Valley". A power point and panel discussion proceeded. Next, introductions were given to introduce Mr. Ralph Miller of the Education Alliance. Mr. Miller presented statistics appropriate to this topic. Then Michelle Figaretti – Regional Representative for Governor Manchin's Office presented a letter to Cindy Nicholson on behalf of the Governor's Office. Mini messages from select guests were given:

John Gruzinskis, Sheriff, talked about dropout rates and how they effect delinquency

Mike Toothman, Youth Services System, discussed the services provided in the community by YSS.

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Dara Pond, West Virginia Adolescent Health initiative, discussed the Forty Developmental Assets.

Terri Ferguson, Foster Parent, discussed information pertaining to some of the kids she has had in her care.

The Summit was an informative session for many of the attendees. However, the school system is very much aware of the problem but thought that our message was strong and has encouraged more collaboration between Marshall County Schools and The Youth Club.

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3. Media highlights, awareness generated, quotes, photos, etc.

Jim Cochran of the Wheeling News Register was present for the entire presentation. He gave The Youth Club notable recognition with an outstanding article "Youth Club Addresses School Dropout Crisis". (Attached to original copy)

The Summit as well as the article relayed positive and informative information to many people.

Relevant Quotes:

"Once children reach school age, no antipoverty initiative has an impact on the achievement gap that even compares to the power of better schools".

"Good teachers, effective principals, and great schools have a far greater impact on the achievement gap than any out-of-school antipoverty initiative."

"Public Policy must relentlessly seek to replicate schools that demonstrate the ability to educate children from impoverished backgrounds instead of perpetuating (and rewarding) those that use the pupil's circumstances as a rationale for failure."

"School improvement may not be the only route to narrowing the achievement gap, but it is the royal road to success. Putting more resources into antipoverty initiatives with a demonstrable link to student achievement, like providing after school tutoring and extended learning time or offering eye exams and free eyeglasses to needy students with vision problems, is a good idea."

Quotes: Klein, Joel I. "Public Schools and the Excuse Culture." U.S. News & World Report May 2009: 87 – 88.

4. Next steps to create and strengthen a dropout prevention action plan.

I have been exposed to the many reasons students drop out of school and I understand why. All teachers should be trained to accommodate all students and their circumstances.

This is a broad statement but those with the potential to fail can be helped with the appropriate methods. Schools would benefit from more mentoring programs. The Americorps initiative is possibly going to assist in this aspect. People can make a difference in another person's life.

Marshall County Schools is starting a new program called Northern Middle College/Early Entrance High School. A major objective is to help students become responsible adults, capable of making informed decisions, accountable for their choices. A career exploration Internship component connects students to the working world. It enables them to establish career objectives and develop appropriate attitudes, skills and responsibilities.

5. Other significant announcements

At the present time, there are no other significant announcements. Policy which requires legislative action will be imperative once the final State Summit has convened.

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6. Lessons learned

I believe that Marshall County is just starting to recognize potential dropouts in an appropriate manner. I have realized while traveling to the different summits that some counties offer what seems to be better services for this population. I have started voicing my opinion about the alternative school, the GED program, and other non profits which should work together. It is my opinion that the county needs a community learning center.

7. Attach relevant summit materials, program, final agenda.

(Attached to original copy)

High School Graduation Summit
 Budget Report

	Grant	Expenses
Amount of Grant	\$700.00	
Staples (printer cartridges)		54.55
USPS SUMMIT Postage		50.40
Wal-Mart (water)		15.39
Alexander's (lunches)		550.00
55 lunches X \$10.00		
 Total Expenses:		 \$670.34
 Balance:		 \$29.66

Community Match for Grant	Actual Funds
Joe Parriott	\$500.00
Alpha Delta Kappa Lambda	50.00
John Varlas	50.00
Mark Crow	50.00
Donald Mason	50.00
 Total:	 \$700.00

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ACTION PLANNING WORKSHEET

**West Virginia/Marshall County Action Plan to Help More of its Young People Graduate High School,
Ready for College, Work & Life**

Name of Summit State or Community: West Virginia, Marshall County

Date and Location of Summit: March 5, 2009; Moundsville, WV

Geographical Area Covered by Action Plan: Marshall County and Marshall County Schools
(i.e. which county(ies), school district(s), etc.)

Date Submitted: May 6, 2009

Main Point of Contact: Lucinda K. Nicholson; youthclubmc@yahoo.com; 304-843-1174
P.O. Box 109, Moundsville, WV 26041
(please provide full contact info)

I. Building Knowledge: Understanding Your State's or Community's Dropout & College-Readiness Challenges

(See Part 2 of Grad Nation, pp. 22-41, for help with this area of planning.)

1. What is your state's or community's current graduation rate? (please cite the source and methodology)
John Marshall High School has an 86.58% graduation rate – averaged freshman class of 329
Cameron High School has a 93.94% graduation rate – averaged freshman class of 62
Both High Schools are in Marshall County
2. What does both national and local data indicate about your state's or community's graduation and college-going rates over the last few years (e.g. over the last 2, 5 and 10 years)? Have the schools' rates been improving or getting worse? How do your local statistics compare with your state and the nation as a whole?
The local graduation percentages are not poor when compared to other counties in the state.
In 2006, Marshall County ranked 12th with an 11.2% high school dropout rate compared to the state rate of 16.8%. This is an increase over an 8.4% rate in 2000. West Virginia adults with at least a High School diploma is 80% compared to the national statistic of approximately 83%. Are our graduating students ready for post secondary education? Twenty percent of West Virginia adults have at least a Bachelor's degree as compared to the national data of 25%. Marshall County's and the national dropout rate is increasing while the job market is requiring more college graduates.
3. Please describe what efforts have or will be taken to better understand the issues from key perspectives, such as parents and young people themselves. Explain what data analysis, surveys, interviews or other efforts have or will be implemented to build your knowledge base of who drops out, from which schools, when, and why. What is known, and what do you still see to learn?

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Researching information has been in part for The Youth Club of Marshall County in order to answer how we can improve services for the youth of the community. Two surveys have been utilized in order to obtain information. One survey questioned youth opinions about the schools. The second survey questioned parents' education status. Information was obtained from youth attending The Youth Club. I have interviewed youth which have been in placement for making poor choices. Some have received their GEDs and regret not graduating from High School. Information gained has led me to believe that youth drop out because they fall behind early and are unable to properly gain the necessary knowledge, skills and abilities. Much of the failure is due to generational poverty. The percentage of youth surveyed that had parents without a high school diploma was high. As an afterschool program, we must be able to focus on the problems our attendees are having. I still seek to learn how we can better improve the ability for all youth to complete school.

II. Rallying Your State or Community: Getting Buy-In to Address the Crisis

(See Part 1 of Grad Nation, pp. 8-21, for help with this area of planning.)

1. What key data and message points have you developed around the issue to secure commitment from your community's and state's leaders and to mobilize the general public? What's the impact of the dropout challenge on your economy, state or city budget, social services, employers, post-secondary institutions, etc? If you don't yet have these data and message points, what are your plans to obtain them?
When students drop out it affects everyone in our community. I understand the effects and the cost factors associated with this problem. Students should have skills upon graduation to successfully enter post-secondary institutions or trade schools or have the ability to be gainfully employed. Dropouts cost the state revenue; they put a strain on social services and are not trained for the modern workforce. If students do not have the appropriate skills when entering post-secondary institutions the institutions have problems with retention. Colleges and Universities should not have to teach the basics. More data will be obtained pertaining to this prominent issue facing our nation. Many of the attendees of the county summit will be happy to support this issue.
2. Who is serving or can serve as your states or community's champion and chief spokesperson around the high school dropout issue? If multiple spokespeople are needed, which leaders – elected officials, business leaders, other local influential's – will be recruited?
There is a multitude of people who would speak their opinions about this issue. I have already had contact with the local sheriff, probation officer, attendance director, representatives of foster care, and various youth related organizations. I will continue to seek advice and support from these resources.
3. What is your state's or community's vision statement for your young people, related to their successful completion of high school and preparation for college and/or work? What is your quantifiable long-term goal (e.g. 10-year) for your dropout and college-readiness challenges? *(Example from Detroit: "Vision- All children and youth in southeastern Michigan graduate from high school prepared for life, work and postsecondary education. Goal- The 30 high schools in the region with dropout rates of 40% or higher will be transformed into small schools or learning communities graduating 80% of youth with an average ACT score of 18 within four years after entering 9th grade.")*

The Youth Club has been designated a "Safe Place". Research shows that the essential supports that young people experience in their daily lives – what the Alliance calls the "Five Promises" – the more likely they are to stay in school and succeed. The Five Promises help put our children on a path whose destination is graduation and future success. The Five Promises: Caring adults, Safe places, A healthy start, Effective education, and Opportunities to help others. At the present time, the Youth Club is adhering to this belief system. Presently, I do not have a quantifiable long-term goal for the dropout challenge.

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III. Identifying Solutions: Considering and Prioritizing Potential Solutions to Comprehensively Address Your Local Dropout Challenge

The Alliance advocates four focus areas that we believe to be key in addressing the dropout issue at the state and local levels: transforming schools including through increasing curricular rigor and relevance, supporting young people holistically with wraparound services, developing effective policies, and employing data systems as a dropout prevention tool.

(See Part 3 of Grad Nation, pp. 42-75, for help with this area of planning.)

1. Please identify your highest-priority strategies and/or reforms consistent with *Grad Nation* that your state or community will pursue in order to transform the schools that the majority of your local dropouts attend. For each priority, what would you need to do in the next 6-12 months to advance it? Is anything already underway locally to support it? What support or information would help you make better progress?
(Example from Tulsa: Provide comprehensive social supports at schools to deal with the issues of poverty and the generational dropout crisis. Move to a Community School model for middle and high schools which is currently done in elementary schools.)

(Marshall County has two high schools which will become part of Northern Middle College/Early Entrance High School. A Middle College combines the resources of a high school and a college in an effort to create a structure for students that promote school membership and academic engagement. The Middle College concept is designed to provide students an opportunity to successfully pursue and obtain a high school diploma. A career exploration Internship component connects students to the working world. It enables them to establish career objectives and develop appropriate attitudes, skills and responsibilities.)

The community school concept has caught my attention. I have recently plugged this idea to a couple people. I have suggested, as a start, that the GED program, the alternative program, a child development center and of course The Youth Club perhaps utilize a soon to be vacant grade school.

2. Please identify your highest-priority strategies, programs, policies, and/or reforms consistent with *Grad Nation* that your state or community will pursue in order to support young people. How will more young people, particularly those most in need, receive wraparound supports in and out of school, such as tutoring, afterschool programs, mentors, social services, health care and others? For each priority, what would you need to do in the next 6-12 months to advance it? Is anything already underway locally to support it? What support or information would help you make better progress?
(Example from New York State: "1. Ensure that each student is connected to one caring adult in school, by structuring mentoring programs that can be implemented with limited resources. 2. Engage the community in the mentoring process, especially during afterschool hours. 3. Provide quality afterschool programs that can increase student voice and provide social, emotional, physical and intellectual support to youth. 4. Identify and enhance mechanisms of improving student engagement in the educational process.")

As just mentioned in the last answer, the concept of the Northern Middle College is a new program in Marshall County. The Youth Club also needs to increase services to youth such as more students being mentored and tutored. Hopefully, schools across the nation as well as in our state will witness an increase in the Americorps effort for more mentors in the schools. I agree that more schools should adopt the community school effort which would supply more wrap around services for youth. Our state should allow for innovative schools. Students should definitely have a voice in their education.

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3. Please identify your highest-priority policies or reforms consistent with *Grad Nation* that your state or community will pursue in order to develop effective policies at the local or state level that encourage high school completion and college readiness. For each, what would you need to do in the next 6-12 months to advance this priority? Is anything already underway locally to support it? What support or information would help you make better progress?

(Select examples from New York state: "1. Encourage the Board of Regents to include service learning in the revised learning standards. 2. Provide a minimum of 5 hours of service learning training to all staff and administrators as part of the professional development plan to effectively implement revisions made to the learning standards to include service learning. 3. Provide universal health care, including mental health. 4. Short of that, ensure that 90% of all children without health care are enrolled in Child Health Plus. 5. Provide full-day Pre-K with transportation. 6. Develop Regents policies and regulations for meaningful student involvement in decision making in schools. 7. End out of school suspension in the next year." Other example drawn from Grad Nation: "We will work with our state legislature to raise our maximum compulsory school age from 16 to 18 years old.")

Many people across the state of West Virginia believe that the age of resignation from school should be raised. The community school effort, which I have relentlessly mentioned, would definitely reach a population of youth which could benefit from wraparound services. I'm speaking of a facility removed from the the high schools. This effort would be a start for our county. The ultimate would be for all schools to have the community school affect.

4. Please identify your highest-priority strategies, programs, policies, and/or reforms consistent with *Grad Nation* that your state or community will pursue in order to employ data systems that identify those young people most at-risk for dropping out and drive appropriate supports and services. For each, what would you need to do in the next 6-12 months to advance this priority? Is anything already underway locally to support it? What support or information would help you make better progress?

(Example from Iowa state: "Access multiple state agencies' data, complete analysis and establish state level baseline and targets. State Team will provide relevant local data to Community Teams to assist in their planning and ongoing monitoring of progress." Other example drawn from Grad Nation: "We will develop an early-warning system that tracks individual students starting in elementary school along key indicators, like attendance, behavior, and course completion, to help us identify and direct supports and services to young people most at-risk of dropping out.")

Presently, on the state level there is talk concerning completion rates for third and eighth graders. If students are having problems at these markers, they should be retained, given remediation and hopefully allow them to gain skills according to their grade level. These kids definitely need the extra services in order to achieve this status. Presently, there is nothing in order for students in the state of WV pertaining to no grade levels which could be a concept for research.

IV. Organizing for Long-Term Success: Getting the Right People on Board, Committing to Action, Ensuring Accountability, Securing Resources, and Tracking Progress over Time

(See Part 4 of Grad Nation, pp. 76-90, for help with this area of planning.)

1. What group or committee will coordinate and sustain the work outlined in this action plan? What leaders does it have from various sectors – business, education, nonprofit, government, faith, etc.? (Please submit group's roster along with this plan.) Who else is needed? Who convenes the group, how often, and what sub-groups or committees does your effort need?
- 2.

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Across the state of West Virginia groups have convened to help our state reach some decisions about how best to tackle the dropout rate. There are representatives from business, education, nonprofits and government grappling with this problem. In our county some of the most prominent figures to convene would be principals, counselors, administrators, probation officers, teachers, attendance directors, law and others. I have met briefly with most of the mentioned community figures and it is my desire to join with them again to learn more about policy and practices presently in order.

3. What financial, human, and other resources are needed in order to begin acting on this plan? What resources are currently available, what will potentially need to be blended, and what new resources will need to be sought to do this work? Who might help secure additional resources to fill the gaps, and/or what funders (or others) may be approached? Will your state or community set a resource goal along with the outcome goal?

Presently across the state, groups are convening in order to establish the necessary goals and resources needed to achieve our mission of decreasing our dropout rates. Once goals have been established the outcomes will be proposed. In our county, I need to follow up with the previously mentioned community figures to discuss any proposed action.

4. How will your community or state evaluate its dropout prevention efforts to ensure it is making a difference? What is the plan to monitor and track the progress being made on its developed goals? How will you maintain visibility around the local dropout prevention issue by reporting to the public on the progress being made?

I believe, if the policy of tracking students at third and eighth grade levels becomes standard practice, we will have better control of potential dropouts.

V. Staying Connected to the America's Promise Alliance: Identifying Long-term Interests, Priorities, and Points of Alignment

Presently, The Youth Club is proud of its' alignment with the Five Promises which are the structure of America's Promise Alliance. I believe that schools realize the value of this important philosophy that the Alliance shares across our country. In fact the America's Promise Alliance should become more ingrained in every community.

1. As part of our Alliance's goal to reach 15 million young people with more supports (i.e the Five Promises) by 2012, America's Promise has committed to resourcing and advocating for certain strategic priorities. Together, we are always looking for states and communities that share similar interests and that may provide effective models for policy and practice, investment opportunities and other points of alignment, including possible technical assistance from our Alliance partners. Please describe if your action plan has strategies specific to:
 - a. Focusing on the middle school years, especially providing service-learning and career exploration opportunities in and out of school The Youth Club has been working with middle school youth for several years. We provide ongoing service learning and career exploration opportunities.
 - b. Improving young people's access to quality health care, including promotion of SCHIP and Medicaid public health insurance programs. I always promote SCHIP to youth.
 - c. Creating community hubs (e.g. schools, afterschool programs, community centers) where coordinated wraparound supports are available to young people and their families It is extremely important to create community hubs in the schools, in the afterschool programs and learning centers which employ the five promises.

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- d. Engaging parents and caregivers to increase graduation and college readiness rates. If parents and caregivers relay a positive message and support, graduation and college readiness will increase. However, many potential dropouts have families which are generational in non completion of high school education. It is our responsibility to educate the whole family.
- e. Supporting young people in foster care so they graduate from high school prepared for college, work and life. This population of youth struggles for identity. Many are underachievers and given proper opportunities are able to flourish.
- f. Developing young people's financial literacy. Young people should, at a reasonable age, earn spending money. This is the ultimate for learning financial literacy basics. Earning money young gives youth a grasp of what it takes to earn a wage. I wholeheartedly believe in teaching financial literacy.

If your plan does not include any of the above but your state or community has strong interest in developing one or more of these strategies, please note accordingly.

2. How can the America's Promise Alliance best support your state or community with the implementation of this dropout prevention plan? The Alliance is interested in hearing how we can best assist you in your dropout prevention efforts, including resources we can provide, relationships we can facilitate, and any other needs your community may have. *Please be as expansive and forthright as you can. We will use your feedback to ensure that the most useful resources are provided to our Dropout Summit states and communities through our website, training and technical assistance, and other means.*

While attending the regional graduation/dropout Summits, I was not surprised by the increase in rates associated with this topic. I learned about the community school effort which I believe wholeheartedly serves a purpose. It is unfortunate that in our society many young people do not want to return home after school and will actively seek alternatives to this option. Sometimes the home has no food or parental guidance even if parents are home. I have developed an appreciation for America's Promise Alliance because the organization definitely has a grasp on what is going on with all youth even those in out of home placement and foster care.

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FIRST NAME	LAST NAME	ORGANIZATION	ORGANIZATION TYPE/AFFILIATION BUSINESS, GOVERNMENT, MEDIA, NON- PROFIT	EMAIL ADDRESS	ADDRESS	POSITION/JOB TITLE	ATTENDEE AFFILIATION
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