



CADA

California Association of
Directors of Activities

SERIES 2020 - 2021

VOLUME 120

ISSUE 4



PRESIDENT'S MESSAGE WATCH NOW!

Ron Ippolito
CADA President
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Message from the CADA President | May 2021

MESSAGE FROM THE CADA PRESIDENT

RON IPPOLITO
MAY 2021

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THE CALIFORNIA ASSOCIATION OF DIRECTORS OF ACTIVITIES PRESENTS

The JEDI Book Club

First in our summer book club series:
So You Want to Talk About Race
by Ijeoma Oluo

Monday, June 14 4:00pm

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VICE PRESIDENT'S MESSAGE

Bonnie Bagheri
CADA Vice President
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Hello CADA Family, I am honored to serve as your CADA Vice President for the next year. This year has been crazy but we have survived and experienced a new way of learning and teaching student leadership. Those directors and students who have thrived and looked for ways to grow have inspired me everyday. However, I am definitely looking forward to the new normal of teaching and meeting in person soon.

As I embark on this new journey in CADA, I am excited to meet with you both in person and online. This combination will allow us to grow relationships and learn from each other across the state and the nation. I look forward to this continued opportunity. Empowering and teaching leadership on our campuses is my passion.

We can influence the many programs that make up our campuses and CADA already provides this through all of its programming. Students play a huge part in this role and they need us to make sure they have a seat at the table where the decisions are made. Students can learn to look at all the equity issues and to provide unique opportunities for all students to be included in their campus.

This pandemic has given us time to reflect on our programs and lives so now it is more important than ever for our students, staff and families to be community minded and to engage in topics, to encourage inclusion, diversity and equity.



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Ideas for Creating ASB Super Stars!

Denise Van Doorn
Area H Lead
dvandoorn@cadaboard.org

“Enter the Room” Music: establish routines and traditions with songs like: “Car Wash” “Move it” “Beautiful World”....check iTunes for more ideas.

Brainstorming Relay

Time: 45+ minutes and follow-up

Materials/set up: Create teams of about 8-10 people in a space that you can move from here to there by creating a starting and finish line. This is done best inside with two colored markers and chart paper for each team. Suggested music to play is the *Mission Impossible* theme or other fast paced songs.

Objective: Using a relay format each team lines up facing their chart paper. On “go” or when the music starts the first person runs to the chart paper and writes down the ideas that answer this question: “What do we do on our campus that is GREAT?” Everyone on the team must take a turn and they keep going until the music stops.

Encourage super long lists and detail. After the charts are really filled, stop the music, and ask the team to look at their list and highlight 5 or 6 “best of” ideas. Then each group can share out. Next step is to have the same groups relay while answering the question, “What do we wish we could improve on campus?” Follow the same steps above. Next steps would be looking for similar themes on the “improve list” and use those topics to address your goals for the future. Adapt this relay for any brainstorming question.

Decision Making Fun

- **Rule of the Third + One:** Used to select several “winners” from a large list of ideas such as spirit days. First count how many ideas are on your list. Imagine 33, then divide by three and add one....which means everyone gets to vote for 12 out of the 33 ideas.
- **Spend the Buck:** Best used when you are narrowing down a list of two to three. Imagine three ideas listed. Everyone is allowed to spend their BUCK in 10 cent increments and they must spend their buck on at least two ideas. For example, you may spend 20 cents on one idea and 80 on another. Someone collects all the bucks and tabulates. The most money earned wins.

Time Management Tips

- **Foldable:** [Show samples](#)
- **To Do Lists:** Check that box
- **Priority Boxes:** [See handout](#)
- **Task Charts:** Task, Person & Status

Star Circles Activity

Works best in groups of 8-10. Stand in a circle and number off one, two, one, and two. Instruct participants to hold hands and create a taut circle. Explain that on the count of three the ones will lean forward and the twos will lean back creating tension and the circle becomes like a star. Practice this a few times and switch roles. Debrief: What did you notice? So what does that mean? Now what?

Starfish Story

A man was walking along a beach. The sun was shining and it was a beautiful day. Off in the distance he could see a person going back and forth between the surf’s edge and the beach. Back and forth this person went. As the man approached he could see that there were hundreds of starfish stranded on the sand as the result of the natural action of the tide. The man was struck by the apparent futility of the task. There were far too many starfish. Many of them were sure to perish. As he approached, the person continued the task of picking up starfish one by one and throwing them into the surf.

As he came up to the person he said, “You must be crazy. There are thousands of miles of beach covered with starfish. You can’t possibly make a difference.” The person looked at the man. He then stooped down and pick up one more starfish and threw it back into the ocean. He turned back to the man and said, “It sure made a difference to that one!”

Area Award Winners

SERVICE AWARD



Area A: Raven Coit

Raven Coit has been teaching for 20 years and has been the Activities Director at Fortuna High School in Humboldt County, California for the past 13 years.

She is in charge of welcoming new students, spirit and recognition, character building and traditions, and school culture development. Her desire to help other Activities Directors, and bring some CADA magic to the North Coast led her to join the Area A Council 5 years ago. Within that 5 year period, Raven has presented at the Area A Advisor Conference, the State Convention and the Woodland Conference. She also teaches courses in the Master Activity Advisor program, and works at CADA Summer Leadership Camps. While at home in Humboldt County, Raven hosts monthly social gatherings with local leadership teachers to build a network of friendship and support. Raven has also hosted LDDs at Fortuna High for the past seven years. Raven wants to help isolated leadership teachers feel more connected and supported, and enjoys the privilege of learning from the wonderful colleagues and friends she's found in CADA.



Area B: Christina Hillman

Christina Hillman has been an educator for 10 years and the Activities Director at Branham High School in San Jose, CA for the past 4 years. She has served on both the Area A and Area B Councils, has presented at various conferences, and has been a proud CADA Camp Staff member for the past 5 years. As a previous ASB student herself, she was inspired to give back to students as an ASB Advisor so they can feel as connected to their campuses as she did and she is thankful for the support of her CADA family.

has become her passion and her home. Sunnyside is a school committed to the work of developing student relationships, establishing a college going culture, and being a healthy student-centered environment. CADA has become an essential resource to support these ideals and serving on the Area C Council gives much energy to this work.



Area D: Katie Rowe-Kairys

Katie grew up on the East Coast, in the Finger Lakes region of NY. ASBs don't really exist out there, so an "Activities Director" position wasn't something she had ever been exposed to. In high school, Katie did and belonged to all of the "fun" stuff, including student council, clubs, planning prom, participating in homecoming, the works. After graduating from Syracuse University she started teaching Health and PE. Somehow along the way she ended up in her amazing wife Amanda's hometown of Santa Cruz, California. Amanda helps manage their lives, jobs, silly toddler son Rocco, and wears the title "CADA Wife" proudly.

When Katie left her first California job within the Salinas UHSD to cut the commute, be closer to home, and fulfill the ultimate goal of becoming an Activities Director at Santa Cruz High, she didn't fully grasp how quickly she would get thrown into everything, in the best ways possible. Margaret Noroian, who retired that same year from North Salinas High School, caught wind of Katie joining the activities world three years ago, and immediately invited her to an Area Council meeting. The team



Area C: Debbie Hawkins

Debbie Hawkins is the Campus Culture Director at Sunnyside High School at Fresno Unified, but grew up in the south valley and is a first-generation college graduate who, after attending Fresno State, made her home in the greater Fresno area. Debbie is the wife to Jimmy and the mother to Jonah and Noah. Family is a defining factor in Debbie's life and thus she reduced her teaching load to part-time status in order to be home with her young boys. Having raised her boys, she finds herself immersed and in the work of student activities. This work

quickly welcomed Katie into their big CADA hearts.

Since then, Katie has taken her students to CASL, Area Conferences, attended and presented at Area Advisor Conferences, attended CADA twice and serves on the Area D Council. She works tirelessly to make Santa Cruz High an inclusive place where students share smiles & connections. She emphasizes the significance of leadership development in her classroom, and growing the program. Katie is honored to be receiving this award from her Area D family.



Area E: Ruth Simonds

Ruth Simonds has been attending CADA events for over 10 years. She actually started in high school attending camp at UCSB as a student. As she became more involved with Activities, as a teacher, she was asked to chaperone the ASB students to summer camp. Ruth has supported the Activities programs at her schools for the past 24 years. She has been a club advisor, and for 7 years now she has been the Senior Class Advisor at Quartz Hill High School.

For the past 7 years, Ruth has attended the CADA State Convention. Within two years, Ruth started working at camp and became a member of the Area E Council. As a member of the Council, she has presented at the Advisor Conference and helped with various council activities including helping with the Area E table at Convention. Ruth has attended CASL with her students and this year presented at the virtual Advisor and Student Conferences. Ruth has presented at Meet the Pros at Convention

and presented a session last year with some friends focusing on Community Service. Her focus for Activities is Cancer Awareness, Senior Class Activities, and Kindness, Love, and Positivity. Ruth loves spending time with her CADA family at CADA Camps, convention, council meetings, and now virtually. They inspire her with their dedication and positive attitudes.



Area F: Jennifer Pfeffer

Jennifer has been in many roles that have contributed to a positive environment for students on two campuses within Riverside USD. Jennifer has demonstrated that she values the CADA organization and the ability to reach as many activity directors/advisors as possible. She has made a personal investment to attend CADA and provide her expertise at convention. She has been an Activities Director, Yearbook Advisor, Academy Lead, Renaissance Advisor, conference presenter, and AP teacher. Regardless of her position, Jennifer has remained faithful to fulfilling the needs of Area F and the Area F Council (and CADA at the state level) by providing organization, creativity, and a fun loving attitude in carrying out needs of our Advisor, Area Student Conferences (MS and HS), and CADA Convention. She is one of the first to volunteer when she knows she can be of assistance and use her talents. Her ability to give of herself effortlessly contributes to the council getting things done in a timely and professional manner.



Area G: Kodi Keller

Kodi Keller has been the ASB Director at Twin Peaks Middle School in Poway, California since 2018. In addition to her sixth grade English and Exploratory Leadership teaching assignments, Kodi remains committed to the development of a student body organization grounded in inclusion, kindness, and respect for all students.

Modeling the importance of continual learning, as well as personal and professional growth comes second nature for Kodi. She has attended the Area G Conference with more than 50 TPMS student leaders for the last four years, first as the advisor for her campus Chain Reaction Club, and later as ASB Director. In doing so, countless students have learned leadership skills that they've been able to take back and implement in the Ram community. Aside from the Area G Conference, Kodi also encouraged her ASB Executive Team throughout the CADA Virtual Summer Camp during the Summer of 2020. Her students watched her model resiliency and commitment to her goal-a positive and uplifting campus climate for all students-even when seated behind a screen.

This year (for the first time!), Kodi presented at the CADA Convention on school spirit at the middle school level. She hopes to energize and inspire middle school advisors, teachers, and students alike with strategies to encourage participation, collaboration, and positive team building skills. She believes in the power of celebrating individuality and the

unique gifts of all people in a way that helps her community feel both welcome and connected.

BOB BURTON AWARD



Area A: Melissa Maher

Melissa Maher is the Activities Director and Leadership Teacher at Beyer High School in Modesto, CA. Melissa began her teaching career at Beyer in 2013 when she was hired to teach English. Her energy and charisma quickly captured the hearts of the freshman students that she taught, and she became the freshman class advisor.

At the same time, her husband and brother-in-law coached basketball and enjoyed back-to-back winning seasons capturing league titles. Melissa was asked to take the role of full-time Activities Director and Leadership teacher in 2017, just one year after her daughter, Rian, was born. Melissa jumped right into the position planning her own leadership retreat at her family's farm in Waterford, California.

Since then, the Leadership program has blossomed and become the steadfast foundation that supports Beyer High School Spirit. In the last 4 years, the program has grown from 35 students to over 90. Melissa also understands the importance of inclusion and has included students of special needs in both her Leadership class and school-wide activities. Melissa's energy is contagious; she walks into a room and the spirit ignites! She claims she owes her love of the job – the crazy schedules, the rush of excitement, the sleepless nights– to the

students who she works alongside day in and out.

Truly, there is sense of community with Melissa directing Activities. She also understands the importance of student/staff relations. With the success of her annual Crab Feed, she can provide staff celebrations working closely with her booster clubs. She also initiated the Freshman Class Ambassadors Club that she runs herself. With this club, her upper classmen mentor and foster positive relationships at the school.

This year, more than ever, Melissa recognized the need to stay “connected” in the digital world. With that said, she began filming and publicizing a biweekly Principal's Update video that is shared with students, parents, and staff at Beyer High. Likewise, she created a Google site entitled [Friday Follow Up](#) that is sent to the entire Beyer community highlighting school news, staff spotlights, and other student resources. Beyer High School is blessed to have such an outstanding individual serving at their school site.



Area B: Meg Walsh

Meg Walsh has been in education for 17 years, all at Leland High School. Her first 10 years, she taught English while coaching Cheer for 3 years, advising the freshman class for 4 years, and creating/advising Leland's student spirit club - “Entourage”. For the past 8 years, Meg has taught Leadership, and became Leland's Activities Director 6 years ago. She focuses on bringing together all the diverse groups at Leland to create, and encourage events

where each can contribute and benefit; creating a campus where there is something for everyone. Activities, spirit, pride, and teaching are her true passions. Working with kids in real life, event planning, molding students into leaders, and creating community is her dream job. She is always looking for new ideas, and CADA makes that possible. To be awarded the Bob Burton Award is a dream come true. Thank you for this honor!



Area C: Zach Stepp

Zach Stepp has been the Activities Director and Leadership teacher at Reedley High School for 3 years. Prior to becoming the Activities Director, Zach taught Biology and Earth Science and was a football and baseball coach.

Zach was introduced to CADA when he took a group of student leaders to the 2018 CADA Summer Leadership Camp at UCSB. That experience had a major impact on him and he learned what student activities were really about. Creating an inclusive campus, where all students are welcomed, valued, and highlighted has become the driving force of his program.

Zach loves what he does and believes he has had a positive impact on the culture and climate at Reedley High. He is honored to receive this award and would like to say thank you to: Principal John Ahlin for giving him this opportunity, the staff and students of RHS for believing in the vision, CADA and his Area C family for the inspiration and guidance, and to his wife Heather, and his sons Logan and Riley for their love and support.



Area D: Jim Johnson

Jim began his teaching career in 1989, teaching at both the middle school and high school levels. In 1994, at Mesa Middle School, he joined the CADA organization and later teamed with former CADA President Monica Anderson. Jim transferred to Nipomo High School, to help open the school in the Activities Director role, serving for eight years. Jim is currently the Activities Director at San Luis Obispo High School. Over the past 20 years, Jim has worked at the CADA Leadership Camps, presented at the Area D student and adult Conferences, and has presented at the CADA State Convention.

Jim met Bob Burton some years back at a CADA Convention and became a huge fan. *Spirit Works, Turn it On* is required reading for all of Jim's ASB students. Jim has brought Bob's ideas, philosophy, and energy to the activities programs he has had the good fortune to lead.



Area E: Paul Dols

Paul Dols became the Activities Director at Monrovia High School three years ago. It was a logical progression to tie this position together with his position as the

Renaissance Coordinator, which he has been for the past 13 years.

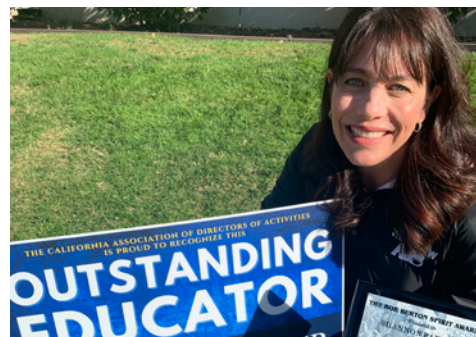
He is now the Climate & Culture Coordinator, responsible for creating a school that no one wants to leave and every one calls home. Paul's desire to bring kindness and positivity to the entire school community drives him to work with his leadership students to make a difference in the lives of each member of the Wildcat Family. Through his "Three Minute Thursday" videos he provides moments of inspiration not just to his school but to others who use these messages in their classes and programs throughout the region and the state.

Paul believes that each day brings an opportunity to build relationships, strengthen ties and continue to "sow the seeds" to grow student leaders and change the world.



Area F: Tami Sciacca

Tami Sciacca is an established 15-year educator, celebrating her fourth year as the Los AI Activities Director and Intervention teacher, with vast experience as a K-12 classroom teacher. Tami is the recipient of multiple state and national awards of teaching excellence, intervention, and connecting students with academic and personal success. In 2019, Tami and the Los AI Locos were awarded the Southern California Most Spirited Student Section, as well as one of the Nation's Most Spirited High Schools by Varsity Brands. A Griffin for Life, Tami Sciacca and the Los AI Locos, Make Spirit Work!



Area G: Shannon Parker

Shannon Parker has served as the ASB director at Westview High School in San Diego for 9 years. In that time she has worked tirelessly to guide her leadership students to innovate in order to meet their mission: Advocate for all, Serve their students, and Build stronger bonds. Her program has taken steps to host some of the most innovative and engaging "No Place For Hate" programs which include diversity panels, Language Matters photo campaigns, all school anti-bias lessons, podcast programs, meaningful themes and more.

Besides these sorts of important campaigns, her program leaders also recognize that an emphasis on highly ranked academic success can cause pressure and stress. To combat this, her work is balanced out by innovating and hosting interactive rallies, music festivals, unique lunch-time activities, dances with alternative activities and more; all of which have grown in appeal to a wide range of demographics. When on-campus learning came to an abrupt halt last spring, activities changed. Some of the virtual activities she has successfully brought to her campus are: Coping with Grief in Covid - webinar for students as part of a Mental Health Campaign, Digital Footprint Campaign, Drive-thru club rush, a "Good Luck Wally" video series starring the school mascot and more. All in an effort to connect students to their campus.



Area H: Sara Nilles

Sara Nilles is currently an educational and Leadership Development Consultant with 20 years of experience nationally and

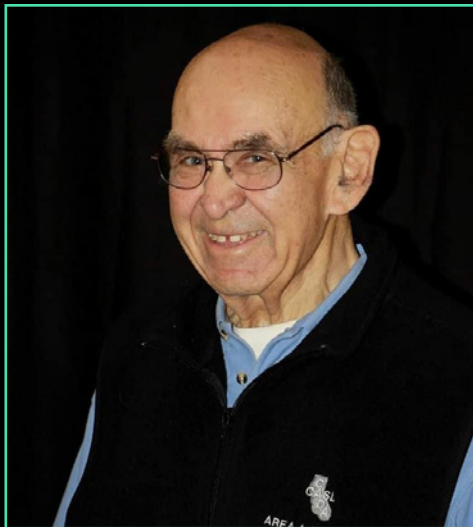
internationally. She recently served as the Vice President of the National Association of State Student Council Executive Directors (NASSCED). She was the Executive Director for the Oregon Association of Student Councils (OASC) for ten years and taught math and leadership for ten years before her role with OASC.

Her current role has her consulting with a Providence program she co-founded called Work2BeWell – empowering teens to thrive through access to mental health resources. What started as a focus group at OASC summer camps has turned into a national program with student voice at the

center!

Although her path has recently changed – one thing is for certain, Sara is an advocate for student voice and loves empowering those around her to “work hard, play hard” and to Dream BIG!

She #works2bewell by RV’ing and walking with her best fur buddy Jax.



Harry Bettencourt Character Award Area A: Ron Jones

Ron Jones was a pillar of the leadership community and CADA for more than forty years. He worked with Activities Directors in his district, provided new Activities Directors across the state with curriculum and resources, and worked with new administrators to educate them on how valuable student leadership was at their schools. Ron presented at numerous events, including national conferences, CADA Convention, advisor and student regional conferences, and CADA Camp. Additionally, he worked with Phil Boyte, Norm Hull, and others to write several versions of the book, 10 Minute Lesson Plans. His goal was always to encourage

Activities Directors to “teach leadership” every day. This was his mantra and he not only made the suggestion, but also provided educators with the resources and tools to do so.

Ron spent over 20 years facilitating and organizing the Area A Woodland Student Conference. He planned the event, hired speakers, facilitated registration, and attended to every detail. Always the innovator, Ron also created the Levels of Leadership – targeted training based upon one’s leadership experience, for the Area A Modesto Conference. He wanted to ensure that leaders were prepared for the important role they were to take on -- no matter what leadership capacity they served in.

Ron Jones distinguished himself by his exemplary character and service at all levels of CADA. He always did everything with a smile, a kind gesture, and words of encouragement. He was consistently positive and shared kindness to all. He never had a bad word to say -- but instead focused on the positive side in every situation. He never sought recognition or accolades, but rather was simply a humble hero who served because it was his heartbeat. He had a great sense of humor, showed empathy for others, and was always willing to share. Sadly, on March 25, Ron passed away after a lengthy illness, with his wife of more than sixty years, MaryAnne, by his side. We will miss his smile, love, and kindness, but know that heaven got just a little brighter when he arrived. Rest in peace good friend, we were blessed to know you.



Area B: Monique Walton

Monique Walton is a 14 year CADA member and 12 year Area B Council member. She spent 10 years as an Activities Director and is currently in her 6th year as a Site Leader. She has and continues to lead by and through a lens of equity, activism, and FUN. She hopes that she empowers school communities to commit to that same lens through sustaining positive relationships and safe spaces for students and staff to acknowledge their own capacity to be leaders. In her role as Site Leader, she continues to be a voice for the value that student leadership and athletics has on school climate and academic achievement. Freshen up on 90's dance moves and R&B songs before you see her because she will definitely have a mini dance party on the spot.



Area C: Genel Hodges

Genel was an Activities Director at Trona High School and attended her first CADA conference in 1982. When Harry Bettencourt resigned in 1983, Genel was

selected as his replacement as Secretary/Treasurer/Convention Registrar and served until 1989. During that time she worked on the committee to bring back CADA Leadership Camps and served on the staff for many years. In 1992 she was inducted into the CADA Hall of Fame, and in 2000 she received CADA's Jack Moore Award. In 1990, Dr. Earl Reum appointed her Executive Director of the National Association of Workshop Directors, and she served that organization for 25 years where she helped coordinate their annual National Conference on Student Activities. She was presented with a National Earl Reum Award honoring her service in 2014.

She was an active member of the National Association of State Student Council Executive Directors for over 25 years, and attended and volunteered at some of the National Association of Student Councils annual summer conferences. She was also a presenter at several Fly-Ins sponsored by the National Association of Student Activity Advisors, a part of NASC, and participated in many CADA area conferences. She counts many CADA people as some of her best friends, including Harry Bettencourt, and she was fortunate to be the student activity advisor when Laurretta Eldridge was ASB Secretary at Trona High School



Area D: Chuck Noroian

Nominating someone from Area D for the inaugural Harry Bettencourt Character Award is a chance for our Area to honor a long time CADA member and Area D Council member. Chuck Noroian has been a

CADA member since 1986 when one of the first people he met at the CADA Convention was Harry. Over the years they both have served others mostly behind the scenes with kindness and a willingness to make the road traveled by many less troubled. Chuck was the Activities Director at two schools in Salinas: North Salinas High School and Everett Alvarez High School for a total of eleven years. In that time, he instilled in his students and those around him that "being a leader is a job that requires passion, dedication and work, and is not a title." He was never afraid to demonstrate those ideals by standing side by side with his students, fellow teachers, and administrators to accomplish their goals. Chuck always made time to come early or stay late to help his students with school and family concerns. They knew they had someone who would listen, offer advice, and support their decisions.

In his almost 35 years with CADA he has led sessions at local, area and state conferences. He has been the logistics coordinator for area conferences locally and at convention. He has served coordinating food, decorations, registration, BBQing and other conference/convention needs, as well as picking up speakers at bus stations, trains, and airports. Over the last few years, he has helped several Area Coordinators and Presidents with last minute "errands" for the CADA Convention. In all these things, Chuck exhibited humor and selflessness.

Chuck received his MAA in the second class of the program and received the Area D Service Award. In addition to CADA, Chuck was the Athletic Director at Alvarez High School for seven years and still serves on the Central Coast Section Athletic Director Association. He was a catalyst in forming the Central Coast Section ADA and served on the Board as Events Coordinator for ten years. He was awarded the Rookie of the Year CIF/CCS sectional award and the Southern Conference Distinguished Service Award in 2018. But his leadership

went beyond CADA and the schools where he taught. He was a 4-H leader, County 4-H Council President and for over 15 years was the youth leadership development chairman in Monterey County in charge of developing youth to take on leadership roles in their clubs as officers, in Monterey County as Teen Leaders and All Stars, and in California as 4-H Diamond Stars/Ambassadors. He volunteered as a Swine Committee member at the Monterey County Fair as well as the Garden Supervisor for over 15 years. After his daughter's cancer diagnosis, Chuck became involved in the Salinas Relay for Life serving on the planning committee for more than ten years. His focus on the committee was the Luminaria committee and the chair of the Logistics committee for five years. The Salinas Relay earned over one million dollars seven of the ten years!

For almost two years Chuck lived in San Francisco with wife Margaret while they cared for their daughter Nichole who was hospitalized for 21 months. His dedication and care for her was without question one of the most difficult yet rewarding times of his life. Being a caregiver, therapist, advocate, and encourager for Nichole brought him much peace.

Because this award is to honor someone with "character, kindness, empathy, humor, and selflessness," Chuck Noroian fits the description and is the Area D Harry Bettencourt Award Winner.



Area F: Tuborcio Garcia

Anyone who knows Turbo knows that he is the kindest person. He's always been willing to help out in any situation.

He has a great smile and makes people, both adults and kids, feel that they are the most important person in the room. Turbo has been a CADA member 30 years and has contributed in so many ways. He has spent 25 years as a council member, the Area Coordinator and spent four years progressing through the ranks of the CADA State Board. He has served with humor and dignity. Now that he's retired, Turbo is the first to volunteer for duty at any of our conferences. He is willing to help out in any fashion that is needed.

Turbo has been at leadership camp both through CADA and through Orange County. He has served in many positions in CADA and in the Orange County sector. Turbo's mentorship has affected numerous people, from current Activities Directors to CADA State Board members. Ask and you shall receive is the best way to describe Turbo. Ask him a question or for help and he is always willing to give you the answer or to find the answer.



Area E: Don Dagne

Don Dagne is the first person you will get a big hello and hug from at a CADA event. It might be as the buses are arriving at the Area E Conference or when you arrive at the CADA Convention. Don has been part of the "Ask Me" crew and reaches out to new members when they come to the Convention. Don is one of the most genuine and kind people that you will meet and makes you feel like you are the most important person in the world.

Don taught history, band and leadership at Monrovia High School and Clifton Middle

School before retiring in 2007. He joined CADA in 1982 and served as the Area E Coordinator and is a CADA Past President. His convention theme in 2005 was CADA Celebrates America. He continues to remain active on the Area E Council volunteering at many regional and state events.

Don and Harry had a personal relationship with each other as they met when Don first joined CADA. Don said that he took lessons from Harry on how to make people feel special and welcome because that is how Harry made Don feel when he first started in CADA. This award touched Don deeply and he is very humbled.



Area G: Carol Cultrera

Carol Cultrera taught for 36 years in San Diego County. She took over the ASB program her last 10 years and says this was the highlight of her career. She developed a leadership program on her campus that changed the culture of her school. She credits mentors Denise van Doorn, Don Skaggs, and Sandi Kurland for their guidance and inspiration. Her passion for change, improvement and fun not only influenced her students, but administrators, staff, parents and the community as well. Carol has been and continues to be involved with CADA/CASL, Area G Council and numerous organizations. After talking and being around Carol, it is obvious how much she cares and wants to help people.

OUTSTANDING LEADERSHIP PROGRAM AWARD RECIPIENTS

SCHOOL	PRINCIPAL	ADVISOR	STUDENT
Arroyo Grande High School	Dan Neff	Shannon Hurtado	Raynadel Andal
Bellflower Middle/High School	Michael Lundgren	Lauren Allen / Gil Castañeda	Giovanni Gonzalez
Branham High School	Cheryl Lawton	Christina Hillman	Isha Chander / Charlie Olsen
Ceres High School	Rita Menezes	Leah Grant	Jasmine Bahia
Chino High School	John Miller	Jasmine Norman	Juliet Ramirez
Chino Hills High School	Randal Buoncristiani	Kimberly Kreiss	Aryana Patel
Concord High School	Rianne Phaltzgraff	Leah Darby	Robert Santa Maria
Dinuba High School	Andrew Popp	Erin Tobias	Mateo Plascencia
Don Antonio Lugo High School	Dr. Kimberly Cabrera	Farrah Rigo-Witt	Justin Rendon
Douglass Middle School	Lore Carrillo	Melissa Edsall	Laylani Pacheco
El Diamante High School	Jeff Hohne	Ruby McBride	Joyce Park
Francis Parker School	Carrie Dilmore	Jill Ann Duehr	Ian Lillie
Golden Valley High School	Sal Frias	Tricia Histed	Jasmine Reblando
Hanford West HS	Delbert Ray	Joe McMahon	Emma Pipkin
Horner Middle School	Cindy Hicks-Rodriguez	Matthew Shaffer	Esha Ambre
John A. Rowland High School	Mitchell Brunyer	Leslie Phillips	Therese Minaya
Madera High School	Robyn Cosgrove	Isaac A. Lopez	Giovanni Prudente
Meadowbrook Middle School	Crystal Brownlee	Joe Gizzo	Asha Jahanian
Modesto High School	Jason Manning	Traci Mulder	Carson Carranza
Mt. Carmel High School	Greg Magno	Sanford Carvajal	McKenzie Breede
Murrieta Mesa High School	Steve Ellis	Amy Vollmar	Sydney Routt
Murrieta Valley High School	Dr. Mark Pettengill	Geniel Moon	Braydon Hart
Nipmo High School	John Denno	Jessica Leek	Hillary Rasgado
Orange Vista High School	Joshua Workman	Dinah Greene	Angel Upson
Palos Verdes Peninsula High School	Dr. Brent Kuykendall	Season Pollock	Talani Anetema
Ripon High School	Keith Rangel	Jill Mortensen	Niki Nguyen
Ruben S. Ayala High School	Diana Yarboi	Alexis Sjol	Dominic Jauregui
Rubidoux High School	Dr. Jose Araux	Sharon Tavaglione	Kaylee Carpio
San Marcos High School	Adam Dawson	Bonnie Bagheri	Hayden Weber
Santa Fe High School	Craig Campbell	Fernie Fernandez	Savanna Aguayo
Sierra Middle School	Scott Tatum	Allison Gadeke	Larissa Knapp
Summerville High School	Kellene Ditley	Deena Koral-Soto	Kamryn Pitcher
Union Middle School	Todd Feinberg	Christina Carreras	Emily Lipscomb
Valley Center Middle School	Dr. Miguel Carrillo	Sharon Trok	Skylar Zetmeir
Vista Murrieta High School	Mick Wager	Shannon Kush	Arai Villasenor
Westmoor High School	Grace Strickland	Michael Simon	Arella Queirolo
Westview High School	Tina Ziegler	Shannon Parker	Kody Mongold
Winston Churchill Middle School	Brent Givens	Melissa LeFevre	Nicole Hou



Teaching Students to Communicate Through Vulnerability

Ken Nedler

Area F Coordinator
knedler@cadaboard.org

Great leadership, and by that I mean the truly great leaders, all possess a common personal trait: vulnerability. To be able to admit you are wrong takes confidence in knowing that improvements can be made, and that you are not afraid of constructive criticism. Jim Collins, (*Good to Great*), refers to the Level 5 leader as possessing personal humility. Brene Brown, (*Dare to Lead*), and Adam Grant, (*Think Again*), just call it vulnerability. It's the power of a leader to invite others into the conversation. As we all know, when we help build something together, we care more about what we just built.

There are two phrases we can teach our emerging leaders to use from day one in our programs. The first is used when we are in a combative situation, where ideas conflict. In this case it's best to use the phrase, "Help me understand..." In using this phrase, you allow the other person to fully explain their point of view. When you come to the point of disagreement in their explanation, ask the question again, targeting the specific response. Oftentimes, when in a group meeting, those who hold the leadership titles don't fully understand what it is they are defending well enough to explain it to laypeople. Simon Sinek refers to this strategy as the "idiot in the room." I've personally used this strategy for decades and take pride in being that idiot. The questions you ask are the ones that others are afraid to ask because they don't want to look uninformed or stupid. By using "help me understand," everyone gets a clearer picture of the vision being discussed. In the end, people will thank you for asking the questions, sharing that they were happy that someone else was willing to ask.

The second phrase to use shows vulnerability from the outset. It also disarms those who intend to be combative from the outset. Lead with, "I might be wrong, but let me share this idea and tell me what you think." In saying "I might be wrong," you invite others to participate because they understand that their opinions do matter. It also allows others to help you vet ideas and improve upon them.

Both phrases are qualities that great leaders possess. They bring the entire team into the conversation. They allow for ideas to be shared openly and critically, without personal attacks. It allows for student leaders to speak with their peers and it allows those same student leaders to share ideas and open avenues of discussion with the adults on campus. A very simple way to teach this concept is to post both phrases in your classroom, and remind your emerging leaders to use them every day. Over time, and with practice, these emerging leaders will develop into the great leaders of tomorrow.



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Meet the New Area Coordinators!



Area A

Melissa Edsall

medsall@cadaboard.org

Hello, I am from Woodland, CA and am lucky enough to teach at the middle school I attended. I have taught at Douglass Middle School for the last 15 years, teaching math, Leadership (ASB and WEB) and technology and have been the Activity Director on my campus for the last 14 years. I was lucky enough to get involved with CADA Leadership Camps my first year teaching and it has been a big part of my summer ever since; camp is like family. I have been involved with the Area A Council for over 10 years, and started as the Area A Fall Conference lead 7 years ago, Area A Assistance Coordinator 4 years ago, and took on the role of Area A Coordinator this year. I have been married for 11 years and have two sons Hank and Andy who keep me on the go! We love baseball, the beach, dancing and being outdoors and active. I am excited to take on the new role as Area A Coordinator and can't wait to continue to foster and grow relationships in CADA and help all members feel successful in their roles on their campus, whatever they may be, offering whatever support is needed.



Area A

Judy Zazvrskey

jzazvrskey@cadaboard.org

Judy Zazvrskey first joined CADA in 1989, when she moved to California from Florida, where she also worked with leadership students. Since moving to California, she has worked at several different schools, where she has served as the Student Activities Director and ninth and tenth English teacher. She has served on the Area G Council, assisted with Area G Student Leadership Conferences and presented at several CADA State Conventions. She earned her Master Activity Advisor (MAA) certification in 2013.

Judy is presently the Director of Student Activities at Classical Academy High School, where she has served for the past twelve years. Under her leadership, the student activities program has grown and blossomed. When she first came to CAHS, it was a new school, without a sports program, an Alma Mater, a Fight Song, pep rallies, assemblies, and all of the important parts of school culture that bring a school together.

Her passion and love for high school students is evident in everything she does and believes that we do not remember days, but we remember moments and strives to create these special moments for her students.

Judy has been married for 49 years and loves high school students, reading, yoga, and spending time with her friends.

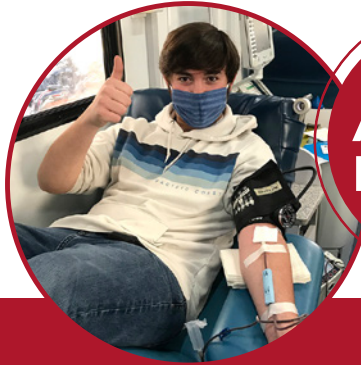


Area E

Ruth Simonds

rsimonds@cadaboard.org

My name is Ruth and I am excited to be the new Area Coordinator representing Area E. I have been attending different CADA events for the past ten years and have become more involved with the organization over the past five. I have presented at the Area E Advisor Conference, the CADA Convention, and I am on the staff of CADA Camp. I love my CADA family and am excited to take on this new position. I have been a social studies teacher for 24 years, with a majority of my career teaching at Quartz Hill High School, my alma mater and the school my father taught at for 37 years. When he retired I transferred to take his position. I was recognized as the district's Teacher of the Year in 2019. I have been involved with Activities in some capacity during most of my career, serving as the Senior Class Advisor since 2014, as well as the advisor for the American Cancer Society Club for over a decade. I am also involved with #icanhelp and am currently starting a club on campus. Steve is my amazing significant other who supports me in everything that I do. We love to travel and watch sports; football is definitely our favorite. I hope you all have a great end of the year and a restful summer. Kindness, Love & Positivity.



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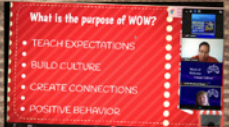
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Check out the Camp Recap Video Playlist on YouTube, including 2020 Virtual Camp





Re-Build Your Program with CADA Leadership Camp!

Virtual summer leadership training is back in 2021

Jeff Culver
CADA Camp Coordinator
jculver@cadaboard.org

Last spring, the CADA Board made the decision to move forward with a virtual summer leadership camp program in 2020. The Camp team worked to adapt our annual in-person program to an online format. We were thrilled to have over 1,300 students and advisors join us last July. Participants finished the week feeling confident they could tackle the upcoming year, which for most was in a fully distance learning

environment, and for others was a hybrid year. Connections were made, projects were attempted, skills were learned. As we said goodbye, we looked forward to seeing our advisors and non-senior attendees in-person in summer 2021, confident the pandemic would wrap-up in a timely fashion.

By January, it was clear large group gatherings would still not be a viable option by summer. Then, our university partners let us know they would not be open to summer programs. The inevitable decision was made. CADA Summer Leadership Camp will be virtual once again!

In the fall, your seniors will be the only class who have spent a full school year on campus...when they were freshmen! Middle schools will have no students on campus who have experienced a full year. The 2021-2022 school year is the perfect opportunity to really break down your events, examine the “why”, and build a stronger, more effective student leadership and activities program. This July, CADA Camps presents “The Leadership Renovation” as a way to start the discussion for your student leaders and you as to how to begin to rebuild your program.

After the success of last summer’s program, we will continue to develop a leadership camp that brings together popular elements of our traditional program along with sessions that will address the issues our student leaders and their advisors will be facing in the fall. Some of the best ideas implemented at our schools

come from attending conferences and camps and collaborating with others to spur new ideas to bring back to our campuses.

Advisors are encouraged to choose their top student leaders to attend our Premium Training (\$250 per student), which will encompass about 30 hours of content. These students will need to be committed to attending about two 3-hour blocks each of the five days. They will experience council projects with other student leaders under the mentorship of a CADA Camp Staff member and will be expected to be “camera-on”. A shorter, Standard Training (\$100 per student) will be available for the rest of your student leadership team, which will run approximately 3 hours each afternoon. These may be your newer student leaders or those who just can’t commit to a full day all week. Their experience will be more “conference-like”. Finally, we will offer an Advisor Training (\$100 per advisor with student registration) for advisors to network throughout the week while their students are in councils. For full details on each program, visit cada1.org/leadershipcamps.

The summer leadership training program will run five days, July 12 - 16. School registration is slated to close on June 10; students attending should submit their personal information by June 17, and all attendees will receive access information by July 9.

For more information and online-only registration, visit cada1.org/leadershipcamps.

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THE CALIFORNIA ASSOCIATION OF STUDENT LEADERS

5 years ago, in Ontario, California, I attended my first CASL State Conference. Focusing on the words grit and going “One More Mile,” I can think of no better way I could’ve started my CASL journey. With that said, hello! I’m Colin Culver. I’m super excited to have the opportunity to serve as the 2021-2022 CASL State President. As we kick off this Board term, I’d love to lay out some visions and plans I have for this next year with CASL.

Last term, when electing the President, the CASL Board focused on the words forward-looking, resolute, and proactive. As we enter into the 2021-2022 board term, all events planned, decisions made, leadership lessons curated, and much more will be driven by those 3 words. Forward-Looking, in CASL context, means ensuring that for every decision made, we are considering the long term effects, looking 2, 5, 10 years down the line and making sure we are doing what is best for CASL. Also, resolute, or making sure that I and the entire board stays “on the raft,” or determined and committed the entire year to best serve everyone. Lastly, proactive. With a year that, to be frank, we don’t know what is going to happen, being proactive may be difficult. However, there are still things we can do to embody that. Prepare for all scenarios, anticipate the possibility of a return back to Ontario for the 2022 conference, while also acknowledging that we should keep prepping for a virtual or mostly-virtual option just in case.

Overall, like the last term, this year is going to be a new challenge and journey, but I know we will get through it. One phrase you’ll hear often on the CASL Media Team is “roll with the punches.” Even when challenges keep getting thrown your way, continue to persevere through, continue to push forward, and know that it’ll all work out in the end. CASL will be rolling with the punches, and whatever next year brings, we look forward to serving the student leaders of California. Thanks for tuning in, if you have any CASL-questions, feel free to reach out, and as always, much CASLove!

Colin Culver
CASL President

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THE CALIFORNIA ASSOCIATION OF STUDENT LEADERS

Hey CADA! My name is Diane Kim and I'm extremely ecstatic to have recently been appointed as the 2021-22 Outreach Director. My first CASL State Conference was in 2019 at the Rapids Conference, and I have fallen in love with this organization ever since, and had the privilege of getting elected as one of the Northern Freshmen Directors at the 2020 Cafe CASL State Conference we held virtually. Since then, I have worked alongside the entire Board to create resources for student leaders across the State of California, and am more than excited to continue doing so.

The Outreach Director position consists of leading the Ambassadors' Program, reaching out to other schools and programs to get more people involved with CASL, as well as focusing on internal Outreach aspects of CASL. My overview and plan for next year includes creating an environment to connect advisors more into the CASL world and being able to incorporate advisors more into CASL Outreach to improve bonds to build connections between students and adults. Additionally, I'll be working on the internal CASL structure of Outreach, and solidifying what Outreach truly focuses on, and work alongside all the incredible Board Members to expand our organization in general.

As we embark together on this unpredictable journey full of growth, I hope to get the support of CADA adults as it's important to ensure we are rebuilding and reconnecting. I cannot wait to help create some of those connections and bring ideas to life to improve our environments as well as climate and culture. If you have any questions please don't hesitate to email me at Diane.Kim@caslboard.com!

CASLove,
Diane Kim

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Implementation Options

- Part of an existing class
- Elective leadership class(es)
- During "schoolers"
- Hybrid (combinations of the above)

Curriculum Options

- 100% online
- Leadership guides

For more information or access to free resources contact: Jennifer.duston@franklincovey.com

Royal Family Card Lesson

Bonnie Bagheri

CADA Vice President
San Marcos High School
bbagheri@cadaboard.org

Materials: Deck of Cards (Use equal number of Kings- Jacks, Middle Cards 6-7, and Low cards 2-3. For more discussion add in Ace cards and a Joker.)

Instructions: Each student receives one card to put on their forehead. They are not to look at the card at all. Explain that everyone must treat people according to the value of their cards: KQJ are treated very well, 2-3 are treated very badly and 6-7 are simply tolerated or treated neutrally. If used, do not explain or answer questions about Ace Cards or Joker Cards.

First Round: No Speaking or Touching people. Demonstrate how one might react to a card: royalty – bowing, low number – not making eye contact at all or a mean face. Students then should mingle for a few minutes silently.

Second Round: Students stop and now allow them to use words to treat people as their card dictates.

Stop the Mingle: Direct them to stop and decide which card they might have without looking at their card. Ask them to separate



themselves into groups J or higher, Low number and middle group. If you used the Ace and jokers they may be confused and want to form their own group which is fine.

I usually have the low group sit on the floor, the high group sit in nice chairs and the middle group somewhere else.

Debrief Questions to use: I have groups debrief in their groups about the questions to make sure they feel they are in the right group.

1. How did you know what group you were? How did you feel? J-K, 6-7, 2-3, other
2. What judgements do we impose on others through looks or words or actions?
3. Do you think sometimes people are middle cards but are actually high cards
4. Guesses on percentages of people in your school and names. (Possible answers: Royal Family-Popular group,

Low Cards-Invisible People, Middle-Average People, Ace- ASB Kids).

5. You may want to talk about Privilege or Normal is being treated like a Royal
6. Aces— High or Low. Could this be an ASB student?
7. Joker – Laughter and Confusion.. Could this be?
8. Do we need to feel guilty about being a High, Med, Low Status? Then what is our responsibility?
9. How can we become an ally for others?

Conclusion: There are so many of these at the end of this lesson. Ask them to take a look around the room. We are all different but all equal and all of high value. Remember this when we plan events. Reach all groups through a variety of activities. Listen and value all people.

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