

ANNUAL
REPORT
2008



MCADSV
Michigan Coalition Against Domestic and Sexual Violence





The Michigan Coalition Against Domestic and Sexual Violence

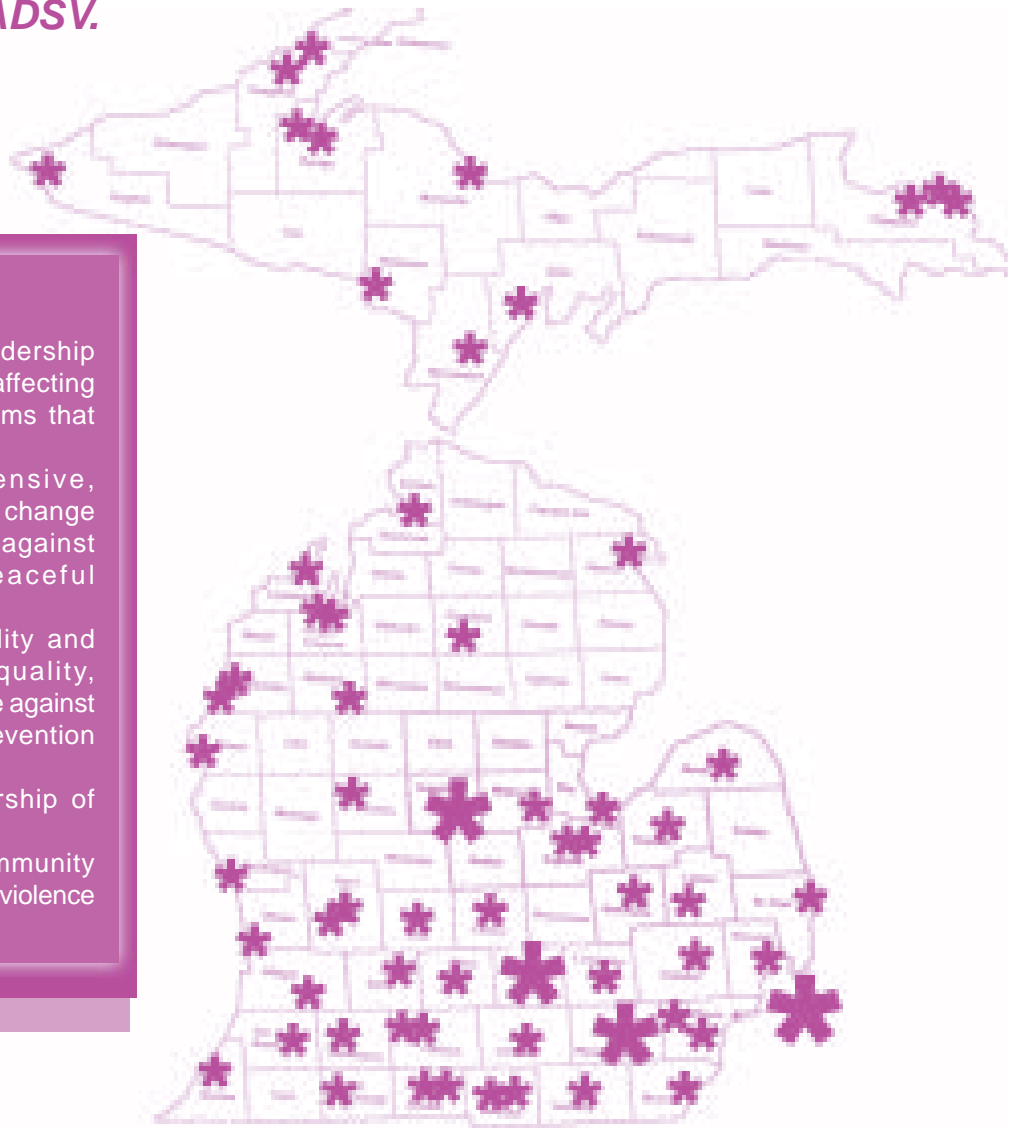
The Michigan Coalition Against Domestic and Sexual Violence (MCADSV) is a statewide membership organization whose members represent a network of over 70 domestic and sexual violence programs and over 200 allied organizations and individuals. Since 1978, we have provided leadership as the statewide voice for survivors of domestic and sexual violence and the programs that serve them.

MCADSV is dedicated to the empowerment of all the state's survivors of domestic and sexual violence. Our mission is to develop and promote efforts aimed at the elimination of all domestic and sexual violence in Michigan.

Over seventy community based social change and service provider programs throughout Michigan benefit from the leadership and services of MCADSV.

OUR GOALS

- Provide statewide leadership on public policy issues affecting survivors and the programs that serve them.
- Promote comprehensive, community-based social change efforts to end violence against women and build peaceful communities.
- Promote the availability and accessibility of high quality, culturally relevant, violence against women services and prevention programs.
- Encourage the leadership of women.
- Build capacity for community specific solutions to ending violence against women.



Member program services and activities include:

- Comprehensive, community based, social change efforts to end violence against women
- 24-hour crisis intervention hotlines
- Counseling and support groups
- Outreach and public education
- Legal advocacy/court accompaniment
- Forensic nurse examiner programs
- Emergency shelter
- Children's programming

In 2008, the MCADSV statewide network of programs responded to 108,106 crisis calls from survivors of domestic and/or sexual assault.

In 2008 the Michigan Coalition Against Domestic and Sexual Violence commemorated 30 years of organizing, bringing the voices of survivors to the fore, and creating meaningful change in Michigan on behalf of survivors of domestic and sexual violence.

MOVEMENT ACTIVISTS HONORED

30 Years: Vision and Victories

During 2008, the Michigan Coalition Against Domestic and Sexual Violence commemorated its 30th year of social change organizing and movement building. Of the many commemorative activities offered throughout the year, a very special event, entitled *30 Years: Vision and Victories* was a highlight of the year. This event was the culmination of a landmark project MCADSV completed in partnership with the University of Michigan School of Social Work and the University of Michigan Center for Education of Women: The Oral History of the Movement to End Domestic and Sexual Violence in Michigan Project. The project documented the life experiences of female leaders in the early women's movement to end violence against women in Michigan. On April 17, a gathering was held to celebrate the 30th anniversary of MCADSV and honor the contributions of the 15 women who contributed their personal histories for this project. We are deeply grateful to the amazing leadership of these 15 women, who generously shared the gift of their stories with all of us in the movement and with future movement leaders as well.

The Michigan Oral History Project began with a concept to document and preserve the history of the Violence Against Women Movement in Michigan and the stories of our movement foremothers. The project reveals that the stories of our movement's trailblazers are an inspiration to every one of us who are part of this profound social change movement. The partnership for this groundbreaking project arose from a strong collaboration between Dr. Mieko Yoshihama of the University of Michigan School of Social Work and MCADSV. Envisioning a potential partnership, Dr. Yoshihama seized an opportunity for a small research grant, offered by the University of Michigan Center for the Education of Women. The research grant goal was to explore more deeply the leadership contributions of women leaders. The Project identified 20 initial leaders who were involved in the early period of the movement and eventually conducted 15 face-to-face in-depth videotaped interviews. Interviews were completed by two graduate students in the School of Social Work, Allison Spencer Yarger in the initial interviews and later interviews were conducted by Mary Jo Adgate (who is now on staff at MCADSV as a Program Manager). At the time of our early brainstorming about the potential project, it was clear that the rich and vibrant movement to end violence against women in Michigan had not been fully and collectively documented, other than in documents compiled by individual agencies or in informal notes of individual activists. The full interviews equal almost 30 hours of video and the transcripts will be stored and made available to the public through the Michigan Resource Center on Domestic and Sexual Violence in Okemos, the Michigan Women's Hall of Fame in Lansing, and the Women's Oral History Project at the Radcliffe Institute for Advanced Study (formerly Radcliffe College) for future researchers, activists, historians and the descendants of our amazing trailblazers.

Featured Historians of the Oral History Project

CARLA BLINKHORN, CEO

YWCA West Central Michigan (Kent County)
Former MCADSV Board Member & Past President

DOREEN HOWSON, M.S.W., EXECUTIVE DIRECTOR

Diane Peppler Resource Center (Luce/Mackinaw/Chippewa Counties)
Former MCADSV Board Member & Past President

DEBI CAIN, EXECUTIVE DIRECTOR

Michigan Domestic Violence Prevention & Treatment Board
Founding Executive Director, HAVEN (Oakland County)
Former Executive Director, U-M SAPAC (Washtenaw County)
Incorporating Board Member, MCADSV

MARY KEEFE, M.S.W., EXECUTIVE DIRECTOR

Michigan Coalition Against Domestic & Sexual Violence
Former MCADSV Board Member, Executive Committee
Former Executive Director, RAVE (Clinton/Shiawassee Counties)

SUZANNE COATS, EXECUTIVE DIRECTOR

Turning Point (Macomb & Surrounding Counties)
Founder, Sexual Assault Services, Turning Point
MCADSV Board Member & Past President

JAN MANCINELLI, EXECUTIVE DIRECTOR

Women's Resource Center of Northern MI (Cheboygan/Charlevoix/Otsego/Antrim/Emmet Co.)
Former MCADSV Board Member & Past President

BEVERLY GEYER

Former Quality Assurance Monitor, MDVPTB
Former Executive Director, Every Women's Place (Muskegon County)

HEDY NURIEL

MCADSV's First Executive Director
Former Executive Director, HAVEN (Oakland County)
Former Executive Director, YWCA Interim House - Detroit

KATHY HAGENIAN, EXECUTIVE POLICY DIRECTOR

Michigan Coalition Against Domestic & Sexual Violence
Former MCADSV Board Member, Executive Committee
Former Assistant Director, "DVP/Safe House" (Now SAFEHouse Center - Washtenaw County)

JOYCE WRIGHT, DIRECTOR OF TRAINING

Michigan Domestic Violence & Prevention Treatment Board
Former Director of Communications, HAVEN (Oakland County)
Former MCADSV Board Member
Formerly of U-M SAPAC (Washtenaw County)

ELLEN HAYSE

Former MDVPTB Resource Center Coordinator

DENISE DIGGS-TAYLOR

Former Staff, Assault Crisis Center, Ann Arbor, MI
Co-Chair, Women of Color Task Force, MCADSV, Former Board Member MCADSV

VICKIE FREDERICK-TOURE

Director of Program Services, SAFE House Center, Ann Arbor, MI
Co-Chair, Women of Color Task Force, MCADSV

LOIS WILLIAMS

Former Program Director of Every Women's Place, Muskegon MI
Co-Chair, Women of Color Task Force, MCADSV, Former Board Member MCADSV

BECKY GARLAND

Former Legal Advocacy Coordinator, Women's Resource Center of Grand Traverse Area, Traverse City, MI
Former Chair, LBGT and Allies Task Force, MCADSV

Building the Safety Net Project

Building the Safety Net (BSN) Project is a three year technical assistance and capacity building program for a growing network of domestic violence service providers in Detroit and surrounding areas. The project was made possible through the generous support of the McGregor Fund and the Michigan State Housing and Development Authority Program and includes partnerships with the Detroit-based programs YWCA Interim House, Serenity Services, Looking for My Sister, La VIDA, ACCESS and New Visions based in Ann Arbor.

BSN Project Director, Paula Callen, and Program Manager, Janis Wilson, have focused the first year on cultivating relationships with interested community stakeholders to increase formal networks and strengthen the partners' community ties. Relationship building is a critical part of this project's success as it elevates the credibility of our partners and increases their community reach. They have already bridged new working relationships with other service organizations intersecting with domestic violence survivors. The benefits of this project being housed in the City of Detroit have proved important for training and professional development, not only for the project partners, but for interested stakeholders as well. In October 2007, MCADSV BSN rolled out the first comprehensive two-day domestic violence training in Detroit, Partners for Peace. The training, which will be an annual feature of this project, attracted leaders and providers from the faith community, Friend of the Court, The Parent Network, and DADZ. Another first year accomplishment was strategizing with YWCA-Interim House, Serenity Services and Looking for My Sister to successfully write a collaborative proposal for the Domestic Violence Comprehensive Service Grant through the Michigan Department of Human Services. The collaborative called Unity Detroit smartly leveraged their combined resources to reach a greater number of survivors with a broader range of support and services that have demonstrated very favorable outcomes. MCADSV BSN has also reconvened Region 5 meetings to help with community engagement. The meetings are quarterly and encourage dialogue between the City of Detroit and the suburban domestic violence providers to collectively address barriers and resolve problems that impact services and survivors. Opening the meetings to organizations that intersect with survivors has provided an external network of support that effectively addresses the multi-cultural/layered needs of survivors shared between the communities. This project has helped expand the domestic violence network in the City of Detroit by identifying emerging domestic violence service programs and providing a network of support and mentoring. Partnerships have been strengthened and/or created with the Wayne County Coordinating Council, Transformation Detroit, and the expansion of Lakeshore Legal Aid through Wayne State Law School Free Legal Aid Clinic to include services to domestic violence survivors.

LBGTIQ I Am for Survivors Needs Assessment and Outreach Project (Increasing Accessibility in Michigan for Survivors)

MCADSV received a grant from the Arcus Foundation to fund I Am for Survivors (Increasing Accessibility in Michigan for Survivors), a two-year initiative to work with Domestic Violence and Sexual Assault, and LBGTIQ service providers who want to improve their services to LBGTIQ survivors of domestic and sexual violence. The project is led by Mary Jo Adgate and an Advisory Council of LBGTIQ advocates and allies from around the state. Together they have continued work on a needs assessment and began

LBGTIQ I Am For Survivors continued.....

recruiting LBGTIQ survivors to participate in research interviews that will help us learn about their experiences in seeking support and what they would like to see available for other survivors. The Advisory Council also accepted applications from 15 agencies in Michigan to participate in the technical assistance and training portion of the project. Each agency will receive an action plan for their agency to work on throughout the project term and MCADSV will provide training opportunities in 2009 to help them reach their goals.

Leadership In Prevention Prevention of Domestic and Sexual Violence

The Domestic Violence Prevention Enhancement and Leadership Through Alliances (DELTA) project successfully completed its sixth year of funding from the Centers for Disease Control and Prevention (CDC). This project enables MCADSV to provide training, technical assistance and funding to four local communities to support their primary prevention initiatives. These four communities are: the Arab Community Center for Economic and Social Services (Dearborn), the Lakeshore Alliance Against Domestic and Sexual Violence (Ottawa County), LA VIDA/Southwest Detroit Partnership to Prevent Intimate Partner Violence Against Latina Women, and New Visions: Alliance to End Violence in Asian/Asian American Communities (Washtenaw County).

Support is provided to these local communities by MCADSV staff and through a contract with an Empowerment Evaluator who has helped the communities implement both process and outcome evaluation measures. The development of local progress reports to formally document successes and challenges was a focus for the year, as was a continued emphasis on building prevention capacity, and participation and inclusion of local communities in the state-wide strategic prevention planning process.

Statewide Prevention Steering Committee (PSC)

The Prevention Steering Committee is a multi-disciplinary group of individuals and agency representatives committed to social change and the primary prevention of domestic and sexual violence (addressing root causes of violence in order to prevent first time perpetration and first time victimization). The Steering Committee was formed in partnership with the Michigan Department of Community Health to support the strategic planning objectives of the National DELTA Project and Rape Prevention Education (RPE) initiative.

Members participated in an innovative approach to strategic planning, community mobilization, needs assessment, and empowerment evaluation, which has led to the development of a statewide prevention plan. The plan, to be launched in Spring 2009, includes goals and objectives related to increasing resources for primary prevention efforts, public policy priorities, and promoting evidence-based community strategies for primary prevention.



Mobilizing Men in Michigan

Promoting Community-based Social Change Efforts

MCADSV continued its men as allies work by participating in the Training Institute for Mobilizing Men (TIMM) Technical Assistance Project, a national collaboration involving Men Stopping Violence, A Call to Men and eight domestic violence coalitions. The project was designed to support each state's efforts to engaging men as allies. Training and technical assistance offered through TIMM is funded through the Department of Justice Office of Violence Against Women (OVW).

With financial support from the Batterers Intervention Services Coalition of Michigan (BISCOMI), MCADSV was able to send a team of staff and community partners to the spring training in Atlanta, Georgia. The Mobilizing Men in Michigan (M3) team includes Tammy Lemmer, MCADSV; Candy Taulton, Family Counseling and Children's Services of Lenawee County; Rev. Michael Orr, Dominion Family Services; David Garvin, Alternatives to Domestic Aggression; and Dr. Rich Tolman, University of Michigan. A communication network is being developed to encourage local and statewide efforts to mobilize men to take action in non-traditional ways.

Voices of Courage and Action: The Survivors' Giving Circle

The Survivors' Giving Circle, an economic justice program made possible by the Allstate Foundation and the John and Faith Knight Foundation, blossomed in 2008. The program became firmly established in local communities as an essential resource for survivors facing economic barriers to safety and justice. In addition, the leadership potential of the survivors participating grew exponentially with several opportunities for them to share their stories with key policy makers at the state and national level.

The *Voices of Courage and Action Project* brought several Giving Circle members to Washington D.C. to share their stories with members of Congress. The Michigan Congressional delegation was given the opportunity to listen to these amazing and powerful women as they shared their stories of courage and survival. Giving Circle members shared the individual challenges they met on the road to safety and justice. Barriers included housing, transportation, access to attorneys, the fear of uprooting children, perpetrators owning firearms, and other deadly barriers. Survivors were also able to share how crucial the services they received from domestic violence advocates and programs were to their survival.

MCADSV Policy Team in Action

It was a busy and active year of advocacy on behalf of survivors in Michigan by the MCADSV Policy team. Led by Kathy Hagenian, Executive Policy Director, victories in the policy arena included securing desperately needed funding to support services for survivors through the Sexual Assault Nurse Examiner Fund.

ADDITIONAL POLICY SUCCESSES OR INITIATIVES INCLUDE:

- Securing nearly \$500,000 in general fund dollars in the last state budget to make up for unforeseen federal cuts. This was a near miraculous public policy success in a year when the Michigan state budget was near collapse. MCADSV is currently working diligently to make sure this funding is preserved in the FY 2009 budget.
- Successfully preventing a severe cut to the Rape Prevention and Education Funds Michigan receives for sexual assault hotlines and prevention activities.
- Working with national partners, including NNEDV and NAESV, MCADSV successfully staved off proposals that would have seriously cut and/or eliminated funds from the federal Victims of Crime Act.

Skill Building Training & Technical Assistance

MCADSV provides comprehensive issue-based training and technical assistance to advocates, allied professionals, and local and state organizations to improve the delivery of services to domestic and sexual violence survivors. During 2008, 525 individuals received training through MCADSV's professional training opportunities, New Service Provider Training, Advanced Sexual Assault Institute, NonProfit Legal and Management Webinar Series, and the Women of Color Institute.

New Service Provider Training

The MCADSV New Service Provider Training is the premier training for staff new to working with survivors of domestic violence and sexual assault. The training is integral to creating an informed and skilled workforce equipped to meet the demands of this field. Developed in 1996 by the Michigan Coalition Against Domestic and Sexual Violence (MCADSV) and the Michigan Domestic Violence Prevention and Treatment Board (MDVPTB), the training fulfills a critical need for high quality, standardized training for service providers. New Service Provider Training has received national acclaim as being one of the first standardized curriculum for domestic violence and sexual assault service providers.

The Advanced Sexual Assault Institute

The Advanced Sexual Assault Institute was held May 8-9, 2008 at the Crowne Plaza in Romulus, and featured presentations on Pornography, Pop Culture, Social Norms and Violence Against Women with Gail Dines, Professor of Sociology and Women's Studies, Wheelock College, Boston, MA; and Sexual Abuse, Consensual Sex, and Long-Term Trauma Effects for Survivors with Dr. Gail Wyatt, Professor in Residence, Psychiatry and Behavioral Sciences, University of California at Los Angeles. The second day included training on Preventing Sexual Violence, Youth-based Programming, Media Campaigns for Men and Boys, and Community Organizing with Joseph Vess, Men Can Stop Rape, Washington, D.C.; and Sexual Assault Trauma and Advanced Clinical Techniques for Working with Survivors with Joyce Siegel and Maureen McNamara, Sexual Assault Services of Calhoun County.

Women of Color Institute

The Women of Color Institute Victory Over Cultural Adversity: Breaking New Ground was held June 26-27, 2008 at Brook Lodge in Augusta. Attendance numbered 57, which featured training on Building a Case for Support...Increase Your Fundraising Effort with Jonse Young and Kayln Risker, Sisters for Acquiring Financial Empowerment. Day two included a presentation on leadership and self-worth with Reanae McNeil, Imani Revelations; EEOC Employment Laws with Lolita Davis, Enforcement Investigator for the US Equal Employment Opportunity Commission in Detroit; When Leadership Calls... Will You Answer? a panel presentation with Andrea Juarez, Executive Director of New Latino Visions, Maria Valayil, Ingham County Prosecutors Office, Eileen Allen, Every Woman's Place, and Larmender Davis, Serenity Services; and Creating Solutions for Our Community, a panel presentation with Angie Noriega, Saginaw Chippewa Indian Tribe of Michigan, Eun Joo, New Visions, Dolores Gonzales-Ramirez, LAVIDA, and Paula Callen, MCADSV.

Nonprofit Legal and Management Assistance Program Strengthening Capacity for Domestic and Sexual Violence Programs

The Nonprofit Legal and Management Assistance Program (NLMAP) continues its aim to educate and prepare agency directors to manage the risk of employment and operational liability, allowing the program to better serve survivors within the state of Michigan. NLMAP has been offered since 2002 for MCADSV member organizations. This program features confidential in-house legal services and management consultation. Each member program has access to the Program Director/Staff Attorney for consultation concerning business and employment law matters. During 2008, the NLMAP Program Director and MSU College of Law externs provided over 1470 hours of legal and management technical assistance.

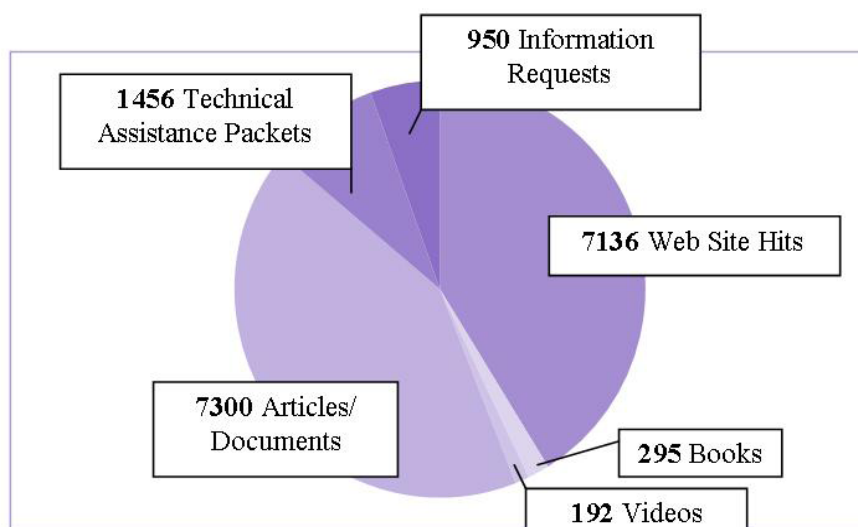
This past year NLMAP legal staff offered affordable teleconference training and webinars on advanced legal advocacy and organizational capacity building for executive leaders and middle managers. Topics included: Parental Kidnapping Prevention and Advocacy Strategies, Maintaining Integrity During Organizational Transitions, Preventing and Investigating Discrimination in the Workplace, Employee

Michigan Resource Center on Domestic and Sexual Violence

The Michigan Resource Center on Domestic and Sexual Violence enhances the capacity of individuals and organizations to prevent violence against women and strengthen service delivery for survivors. This unique collection of books, videos, journals and other media promotes awareness and increases accessibility of educational information and resources for the state of Michigan. The collection is managed by MCADSV as a collaborative project with the Michigan Domestic Violence Prevention and Treatment Board.

In 2008 the Resource Center website registered 7136 hits. Over 75% of the information requests required the Resource Center staff to provide technical assistance through identification and compilation of appropriate materials. The information below details Resource Center contacts, materials used, and patron demographics. The Resource Center website continues to gain popularity as an access point to information and the Resource Center collection.

Lend / Distribute Materials



* The 7300 Articles/Documents does not include articles distributed in technical assistance packets.

PATRON DEMOGRAPHICS

950 Information requests

- 72% Sexual Assault/Domestic Violence Service Providers
- 10% Michigan Coalition Against Domestic and Sexual Violence (MCADSV)
- 6% Michigan Domestic Violence Prevention and Treatment Board (MDVPTB)
- 1% Health Professionals
- 1% Media
- 3% Student/University/School
- 2% Faith-Based Organizations
- 2% General Public
- 1% Survivors/Friends/Family
- 1% Law Enforcement
- 1% Legal

RECOGNIZING OUR MOVEMENT LEADERS

2008 Harmony Award Recipients

The Harmony Award was presented by the MCADSV Women of Color Task Force to honor and recognize two outstanding women who have achieved tremendous leadership capacity not only among their peers but within their organization. The 2008 Harmony honors were presented to Cathy Brown and Migdalia Goralewicz. These two exceptional women were recognized by their colleagues as women who give unselfishly to this movement. Cathy Brown of Domestic and Sexual Abuse Services in Three Rivers and Migdalia Goralewicz of Every Woman's Place in Muskegon have been doing this work for a combined total of over 20 years.

Inaugural Seedling Award

The MCADSV Children's Task Force was proud to announce Ms. Adrienne Gasperoni as the recipient of the first annual Seedling Award. The award was developed to honor professional staff at domestic violence and sexual assault service provider agencies who have demonstrated outstanding children's advocacy within their agency and/or community by "cultivating and nurturing the voice of children." The award acknowledges the unique and special role children's advocates play in the healing of individuals and families that have experienced domestic and sexual violence. Adrienne is currently the Director of Youth and Family Programs at Turning Point, Inc. in Mt. Clemens.

2008 DOMESTIC VIOLENCE COUNTS: THE NATIONAL CENSUS OF DOMESTIC VIOLENCE SERVICES

On September 17, 2008, 58 out of 62, or 94%, of identified domestic violence programs in Michigan participated in the 2008 National Census of Domestic Violence Services. The following figures represent the information provided by 58 participating programs about services provided during the 24-hour survey period.

2,539 VICTIMS SERVED IN ONE DAY

- 1,638 domestic violence victims found refuge in emergency shelters or transitional housing provided by local and domestic violence programs
- 901 adults and children received non-residential assistance and services, including individual counseling, legal advocacy, and children's support groups

648 HOTLINE CALLS ANSWERED

Domestic violence hotlines are a lifeline for victims in danger, providing support, information, safety planning, and resources. In the 24-hour survey period, domestic violence programs answered more than 27 hotline calls every hour.

1,250 EDUCATED IN PREVENTION AND EDUCATION TRAININGS

On the survey day, 1,250 individuals in communities across Michigan attended 38 trainings sessions provided by local domestic violence programs, gaining much needed information on domestic violence prevention and early intervention.

389 UNMET REQUESTS FOR SERVICES

Many programs reported a critical shortage of funds and staff to assist victims in need of services such as transportation, childcare, language translation, mental health and substance abuse counseling, and legal representation. Of these unmet requests, 265 were from victims seeking emergency shelter or transitional housing. Programs reported that lack of staffing was a reason that they could not meet domestic violence victims' request for services. 36% of programs have less than 20 paid staff, including 28% of programs that have less than 10 paid staff.

ATTORNEYS

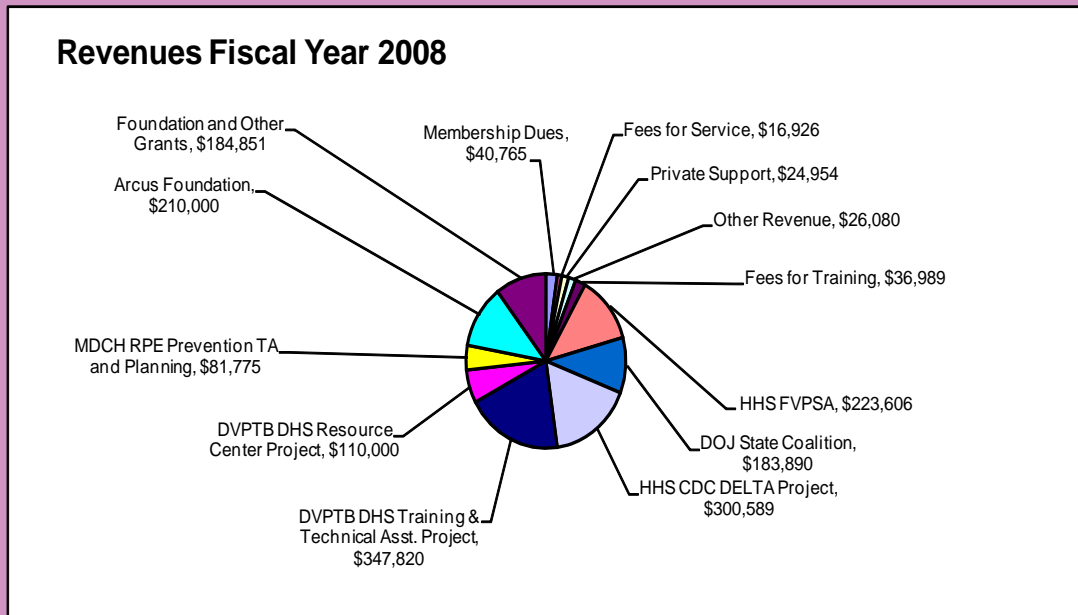
Victims of domestic violence often need legal assistance with restraining orders and civil and family court matters. Of programs that participated in the Census, only 4% of programs reported being able to connect a victim requesting legal assistance with an attorney.

FINANCIAL STABILITY

Michigan Coalition Against Domestic and Sexual Violence audited statement of revenue and expenses for fiscal year ending September 30, 2008.

MCADSV ended the fiscal year in a strong financial position, with net assets of \$878,331 at the end of the year.

Total Revenue: \$1,788,245
Total Expenses: \$1,737,565



From Audited Statement for year ending September 30, 2008

REVENUE	
Membership Dues	\$40,765
Fees for Service	\$16,926
Private Support	\$24,954
Other Revenue	\$26,080
Fees for Training	\$36,989
HHS FVPSA	\$223,606
DOJ State Coalition	\$183,890
HHS CDC DELTA Project	\$300,589
DVPTB DHS Training & Technical Asst. Project	\$347,820
DVPTB DHS Resource Center Project	\$110,000
MDCH RPE Prevention TA and Planning	\$81,775
Arcus Foundation	\$210,000
Foundation and Other Grants	\$184,851
Total	\$1,788,245

EXPENSES	
Program Services	\$1,081,875
Management and General	\$116,763
Total	\$1,198,638

MCADSV STAFF

MARY JO ADGATE • *Program Manager*
PAULA CALLEN • *Building the Safety Net Project Director*
ROMY FITSCHEN • *Fiscal Director*
ANGELITA VELASCO GUNN • *Associate Director*
KATHLEEN HAGENIAN • *Executive Policy Director*
DUSTIN HARTIGAN • *Technology and Operations Director*
SARAH JAROUS • *Events Coordinator (Database Management Assistant)*
MARY KEEFE • *Executive Director*
DAVID LANGDON • *Database Management Assistant*
TAMMY LEMMER • *Program Manager*
MELISSA LIMON FLEGLER • *Resource Center Coordinator*
JANINE MANDEVILLE • *Accounting Assistant*
CHERYL ROGERS • *Director, Nonprofit Legal and Management Assistance Project*
CHÉREE THOMAS • *Program Manager*
ANGIE PARKHURST • *Program Services Assistant*
LISA WINCHELL • *Policy Specialist / Executive Administrative Assistant*
JANIS WILSON • *Program Manager*



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Program Director

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Lori Jump

Program Manager

Sault Saint Marie Tribe of Chippewa Indians

Member-at-Large

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Executive Director

Cadillac Area OASIS/Family Resource Center

Member-at-Large

Ortencia Ruiz Bos

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