



AMERICAN SIGN LANGUAGE TEACHERS ASSOCIATION

Face-to-Face Board Meeting Minutes July 31, 2018 - August 3, 2018

1) Tuesday, July 31

- Board member travel day to San Diego, CA.
- Board members checked-in at the rental house (925 Paseo la Cresta, Chula Vista, CA 91910) at 3:00 p.m. PST.
- Board members ate dinner and shopped for groceries.

Roll Call

Janice Smith-Warshaw, President

Jason E. Zinza, Secretary/Acting Treasurer

Lorraine Flores, Professional Development Chair

Amy June Rowley, Evaluation Chair

Unable to attend:

James Wilson, Vice President

Beatrice Pfaff, Chapters/Bylaws Chair

David Martin, Communications Chair (Standing Committee)

Lisa Godfrey, ASLHS Coordinator (Standing Committee)

Kristine Hall, 2019 NPDC Chair

Meeting Called to Order at 8:30 pm PST

- Reviewed agenda for Wednesday.
- Discussed concerns brought up by Conference Chair Hall regarding negative social media activity on conference-related posts.
- Outlined scope of work day schedule: 9:00 am - 9 pm, with breakfast, lunch, and dinner breaks as needed.

Meeting Adjourned at 9:45 pm PST

2) Wednesday, August 1

1. Roll Call

Janice Smith-Warshaw, President

James Wilson, Vice President (joined via Zoom video conference at 10:00 a.m. PST)

Jason E. Zinza, Secretary/Acting Treasurer

Lorraine Flores, Professional Development Chair

Amy June Rowley, Evaluation Chair

Unable to attend:

Beatrice Pfaff, Chapters/Bylaws Chair

David Martin, Communications Chair (Standing Committee)

Lisa Godfrey, ASLHS Coordinator (Standing Committee)

Kristine Hall, 2019 NPDC Chair

2. Meeting called to order at 9:08 am PST

Topic 1: Review of Evaluation Program

President Smith-Warshaw asked Evaluation Chair Rowley to share an overview of the Evaluation program's history leading to the current challenges.

a) Financial Challenges

- Evaluation program income is not steady, yet expenses are constant on a monthly basis. There are sudden jumps in income, usually toward the end of the year. This makes budgeting for program needs difficult.
- Secretary Zinza presented Evaluation program income / expense totals for each of the last 3 years **[see Chart #1 on Page 5]**. Evaluation is experiencing a consistent deficit of between \$1,700 - \$4,000 every year. Fortunately, the Evaluation program is reducing its deficit amount each year. **NOTE: As of 8/4/18, the Evaluation program moved into the black for 2017-2018.**
- To avoid incurring bank charges, the Evaluation account must maintain a \$2,000.00 balance each month, yet is often running at a deficit (particularly in the first half of the year). Funds are transferred from the ASLTA main account to the Evaluation account when needed to ensure that balance is maintained.
- As of 8/1/18, the Evaluation program has been loaned a total of \$10,000.00 from the ASLTA main account over the past 3 years.
- Each August 31, the Evaluation program is given \$10.00 per certified member to help defray Evaluation program costs. However, this amount is then taken back into the ASLTA general account to pay back a portion of the outstanding \$10,000.00. This means the Evaluation program is consistently running in the red, since it is not able to

build up savings, and the cycle repeats itself of needing to borrow money from the main account again.

- Evaluation fees will increase, effective September 1, 2018. The increase is modest but is on track to ensure the Evaluation program is self-supporting.
- Discussed the challenge of maintaining the Evaluation Assistant, given the lack of consistent revenue. Current income does not provide for a way to increase the monthly service fee, as was motioned and tabled earlier this year. Would like to revisit this topic at a future date to see whether an increase in the assistant's fees is affordable.
- Discussed issuing a charge-off of the Evaluation program debt, which means the debt would be forgiven and the Evaluation program not expected to repay the main account the outstanding balance of \$10,000.00. Board agreed that releasing the Evaluation program from this cycle is the most effective way of rebuilding financial stability.

MOTION #2018-66: I, James Wilson, move that ASLTA charge off the outstanding debt held by the Evaluation Program in the amount of \$10,000.00, loaned to it from the ASLTA general account.

Seconded: Lorraine Flores

Vote: Passed

MOTION #2018-67: I, Lorraine Flores, move that the Board revisit Motion #24, specifically the section regarding the Evaluation Assistant's monthly service fee, within one year of today's date.

Seconded: Jason E. Zinza

Vote: Passed

ACTION ITEM: Amy June Rowley to send Jason Zinza the increased Evaluation item costs, in order to update the prices listed on the website.

b) Certification Challenges

- Members pursue ASLTA certification at lower numbers than needed to sustain the program.
- Most certification applicants have clear gaps in pedagogical knowledge (e.g., teaching philosophies) that impacts success rates.
- Additional resources to address basic, foundational knowledge need to be developed and geared toward addressing known gaps in applicant knowledge.
- Access to the required coursework (ASL Literature, Deaf Culture, and ASL Linguistics) remains an obstacle for many interested in certification. Amy June Rowley will work closely with conference chair Kristine Hall to identify sessions at the 2019 conference that will help people pursuing certification.
- Amy June Rowley would like to post example work samples on the ASLTA website for people interested in certification to be able to review and study. These samples would be placed in the members-only section currently being developed. In many cases, confusion

over what a work sample should look like and its content leads some applicants to fail the certification process. Sharing this type of resource will help reduce the number of fails while increasing understanding of expectations. Of particular need is the teaching demo sample.

- The workload required to manage the Evaluation program is a heavy burden. It is not possible to sustain the program without the help of the Evaluation assistant.
- To achieve financial solvency, the Evaluation program needs to see certification numbers reaching upwards of 40 individuals being certified each year. This will be a challenge, particularly among our K-12 membership which views ASLTA certification as additional to state-issued certification options.
- ASLTA certification should be marketed as a way for non-native or hearing ASL teachers to earn respect from native ASL teacher peers. ASLTA needs to improve its handling of this divisive issue better.
- Discussed ways to encourage more people to become certified. Board devised a mentoring plan (see section C).

ACTION ITEM: Identify, gather, or create sample videos certification applicants can view as a guide.

ACTION ITEM: Social media hashtag campaign: #getcertified. Have members create a variety of short videos explaining why ASLTA certification is important or valued; why someone should get certified; celebrating someone who earns certification, etc.

ACTION ITEM: Develop a FAQ document addressing certification questions and post it on the website.

c) Evaluation Mentoring Program

- Evaluation office works with the Professional Development chair.
- A certification applicant who fails the process is referred to PD. PD pairs the applicant with a certified mentor. Mentors work with the applicant on re-applying, by focusing on the weak areas that were identified in the first application.
- Individuals who serve as mentors can use that service to fulfill their certification renewal requirements.

ACTION ITEM: Develop a pilot mentoring program. This includes:

- Develop mentor training resources.
- Develop a mentoring pilot plan and process.
- Pilot the plan with one mentor / mentee.
- Will need to train mentors on how to effectively work with mentees.
- Revisit the discussion to examine whether the pilot was successful and if it should be continued, expanded, and more fully developed.
- Amy June Rowley and Lorraine Flores to collaborate on this initiative.

d) Additional Ideas / Comments

- Closing the Evaluation account would avoid the constant monitoring and transferring of funds to maintain the \$2,000.00 minimum balance.
- Evaluators do not have an established requirement to submit invoices on a timely basis.
- Amy June Rowley would like to shift videophone communications access from her personal home / work numbers to one provided by ASLTA.

ACTION ITEM: Jason E. Zinza to provide Amy June Rowley with the unassigned Convo videophone number.

Chart #1: Evaluation Program Deficits

Evaluation Account

Office Assistant: ~~\$ 12,000 / year~~
9,600 / year

Evaluators : \$ 1,980.00 (2018)
\$ 1,106.00 (2017)
\$ 3,620.00 (2016)

Supplies :
mailing \$ ≈ 500 / year

Income & Expenses		ASLTA Support	+ / -	
	Income	Expenses		
2017-2018:	\$ 10,065.72	\$ 9,531.46	\$ 3,000.00	- \$ 2,445.74
2016 - 2017:	\$ 16,754.84	\$ 15,525.63	\$ 3,000.00	- \$ 1,760.79
2015 - 2016:	\$ 26,756.75	\$ 22,560.24	\$ 9,000.00	- \$ 4,803.49

Topic 2: Outstanding Motions (2003 - 2018)

President Smith-Warshaw is concerned that motions passed by members during general business meetings at the conferences have not been fulfilled by various Boards. To develop a clearer understanding of this issue, Secretary Zinza created a document listing all motions made at conferences and in Board meetings since 2003.

- Each motion was read and discussed, and determined to be either Closed or Live.
- Closed = was already acted on / completed / moot.
- Live = the current Board needs to address the motion.
- The current "Live" motions will be discussed in subsequent Board meetings.
- **29 Live motions.**
- **330 Closed motions.**
- The list of motions is in the Google Drive "Motions Tracker" file.

ACTION ITEM: Need to address the issue of motions presented at conferences without volunteer involvement. Example: Member submits a motion that requires a considerable amount of work involving a committee, yet does not volunteer to serve on that committee. Would like to see a revised process:

- Member makes a motion for consideration. If the motion is accepted, the member who sponsored the motion automatically becomes a member of the committee responsible to fulfill the motion.
- Alternate idea: Require 1-3 co-sponsors of each motion. That becomes a ready-made committee to begin work on the motion immediately.

Meeting Adjourned at 7:15 pm PST

3) Thursday, August 2

1. Roll Call

Janice Smith-Warshaw, President

James Wilson, Vice President (joined via Zoom video conference at 9:00 am PST)

Jason E. Zinza, Secretary/Acting Treasurer

Lorraine Flores, Professional Development Chair

Amy June Rowley, Evaluation Chair

Beatrice Pfaff, Chapters Chair (arrived in San Diego last night due to the death of a family friend)

David Martin, Special Committee: Communications (joined via Zoom video conference at 10:15 am PST)

Unable to attend:

Lisa Godfrey, ASLHS Coordinator

Kristine Hall, 2019 NPDC Chair

2. Meeting called to order at 9:09 am PST

Topic 3: ASLTA Finances & Budget Report

President Smith-Warshaw asked acting Treasurer Jason Zinza to give an update on ASLTA's finances and budget (see Chart #2).

- Ending the 2017-2018 fiscal year with a surplus of approximately \$3,000.00+.
- An end-of-fiscal-year financial report will be posted August 31, 2018 to the website.
- Beginning July 1, income has been coming in from conference registration fees.
- Membership renewals have begun, so those who renew between July 1 and August 31 get a "grace period" membership.
- The large number of membership renewals and conference registrations, along with end-of-year payments for ASLHS materials, has caused a bookkeeping backlog. Maria is inundated with processing receipts, so account balances are about a week behind.
- Chart #2 (see Page 8) lists current balances. Note: Approximately \$7,000 currently in the main checking account needs to be processed, with most of it going to the NPDC and Evaluation accounts. The ASLHS account will decline in value after \$12,000.00 in scholarship checks are sent to students in late August.
- Concern: There is a large discrepancy in the NPDC account. The bank balance is \$7,907.49, but the balance in QuickBooks shows \$667.26. Maria and Jason have been investigating this discrepancy without a clear resolution yet. Essentially, the bank says there is more money in the account than QuickBooks says is available, so this needs to be resolved quickly.
- There is a need for a new membership category of RETIRED. This would not affect the budget since retired individuals do not pay dues (since they stop being a member of ASLTA). This would encourage those with experience to remain involved with the Association.
- Concern: Would like ASLTA to set aside funds where possible in 2018-2019 to cover the down payment costs for the 2021 conference.
- Concern: If the conference does not fill the pledged block of rooms at the conference hotel, ASLTA will have to pay a fee of \$65,000.00. It is essential we fill this block of 125 rooms.
- Concern: The conference budget is based on 500 attendees. If 350 members register, that is a loss of \$67,500.00.

ACTION ITEM: President Smith-Warshaw will contact Bank of America to obtain statements from the NPDC account and see what outstanding charges (uncashed checks, for example) might account for the discrepancy.

ACTION ITEM: Secretary Zinza will continue working with Maria to understand the NPDC account. Will contact ASLTA's CPA for guidance.

Chart #2: ASLTA Account Balances

A handwritten list of ASLTA accounts and their balances on a piece of paper. The title 'ASLTA Accounts' is underlined. The list includes various accounts with their respective dollar amounts. Some items have additional notes in red ink. A total of \$65,000.00 is written in red. The last item, 'Registration Income (350)', has a balance of \$157,500.00 and is marked as 'Shortfall'.

Account	Balance	Notes
Main Checking	\$ 60,808.93	
NPDC	\$ 7,907.49 / 667.26	
Standards	\$ 4,003.05	
ASLAS	\$ 51,619.69	\$12,000 scholarships
Evaluation	\$ 3,967.89	
Schwab	\$ 48,538.43	
Schwab Money Market	\$ 16,483.18	
L1 Fund	\$ 6,636.24	Restricted until \$10,000
L2 Fund	\$ 3,650.37	
Riggs Fund	\$ 6,169.61	
Hotel obligation	\$ 65,000.00	
Registration Income (350)	\$ 157,500.00	Shortfall

Topic 4: Technical / Website Development Update

- Amy June Rowley would like to see a folder on the Google Drive where all shared documents are located. There is the sense that documents are difficult to find, need to be easily shared and accessed, etc.
- There is a challenge to separate one member's personal ASLTA membership from his / her ASLTA chapter membership. For example, Sarah Member pays her personal membership to ASLTA. She is also the President of an ASLTA chapter. She can't pay the chapter dues because the system thinks she has already paid her dues. The proposed solution: When a chapter officially forms, it will be given an ASLTA domain email address. Example: marylandchapter@aslt.org, etc. This way, anybody from the chapter can log in to the ASLTA website and pay dues without having to use their personal membership account. If there is a change in chapter leadership, the Chapters Chair can easily change the account password and assign it to the new chapter leader. This is the best solution to the problem, according to the website developer.

MOTION #2018-68: I, Amy June Rowley, move that ASLTA establish unique email addresses for each ASLTA chapter for reliable account access.

Seconded: James Wilson

Vote: Passed

ACTION ITEM: Secretary Zinza to look into creating a shared folder of important documents on the Google Drive, in addition to everybody's individual folders.

Topic 5: Riverside Discussion

The Board drove to Riverside, California, to address an issue with the core conference committee members (Christy Lively and Jennifer Dans Willey) and Kristine Hall, NPDC Chair. It was decided that the issue was urgent and substantial enough to warrant disrupting the Face-to-Face Board meeting agenda. Board members drove to Riverside, met with the core conference committee members, and successfully resolved the issues. Not having done so would have impacted the joint work day on Saturday, August 4, when the entire conference committee was scheduled to present its work to the Board at the rental house in Chula Vista.

Meeting Adjourned at 10:30 pm PST

4) Friday, August 3

1. Roll Call

Janice Smith-Warshaw, President
Jason E. Zinza, Secretary/ Acting Treasurer
Lorraine Flores, Professional Development Chair
Amy June Rowley, Evaluation Chair
Beatrice Pfaff, Chapters/Bylaws Chair

Unable to attend:

James Wilson, Vice President
David Martin, Communications Chair (Standing Committee)
Lisa Godfrey, ASLHS Coordinator (Standing Committee)
Kristine Hall, 2019 NPDC Chair

2. Meeting called to order at 8:15 am PST

Topic 6: ASLTA-ASLHS Memo of Understanding (MOU)

The ASLHS Board submitted their draft of the proposed Memo of Understanding (MOU) to govern the relationship and responsibilities of ASLHS and ASLTA. The ASLTA Board reviewed and discussed each point, and made some counter-suggestions. There are 7 suggestions from ASLTA to ASLHS.

MOU document here:

https://docs.google.com/document/d/1TXFFmh_sVwXrsLxEpRIImqWSzdAEmGznVKDYSJHxYrk/edit?usp=sharing

ACTION ITEM: Secretary Zinza to ask ASLTA's CPA to examine the legalities associated with program closure / disassociation and share that information with the ASLTA Board.

ACTION ITEM: James Wilson will be responsible to contact ASLHS to continue the MOU process.

ACTION ITEM: Lisa Godfrey has resigned her position as national coordinator of the ASL Honor Society. Her replacement is Christine Sharkey, who will begin serving on the ASLTA Board as of August 19, 2018.

Topic 7: Bylaws Issues

- a) The Board sees the need to expand the Association's membership categories. Would like to include:

Retired

- A *retired* membership level would serve those members who have ASLTA certification but are no longer teaching. The directory would look like: Sarah Teacher (retired, certified). This member would have no vote and not pay dues. If the person wanted to vote, then membership would have to be maintained at the Associate level.

- b) ASLHS MOU may require ASLTA Bylaws modifications.

- The ASLHS seeks to ensure program continuity, and being included in the ASLTA Bylaws provides that stability.

- c) 2015 Bylaws.

- The goal of the current Bylaws committee is to revise the 2003 bylaws to be closely modeled on the 2015 version.

- d) Bylaws committee member commitments

- Discussed the weak commitment exhibited by some committee members towards their obligations. Poor communication or responses from members seem to be delaying Bylaws committee momentum.

- e) Standing Committee Members

- High priority is adding the special / standing committee positions (e.g., Communications) to the Bylaws, so that position has a vote and voice on the Board.

ACTION ITEM: Need to clarify whether a non-member may join an ASLTA committee. Referred to Vice President Wilson, since this is an IPPG issue.

ACTION ITEM: Vice President Wilson to search his Google Drive records for the Bylaws committee member's signed confidentiality forms.

Topic 8: Grievance Policy Development

There is a clear need to develop a grievance policy to ensure grievances are handled properly, promptly, and fairly.

- Dr. Cynthia Sanders earlier agreed to serve as chair of a Grievance Policy development committee.
- She will need to create a committee of certified ASLTA members, who will be responsible to develop a draft of grievance procedures.

- Possible types of grievances:
 - a. Non-member vs. Certified ASLTA member
 - b. Board member vs. Certified ASLTA member
 - c. Certified member vs. Board
 - d. Outside entity vs. Certified member
 - e. Board member vs. Board member
- Will need to establish some type of “ethics oversight” committee who will be responsible to handle investigations / allegations of wrongdoing.
- Need to resolve: What if a person serving on the ethics oversight committee is the subject of a complaint?
- Ask the committee to develop a timeline of development due dates and completion targets.

ACTION ITEM: Janice Smith-Warshaw and James Wilson to follow up with Dr. Cynthia Sanders to confirm her interest in leading the committee. If affirmative, she needs to sign ASLTA’s confidentiality agreement prior to moving forward with forming a committee.

Topic 9: ASLTA Website Content

- Chapters Chair and Secretary Zinza completed the chapters profile page on the website.
- Evaluation Chair Rowley would like to see certification assistance content available only to members.
- Can include voting functionality in a members-only section, which could be very convenient for members and ASLTA.

ACTION ITEM: Board needs to complete this discussion, regarding content in the members-only section of the website.

Topic 10: Board Site Visit of Conference Hotel

- Visited the hotel and surrounding area where the 2019 conference will be held.

Meeting Adjourned at 8:00 pm PST

5) Saturday, August 4

1. Roll Call

Janice Smith-Warshaw, President
Jason E. Zinza, Secretary
Lorraine Flores, Professional Development Chair
Amy June Rowley, Evaluation Chair
Beatrice Pfaff, Chapters Chair
Kristine Hall, Conference Chair
Christy Lively, Finance Chair
Jon Savage, Social Media Chair
Holly Savage, Assistant to Social Media Chair
Brad Cohen, Exhibits Chair
Joy Maisel, Youth Program Chair
Erin Oleson Dickson, Entertainment Chair
Lisa Hermatz, Sponsorship Chair
Jennifer Dans Willey, Conference Secretary

Absent:

James Wilson, Vice-President
David Martin, Standing Committee: Communications
Lisa Godfrey, Standing Committee: ASL Honor Society
Tina Leonard, Volunteer chair
Keith Gamache, Professional Development Chair (excused due to illness)
Joel Garcia, Registration chair
Adam Frost, Hospitality chair
Garrett Bose, position?

2. Meeting called to order at 9:15 am PST

President Smith-Warshaw called the joint meeting of the ASLTA Board and 2019 Conference Committee members to order. Introductions were made, ground rules established for communication, and the day's agenda was set. President asked the entire conference committee members to sign the confidentiality and professional conduct via Google Form immediately before they proceeded with the meeting today.

The ASLTA Board met to develop the 2018-2019 ASLTA budget and complete some remaining topics.

The Conference Committee met to prepare their presentation to the Board.

Topic 11: ASLTA Relationship with CIT

- Multiple motions that were passed by members and / or Board have a clear mandate that ASLTA and CIT should explore developing a stronger partnership.
- Little substantial effort has been taken regarding these motions in recent years.

ACTION ITEM: Janice Smith-Warshaw to contact CIT via email and letter to initiate the communication process and begin exploring partnership ideas.

Topic 12: Evaluation

- Will enforce the policy regarding refunds for certification candidates, to be limited to 60 days. Refund requests must be submitted no later than 60 days after payment is received. Rationale is that after 60 days, it is likely that candidates have received sensitive certification information and thus have progressed too far into the process for there not to be a financial penalty.
- Evaluation chair is interested in exploring an alternative pathway to ASLTA certification. The initiative would target those ASL teachers with many years' experience teaching ASL, but who do not have a B.A. degree (as currently required for applicants).
- Suggested alternative: No B.A. degree, but 20 years' experience teaching ASL.

ACTION ITEM: Amy June Rowley to explore development of the proposed alternative pathway to ASLTA certification.

Topic 13: 2018-2019 ASLTA Budget

- Please refer to the proposed 2018-2019 budget.
- Board developed the proposed budget together by identifying spending priorities.
- \$12,500.00 is intentionally set aside for the 2021 ASLTA NPDC (this is half of the hotel deposit).
- Setting aside funds to rebuild long-term savings is included in the budget, and will be acted upon towards the end of the 2018-2019 fiscal year, depending on Association revenue.
- Spending was broken into 3 categories:
 - REQUIRED (Bookkeeper, insurance, etc.)
 - DESIRED (would like to have)
 - PARKING LOT (hold off and revisit in the future)
- Working budget for 2018-2019 is \$89,000.00 (based on 2017-2018 results).
- ASLTA has a surplus of approximately \$4,000.00 from 2017-2018.

MOTION #2018-69: I, Beatrice Pfaff, move that the Board untable Motion #2018-12 from 1/21/2018, providing for payment to those who served as parliamentarians to the Board.

Seconded: Amy June Rowley

Vote: Passed

MOTION #2018-70: I, Lorraine Flores, move that the Board amend Motion #2018-12 and pay \$500.00 to Joshua Beckman and \$250.00 to Leslie Greer in recognition of their parliamentary advice.

Seconded: Beatrice Pfaff

Vote: Passed

MOTION #2018-71: I, Jason E. Zinza, move that ASLTA purchase two 13-month Zoom Pro accounts using surplus funds from the 2017-2018 budget, to expire in August 2019, for a cost of \$389.74. The two accounts will be used for ASLTA business (Evaluation, Bylaws meetings, and General Board Meetings).

Seconded: Beatrice Pfaff

Vote: Passed

MOTION #2018-72: I, Amy June Rowley, move that ASLTA pay GoReact \$500.00 from the Evaluation budget to host certification portfolios.

Seconded: Jason E. Zinza

Vote: Passed

MOTION #2018-73: I, Beatrice Pfaff, move that ASLTA support the Conference of Interpreter Trainers (CIT) conference with a \$1,000.00 donation.

Seconded: Lorraine Flores

Vote: Passed

MOTION #2018-74: I, Lorraine Flores, move that ASLTA support the ASL Round Table (ASLRT) conference with a \$1,000.00 donation.

Seconded: Beatrice Pfaff

Vote: Passed

Topic 14: 2019 ASLTA Conference Presentation

Conference Chair Hall and Committee shared information about the conference, including budget, entertainment, food options, etc.

Note: Secretary Zinza missed a lot of the presentation to assist President Smith-Warshaw with the situation which interrupted by the brother of the rental house owner that required the police officer's intervention.

Topic 15: Unresolved Topics

By the end of the Face-to-Face meeting, the Board had not resolved these topics:

- **Membership Drive**
- **Fundraising / Grants**
- **Standing Committees (new ones)**
- **ASLTA website content**

Meeting Adjourned at 10:45 pm PST

Meeting Minutes respectfully submitted by Secretary Jason E. Zinza

Future meetings:

August 19, 2018 at 7 pm EST

September 9, 2018 (in lieu of September 2 / Labor Day) at 7 pm EST

September 16, 2018 at 7 pm EST

September 30, 2018 at 7 pm EST

October 14, 2018 at 7 pm EST

October 28, 2018 at 7 pm EST

November 11, 2018 at 7 pm EST

December 2, 2018 (in lieu of November 25 / Thanksgiving) at 7 pm EST

December 16, 2018 at 7 pm EST