

TRACKS

U.S. Postage Paid
Presort Standard
Anniston, AL 36201
Permit No. 326

Address Service
Requested

Volume 31, Number 20250

Anniston Army Depot, Alabama

November 14, 2019

Learning to facilitate change 19 graduate in first Lean Yellow Belt training at ANAD in six years

by Jennifer Bacchus

ANAD PAO

"I'm learning there is a lot more to Lean than I thought," said Lynn Barclay, a heavy mobile equipment repairer at Anniston Army Depot.

Barclay and 18 other students from various directorates and organizations throughout ANAD were part of the first Lean Facilitator Certification Training class, also known as Yellow Belt, at ANAD since 2013.

This certification will allow the students to facilitate lean events for their respective organizations.

Most of the students knew the basics of Lean - they knew it concerned process optimization and the goal was to make work more efficient and less wasteful.

Through the Lean Six Sigma projects they facilitated during their training, they can now see the potential impact more efficient processes can have.

"We found in this shop we were able to save one hour per person, per day," said Amanda Ford.

Ford, who works for the Directorate of Production Engineering, added the time savings could potentially save ANAD \$3.3 million in three years.

The class held two Rapid Improvement Events in one of ANAD's component shops - primarily focusing on the flow of products into and out of the shop and looking at the areas where that flow slows or stops.

For Josh Holcomb, a supervisor in Small Arms, it was astonishing to see the amount of lost time which could occur in a shop as the result of waiting for parts or movement of products.

The team received input, each step of the way, from employees in the shop. They quickly learned how important that input was.

"Lean can be successful, but it really is a culture change," said Ford. "Everyone has to buy into it, even upper management."



U.S. Army Photo by Jennifer Bacchus

Students in Anniston Army Depot's Lean Facilitator Certification Training class learn some of the concepts of process improvement by looking at parts issues during an exercise.

The team saw a large boost in morale throughout the shop after holding a 6S project - cleaning, straightening and organizing the work areas.

Clearing out unused and unneeded furniture and other items enabled the employees to see across the shop and gain a better understanding of what was there and what needed to be moved or worked on.

"It helped us identify other areas that needed attention," said Barclay. "There's always room for improvement, regardless of

where we are at."

"There is always a better process," agreed Holcomb.

There are two Lean Facilitator Certification Training classes scheduled for 2020.

"After certificate of coursework completion, the students are Yellow Belt Candidates until they complete facilitation of one of the event types they learned about during this course," said Aaron Parris, a process improvement specialist for ANAD and the class instructor.

CO Town Hall Nov. 20

Col. Marvin Walker will hold a Town Hall meeting Nov. 20 at 7:05 a.m. in Bldg. 143. Employees are encouraged to attend or view it live on LAN Channel 21.

The Town Hall will be rebroadcast at 10:30 a.m., noon, 2 p.m., 4:30 p.m., 10:30 p.m., midnight and 2 a.m.

INSIDE TRACKS

GAP update

The new fiscal year has begun. See the first GAP update of FY2020. See info on page 4.



Veterans Day ceremony

ANAD held its annual Veterans Day ceremony Nov. 7 at the Physical Fitness Center.

See article on page 2.



Gift giving guidelines

Do you know the rules for giving a gift to a co-worker, supervisor or someone else at work? See article on page 3.

ANAD ceremony honors Veterans

by Jennifer Bacchus

ANAD PAO

Anniston Army Depot held its annual Veterans Day Ceremony Nov. 7 in the Physical Fitness Center.

The event featured an essay written by Coldwater Elementary School fourth grader Kaydence Colson, a performance by the Marion Military Institute's White Knight Drill Team and remarks from Lt. Col. Martin Wennblom, the commander of DLA Distribution Anniston.

Colson's essay brought the crowd to their feet as she detailed why Veterans are special.

"They leave their families to fight for our country. They put our needs before theirs," she said, adding that a selfless purpose drives those who serve their nation.

"They serve their country not because of something they have been promised. Veterans put their lives in danger just for this country," said Colson.

During Wennblom's remarks, he detailed the life of one of those special Veterans.

Maj. Cleveland Abbott was born in South Dakota in 1892, two years after his parents had moved there from Alabama.

Wennblom detailed his high school and college athletic abilities – how he excelled in multiple sports, including football, basketball and track.

Following his college graduation in 1916, he was hired by the Tuskegee Institute as the football coach and dairy instructor.

In 1917, Abbott joined the Army and served as a 1st lieutenant in the 366th Infantry, 92nd Division.

"He saw action in the Meuse-Argonne Offensive in 1918. Meuse-Argonne was the principle invasion of the U.S. Expeditionary Force during WWI. It was one of the series of Allied attacks known as the 100 Days Offensive, which brought the war to an end," said Wennblom.

Abbott was the one who carried the message of the Armistice on Nov. 11, 1918, from his colonel to the troops.

After the war, Abbott returned to teaching and coaching, a profession he also passed to his daughter Jessie Ellen, who in 1943 became the first coach of the women's track team at Tennessee State University.

Wennblom detailed the accolades Abbott's life received – the Olympians he coached, halls of fame he was inducted into, the facilities which now bear his name and the lives he touched.

"Not all accomplishments are the same, but there is an action we can all take. We can carry a grateful heart and work hard each day to deserve the freedoms we have," said Wennblom.



U.S. Army Photos by Mark Cleghorn

The White Knights Drill Team from Marion Military Institute perform during Anniston Army Depot's Veterans Day Ceremony Nov. 7 at the Physical Fitness Center.



Kaydence Colson, a fourth grade student at Coldwater Elementary School, reads her essay regarding what Veterans Day means.



Lt. Col. Martin Wennblom, commander of DLA Distribution Anniston, was the keynote speaker for ANAD's Veterans Day Ceremony.

TRACKS

This Army newspaper is an authorized publication for members of the DOD. Contents of TRACKS are not necessarily the official views of, or endorsed by, the U.S. Government or the Department of the

Army. The editorial content of this publication is the responsibility of the Anniston Army Depot PAO.

Printed by Consolidated Publishing, a private firm in no way connected with the U.S. Government, under exclusive written contract with Anniston Army Depot.

The editorial office is located in the Abrams Build-

ing, Room 358, telephone 256-235-6281. TRACKS invites comments and contributions from its readers. Address email to: usarmy.anad.tacom.list.publicaffairs@mail.mil and mail to: Editor, TRACKS, TAAAN-SCO, 7 Frankford Avenue, Anniston, AL 36201-4199. DEADLINE days are Thursdays preceding date of publication. Circulation: 3,500.

Postmaster: Send address changes to TRACKS, PO Box 2285, Anniston, AL 36202.

Commanding Officer.....Col. Marvin Walker
Public Affairs Officer.....Clester Burdell
Editor.....Jennifer Bacchus
Photographer.....Mark Cleghorn

Rules for giving, receiving gifts

by Aundrea Snyder

ANAD Legal Office

It's the season when many people celebrate by giving gifts to family, friends, and coworkers.

However, federal employees must remember that ethical rules control what gifts can be offered and received.

What is a gift?

Anything with a market value may be considered a gift. Examples of gifts include any gratuity, favor, discount, entertainment, loan, meal, transportation, an invitation to an event or service.

A direct gift is given to the federal employee.

An indirect gift is given with the employee's knowledge to his/her parent, spouse, sibling, child, dependent relative or a member of the employee's household because of that person's relationship to the employee.

An indirect gift may also include a donation to another person or charity at the federal employee's designation, direction or recommendation.

There are exclusions and exceptions to the gift rules. For example, modest items of food and non-alcoholic refreshments that are not offered as a part of a meal are gift exclusions.

Who is the gift-giver?

The identity of the gift-giver is important because it determines which rules, exclusions and exceptions may apply.

Between employees: There are no legal restrictions on gifts given between non-supervisory employees or coworkers; however, common sense (and good taste) should always apply.

Federal employees may not accept a gift from a subordinate or an employee receiving less pay unless there is a personal, non-supervisory relationship.

Prohibited sources: Federal employees generally cannot accept gifts from prohibited sources.

Generally, a prohibited source is any person who is seeking official action by the employee's agency or does business or seeks to do business with the employee's agency or whose interests may be substantially affected by the performance or nonperformance of the employee's official duties.

Contractor employees are a common example of prohibited sources here at ANAD.

A federal employee shall not accept a gift that is given because of the employee's official position.

In other words, if the employee is only re-



ceiving the gift due to his/her status, authority or duties associated with his/her position, the employee should refuse to accept the gift.

Of course, there are exceptions to the above rules.

For example, gifts based on bona fide personal relationships are allowed.

However, gifts based on personal relationships must be from an individual and not an organization.

Also, supervisors may accept food and refreshments shared in the office and may share in the expenses of an office party.

What is the value of the gift?

On an occasional basis, including traditional gift-giving situations, supervisors may accept gifts (other than cash) with a value of \$10 or less from a subordinate.

Special events (for example, birth of a child, marriage) allow an appropriate gift valued more than \$10, but holiday gifts are not an exception.

Federal employees may accept gifts (other than cash) not exceeding \$20 in value from a prohibited source, as long as the total amount of gifts from that source does not exceed \$50 for the year.

This is referred to as the "20/50 Rule."

Wrapping up

The guidance provided in this article only touches on common situations which occur during the holiday season.

Always remember gifts must truly be given voluntarily and not give the appearance of improper influence or unprofessional relationships.

If you have any questions regarding gift-giving and receiving, call the legal office at 256-235-6518 and ask to speak to an ethics counselor.

CO tours Coldwater



U.S. Army Photo by Mark Cleghorn

Anniston Army Depot Commander Col. Marvin Walker tours Coldwater Elementary School, visiting with the students and teachers.

Steele speaks at school for Veterans Day



Courtesy photo

Lt. Col. Roshun Steele, commander of the Anniston Munitions Center, speaks to the children of Coldwater Elementary School during their Nov. 7 assembly regarding Veterans Day.

Plan ahead, don't drive after drinking

by Ronald Spencer

ANAD ASAP

This time of year, there are a lot of parties and gatherings. There may be a lot of alcohol around.

If you are going to consume alcohol and over indulge, if you get behind the wheel of a vehicle there is a high probability you will get arrested for driving under the influence.

Also, remember that if you drive while intoxicated or on drugs you may hurt yourself or someone else.

When that happens, it's too late to go back and change your behavior.

Someone may be dead or hurt and it's too late.

Give up your keys at the beginning of the night if you know you will be drinking.

In addition to being intoxicated with alcohol, you can become intoxicated with drugs – both illegal drugs and prescription drugs.

There are many drugs which can make you drowsy. If you decide to drive while on those medications, they will impair your motor skills and perception in much the same way alcohol can.

Know how your medications interact with each other. Certain combinations of drugs, even over-the-counter medications, can also impact cognitive skills.

Sometimes, those who are over-medicating or who are drinking to excess do it to mask depression.

The holidays can often bring painful memories. During this time, we remember the parent who passed away or the family member who passed away.

This can set us up for a deep depressive episode.

Some people really need help to get through this time of year.

Be aware of behavior changes that are not normal. If someone is usually gregarious, but they become isolated, it may be a sign of depression.

If you suspect a co-worker is depressed or has a substance abuse problem, speak to your supervisor so they can contact the Army Substance Abuse Program and get assistance before it's too late.

ASAP can be reached at Exts. 3379, 6294 or 3182. During night shift or on weekends, call 256-624-7061.

GAP update

For eligible personnel to receive the maximum FY20 GAP payout, all metrics must be met. Everyone must do their part each day to achieve these goals, which are attainable and important in executing ANAD's mission.

Productive Yield:

Direct Productive Yield:

Greater than 1,600 – \$250

1,579-1,600 – \$187.50

1,557-1,578 – \$125

1,534-1,556 – \$62.50

Less than 1,534 – \$0

Current hours – 1,668

Current payout – \$250

Indirect Productive Yield:

Equal to or greater than 1,702 – \$250

1,683-1,701 – \$187.50

1,663-1,682 – \$125

1,642-1,662 – \$62.50

Less than 1,642 – \$0

Current hours – 1,727

Current payout – \$250

Performance to Promise:

98-100 – \$500

94-97 – \$375

90-93 – \$250

Less than 90 – \$0

Current percentage – 99

Current payout – \$500

Net Operating Result:

NOR loss less than ~\$22.4M – \$500.00

NOR loss between ~\$22.4M and

~\$37M – \$375.00

NOR loss between ~\$37M and

~\$51.5M – \$250.00

NOR loss between ~\$51.5M and

~\$66M – \$125.00

NOR loss is greater than ~\$66M – \$0

Current loss – \$1.5M

Current payout – \$500

Continuous Process Improvement

100 percent of goal - \$500

80 percent of goal - \$375

60 percent of goal - \$250

40 percent of goal - \$125

Less than 40 percent of goal - \$0

Current percentage – 0

Current payout – \$0

CURRENT TOTAL: \$1,500



Courtesy photo

Drinking and driving could result in an arrest or could harm you or someone else. Use a designated driver when consuming alcohol.

ANAD participates in local parade



U.S. Army Photo by Jennifer Bacchus

Anniston Army Depot participated in the city of Anniston's annual Veterans Day parade Nov. 11 on Noble Street. During the parade, ANAD Commander Col. Marvin Walker rode in a Stryker vehicle along with depot employees.

Honoring Native American contributions

by Melissa Sigmund
ANAD EEO Office

November is designated as a time to reflect on the rich traditions and accomplishments, as well as the suffering and injustices, which mark the history of American Indians and Alaska Natives.

National American Indian Heritage Month recognizes American Indians for their respect for natural resources and the Earth, having served with valor in our nation’s conflicts and for their many distinct and important contributions to the United States.

This year’s theme is Honoring Our Nations: Building Strength Through Understanding.

American Indians and Alaskan natives have served our nation valiantly and with distinction in times of peace and war for over 200 years. Their past is one of great innovation and service.

Many have likely heard of the Hollywood film “Windtalkers”, which focused on the Navajo code talkers; however, many may not know about the 33 different tribes known to have had served as code-talkers.

During World War I and World War II, the U.S. military employed a number of American Indian servicemen to use their tribal languages as a military code that could not be broken by the enemy. These “code talkers” came from many different tribes, including Chippewa, Choctaw, Creek, Crow, Comanche, Hopi, Navajo, Seminole, and Sioux. During World War II, the Navajos constituted the largest component within that elite group, according to the Defense Equal Employment Management Institute

Bureau of Indian Affairs records state that more than 10,000 American Indians served in the U.S. Army and more than 2,000 in the U.S. Navy during World War I, though they were not yet considered to be U.S. citizens.

In 1924, the passing of the Citizenship Act made all Indians citizens without impairing their status



Image courtesy of the Department of Defense

The names of the 573 Indian and Alaskan federally recognized tribes maintained by the Bureau of Indian Affairs, Department of the Interior fills the entire background of the poster honoring National American Indian Heritage Month.

as tribal members. Nevertheless, few Indians were permitted to vote before the 1960s.

Currently, there are 573 Indian and Alaskan federally recognized tribes. For a list of federally recognized tribes go to: <https://www.federalregister.gov/documents/2019/02/01/2019-00897/indian-entities-recognized-by-and-eligible-to-receive-services-from-the-united-states-bureau-of>.

Each tribe has its own, unique history, beliefs, governance structure and culture.

Native American history is fraught with oppression and challenges, but is also rich in our patriotism and service.

It has been less than a life-time ago since American Indians were fully able to realize the right to vote in a nation for which they bled and sacrificed.

Let us recognize their contributions to our nation’s rich history and cultural diversity. As Americans, let us celebrate the first people to live on the land we value, love and hold dear.

Sources:

DEOMI: www.deomi.org
The Indian Citizenship Act: www.history.com/this-day-in-history/the-indian-citizenship-act
Native Voices: <https://www.nlm.nih.gov/nativevoices/index.html>

Stay safe throughout holiday season

by Lynn Mitchell

ANAD Safety Office

At any time of the year, but especially during the holiday season, we face hazards when we travel, when decorating our home and with food preparation.

With the holiday season, many of us will travel great distances to see family or friends and most of our travel will be done by automobile. Traveling by car is one of the most dangerous methods of transportation.

According to the National Safety Council, there were more than 40,000 deaths due to motor vehicle accidents every year from 2015-2018.



Here are some tips to get to your destination safely:

- Plan ahead and allow plenty of time to get to your destination.
- Prepare your car for the weather.
- Have an emergency kit in your car, including blankets for cold weather.
- Drive defensively – watch for those around you who may not be driving safely.
- Don’t text or talk and drive.
- Don’t drink and drive.

At home, we need to think safety as we are decking the halls.

- Be aware of which plants are poisonous and keep them out of reach of children and pets.
- Artificial trees should be fire resistant.
- Real trees should be trimmed two inches from the bottom when you prepare to bring them inside and should be watered on a daily basis.
- Use the correct lights and ensure they are plugged in correctly.
- Follow proper ladder safety rules when working outside.

When it comes time for the holiday parties, remember to follow food safety rules to keep everyone safe and well.

- Wash hands before preparing food and after handling raw meat.
- Don’t use the same cutting utensils or cutting boards for raw meat and produce.
- Keep track of how long food has been sitting out. A good rule of thumb is to never leave anything out for more than two hours.

According to the National Fire Protection Association, cooking is the leading cause of home fires. To view their tips for cooking safety, visit their website at www.nfpa.org/Public-Education/Fire-causes-and-risks/Top-fire-causes/Cooking.

ANAD assists with CES Red Ribbon Week

from Staff Reports

ANAD Public Affairs

Employees from Anniston Army Depot's Army Substance Abuse Program and Safety Office participated in Coldwater Elementary School's Red Ribbon Week presentation.

Boyd Scoggins from the depot's ASAP and Cotina Houston from Bradford Health Services shared information with the children about staying drug free.

Lynn Mitchell from the Safety Office shared Halloween safety tips.

U.S. Army Photo by Jennifer Bacchus

Boyd Scoggins speaks to Coldwater Elementary School students during Red Ribbon Week.



Choose to Lose begins Jan. 8

Anniston Army Depot's 2020 Choose to Lose competition will begin Jan. 8.

The competition begins with an initial weigh-in.

Participants are encouraged to use all the resources available to them through the Physical Fitness Center - a fitness trainer, resistance machines, cardio equipment, free weights and other forms of exercise and training equipment - as well as nutrition information.

Each Wednesday during the 10-week competition, participants will weigh in to see how much weight they have lost.



During the weigh-ins, they will be asked to participate in challenges to earn additional points.

The challenges can be physical - number of jumping jacks or speed in crossing the gym floor while doing lunges - or they may take the form of a quiz.

At the conclusion of the competition, the male and female contestants with the most points for their gender win \$200.

For additional information, contact Gerrad Slaton or Minnie Moore at 256-235-6385.

Christmas Cheer helps DHR, coworkers

Each year, Anniston Army Depot provides gifts for children in protective custody with the Calhoun County Department of Human Resources.

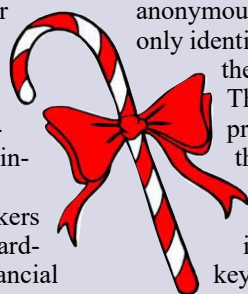
These gifts are distributed to the families by DHR case workers in time to be opened on Christmas.

For each child, employees are able to give gifts valued between \$175 and \$200.

Key people assist in coordinating assistance for these children and families.

Christmas Cheer also allows depot employees to sponsor installation families.

These are coworkers who experienced hardships and have financial needs.



Installation families are anonymous to contributors - only identified by a number and the family's situation.

They have been approved for the program through depot leadership.

For additional information, see your key person or call Boyd Scoggins at Ext. 3182.

Blood Drive Nov. 21



Anniston Army Depot's quarterly blood drive will be held at the Physical Fitness Center and DeSoto Entertainment Center Nov. 21 from 10:30 a.m. to 2:30 p.m.

Depot employees, tenants and contract employees are encouraged to donate. Remember, for every unit of blood collected up to three lives may be saved.

Note: Donors will be required to show personal identification before donating. A driver's license or Department of Defense identification card is acceptable.

American Red Cross

Physical Fitness Center

TIME

10:30 a.m.

11:30 a.m.

12:30 p.m.

1:30 p.m.

ORGANIZATION

Combat Vehicle Value Stream

DPM

ANMC

Manufacturing, Clean & Finish Value Stream

TMDE

DOIM

DLA

Powertrain Systems Value Stream

DPE

Component Repair & Weapons Value Stream

DES*

DRM

DPW

DeSoto Entertainment Center

TIME

10:30 a.m.

11:30 a.m.

12:30 p.m.

1:30 p.m.

ORGANIZATION

Combat Vehicle Value Stream

CPAC

Museum Supp. Center

Contractors

Manufacturing, Clean & Finish Value Stream

DRK

Powertrain Systems Value Stream

QAO

Anniston Contracting Office

Dear Clinic/IH

Component Repair & Weapons Value Stream

DES*

Command/Staff Offices

DCMA

DFMWR

**DES personnel can give at the time most convenient for them. For additional information, contact Stephen Hudgins at Ext. 3379.*

notes from around the TRACK

CFC supports local charities

The Combined Federal Campaign is the world's largest and most successful annual workplace charity campaign, with almost 200 CFC campaigns throughout the country and overseas raising millions of dollars each year.

Pledges made by federal civilian, postal and military donors during the campaign season will support eligible nonprofit organizations that provide health and human service benefits throughout the world.

Log into the donor pledging site: <https://cfcgiving.opm.gov/welcome> or contact your local CFC Outreach Coordinator for the complete CFC Charity List.

The 2020 CFC goes through Jan. 12, 2020.

Contact Shynta Gray at 256-741-5493 for additional information, assistance with the electronic donation system or to receive a form.



Childcare openings at the CDC

The Child Development Center offers care to children from infancy through the fifth grade.

The center is accredited by the National Association for the Education of Young Children and is currently accepting students of all ages.

Schools served for before and after school care are Oxford Elementary, DeArmanville Elementary and CE Hanna (5th grade only). Coldwater Elementary is served for after school care only.

Cost is based on total family income. There are no after school services on off-Fridays.

For more information, call 256-235-6273 or visit Parent Central at Bldg. 220.



Cafeteria menus

Nov. 15 Snack line only	Nov. 26 Sliced turkey and gravy Cornbread dressing Mashed potatoes and gravy Green beans Sweet potato casserole Yeast roll	Dec. 6 Snack line only
Nov. 18 Hot dogs- chili, relish, sauerkraut, cheese Coleslaw Baked beans French fries or onion rings	Nov. 27 Snack line only	Dec. 9 Hot dogs Chili, relish, sauerkraut, cheese Coleslaw Baked beans French fries or onion rings
Nov. 19 Fried pork chop Roasted new potatoes Butter beans Glazed carrots Yeast roll	Dec. 2 Country fried steak Mashed potatoes and gravy Black eyed peas Stewed cabbage Cornbread	Dec. 10 Salisbury steak Rice and gravy Great Northern beans Fried squash Cornbread
Nov. 20 Chicken or beef soft taco Spanish rice Mexican corn Refried beans Taco salad bowl	Dec. 3 Baked lasagna Steamed broccoli Corn on the cob Side salad Garlic bread	Dec. 11 General Tso's chicken Pepper steak Fried rice Stir fried vegetables Egg roll
Nov. 21 Fried catfish Baked fish Baked beans Coleslaw French fries Hush puppies	Dec. 4 Chicken or beef soft taco Spanish rice Mexican corn Refried beans Taco salad bowl	Dec. 12 Fried catfish Baked fish Baked beans Coleslaw French fries Hush puppies
Nov. 25 Hamburger steak Mashed potatoes and gravy Field peas Fried okra Yeast roll or cornbread	Dec. 5 Fried or baked chicken Mac and cheese Pinto beans Turnip greens Cornbread	Dec. 13 Snack line only



Climate Survey

Anniston Army Depot will conduct a climate survey Nov. 1-30. This survey is a tool used by depot leaders to assess healthy work environments throughout the installation and those which need improvement.

The results may show the demographics of the workforce, additional training needs and development of proactive initiatives.

The survey is anonymous. No names will be associated with the answers given.

Office areas and production areas with regular computer access will receive the survey electronically via email. The Office of Equal Opportunity will coordinate with areas without regular computer access to deliver paper surveys for employees.

EEO asks all employees to answer the survey honestly.

Open season ends soon

Open season for Appropriated Fund employees will go through Monday, Dec. 9, with benefits election effective Jan. 6, 2020.

During open season employees will be able to enroll, change or cancel their Federal Employees Health Benefits Program, Federal Employees Dental and Vision Insurance Program or Federal Flexible Spending Account Program coverage without evidence of insurability or a qualifying event.

If you have additional questions regarding the Appropriated Fund Open Season, contact Kelly M. Smith- O'Hara at Ext. 3482 or Kasey Sims at Ext. 3654.

Holiday party scheduled

Anniston Army Depot's 2019 Holiday Party is open to any ANAD employee.

Date: Dec. 19
Time: 6:30-10:30 p.m.
Location: Berman-Varner House
Cost: \$20.00 per person

Menu: Heavy hors d'oeuvres

There will be a cash bar, door prizes, games, DJ, fellowship, an ugly sweater competition and much more.

Ticket POCs: Kecia Ragland and Kim Jones at Ext. 6162 and Tricia Boothe at Ext. 6243.

STAYING SAFE TODAY

HELPS KEEP THEM

SAFE TOMORROW