

FROM THE DESK OF THE Executive Director

It is hard to believe that the summer is already over! As I get older, it seems that each season flies by even faster!

As I look back over my summer, one of the highlights was representing CCFM at two conferences. We had a booth at both the LCRW (Leadership Conference for Women Religious) and the CMSM (Conference for Major Superiors of Men). CCFM can be a wonderful resource for the folks who work for these orders, but first, they have to know that we even exist. And so the Board decided that we should have a presence at these conferences, to spread the good news about CCFM!

I was lucky enough to be joined by a CCFM member at each conference. Mike Edgar, with the Felician Sisters was with me at the CMSM conference, and Jennifer Hunter, with the Adrian Dominican Sisters, attended the LCWR with me! On behalf of the board of directors, and the entire CCFM membership, I want to thank you both for giving up your valuable time to represent CCFM at the conferences!



Have a great fall season, and see you in Savannah!



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I just had the opportunity to attend the fall CCFM board meeting held in Savannah, the site of our next year's conference. Savannah is a historically beautiful city and I am looking forward to visiting again May 2015.

I want to relay a few highlights of this recent board meeting. Next year's conference educational tracks are coming together nicely with good groundwork on presenters and topics that will enhance our work. Evaluation of future conference sites, discussion of different levels of website access, Tom Richter's and Mary Tichy's, our new Admin Assistant, job descriptions were also discussed. I am always impressed by the quality of leadership within the CCFM board and extend a thank you for sharing their time and talents.

I don't know if this year's fall work pattern followed the same as mine, but I was heavily devoted to health/safety rules, regulations and compliance. This work started earlier in the spring with planning for implementation on the Globally Harmonized System (GHS) for Classification of Chemicals. After reviewing how this OSHA regulation interfaced with State of Washington laws, I scheduled a number of 30 minute conference calls with Pastors and Administrators. The agenda of this call was to explain GHS and the relation to State of Washington regulations. I then incorporated this information and regulatory changes into our annual Fall Safety training and into our site specific Safety/Accident Prevention Program. I was very pleased to have over 300 facilities maintenance supervisors, workers, and janitors in attendance. Lastly, taking time out of my schedule for continuing education was key to gain the initial training for this regulatory change along with keeping abreast of current health and safety developments.

As we move from fall into winter, stay safe and healthy.



Ed Foster
President, CCFM
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An advertisement for Bovard Studio. At the top, the text "BOVARD STUDIO" is written in a large, white, serif font on a black background. Below it, in a smaller white font, is the tagline "Supporting the CCFM for 13 consecutive years." To the left of the text is a circular logo featuring a dove with its wings spread, surrounded by a colorful, multi-pointed starburst pattern. Below the text and logo are three images: on the left, a photograph of the exterior of the Cathedral Basilica of St. Francis; in the center, a photograph of a large, colorful stained glass window with a central circular panel featuring a dove; on the right, a photograph of a large, white, circular, intricate metal or stone lattice structure, likely a restoration project.

Cathedral Basilica of St. Francis. Restoration and new stained glass.

PRE-DESIGN Site Planning

By Herbert W. Stoughton, Ph.D., P.E., P.L.S., C.P.

Introduction

You have decided to execute a major renovation, build a new addition, or replace the existing structure. If the project is a new addition or a replacement, there are certain matters requiring resolution to understand the conditions on the site, particularly with respect to infrastructure and ADA compliance (Americans with Disabilities Act). In renovation projects, ADA compliance is usually addressed as part of the design effort, and is rather straight forward.

You have hired an architect or a planner to develop a proposal, or several proposals, which will provide pre-design sketches and cost estimates for discussions with various persons about feasibility, approximate costs, and preliminary approvals to proceed. With an approval to proceed with the project, the architect, planner, and engineer (hereafter called design professionals) require in depth factual knowledge of the site conditions in order to prepare a suitable set of plans and specifications.

The pre-design site plan is a combined boundary and topographic survey depicting the conditions on or adjacent to the site which affect the design professional's work product.

The first step is to authorize a pre-design site plan of the affected area. The pre-design site plan is a combined boundary and topographic survey depicting the conditions on or adjacent to the site which affect the design professional's work product. This survey is executed by a registered or licensed professional land surveyor. This land surveyor has been educated and trained to accurately determine the locations of boundaries affecting title and land use (deeds, easements, rights-of-way, etc.) and to "map" salient features under, on, and above the land's surface, and transcribes the information onto a map.

The Work Product Produced

Usually, the design professional will order the pre-design site plan. However, the "owner", or the authorized project adviser can authorize the work. There are over ten normally identified items to be depicted on the final map. These are (with a brief explanation):

- a. Boundary survey containing.
 - i. Dimensions (bearings, distances, and area).
 - ii. Identity of current adjoining, including deed/page of filing information in the county/parish repositories and/or county/municipal tax parcel identification.
 - iii. Boundary corner monuments, or witnesses (with dimensions) to corner locations.

ABOUT the Author

Dr. Herbert W. Stoughton received his three engineering degrees in civil and geodetic engineering from the University of Michigan. He has spent over fifty years in the engineering and surveying professions working for federal and municipal governmental agencies; teaching surveying and engineering at several post secondary academic institutions; and performing private consulting. He currently serves as the chairman of the Building Commission for the Diocese of Cheyenne.

Continued on next page.

- b. All easements above, on, or below the ground surface, which serve the site or traverse the site that encumber the title of the site. The official documents creating these easements should be referenced on the final map.
- c. Air-rights encumbrances or restrictions (e.g.: maximum height of building and/or scenic view easements).
- d. Adjacent access corridors to the site - roads/streets; green ways; alleys; access/egress easements, etc. (include the easement dimensions). Also, the “owner and/or maintainer of the highways/roads/streets/alleys must be identified in order to acquire ingress/egress permits (curb cuts).

In most instances the plan is “copied” into the contract drawings as the “Site Plan”. This means that the document becomes a portion of the contract documents and specifications. As such, the pre-design site plan becomes a bona fide legal document...

- e. All public and private utilities which could service the site (i.e. gas lines, water lines; sanitary sewer; storm sewer or surface drainage; telephone lines; cable television service; electrical service; hydrants; valve boxes; manholes; meter boxes; etc.).
- f. Any encumbrances which could affect site development (under ground or above ground transmission lines).
- g. Flood plain locations and classifications (2-year, 5-year, 10-year, etc.) must be investigated. If no flood plains are across or near the site, then a statement is made to that fact. All the sources for flood plain information are reviewed, the original date of the source, and the date of the review, are cited on the site plan. Remember, flood plain designations and modifications are constantly being revised and updated. These flood plain maps are published by FEMA and usually the most up-to-date set are housed in a local government agency. The municipal or county engineer, surveyor, or civil defense are the most likely locations.
- h. Current zoning and land use parcel identifiers, including the source of the information and the date obtained are annotated on the map.
- i. Building code setbacks from streets and side lines are shown. If the area being developed has covenants which have more restrictive set back/side lot restrictions, then these are shown or stated, and the less restrictive items are referred to in a footnote.
- j. Location of soil sample test and percolation test sites.
- k. Location of existing foundations, wells, septic tanks - leach beds, “archaeological” sites, mines and borrow pits, hazardous chemical sites and dumps, etc., are depicted.
- l. Location of the services for water, gas, sewer, electricity, telephone, etc., are shown. This includes the service controls (valve boxes, sewer cleanout,

etc.). In many areas of the country, there are professional locator services who will provide “locates” for the design professional.

- m. If there is an extensive and expensive irrigation system (sprinkler system), it might be worth mapping.

Some of the information contained in this list may change due to a variety of activities by regulatory and oversight authorities. Therefore, care must be exercised in locating the most reliable sources for this information, and the record should show the source of the information; the original date the information was generated/published; and the date the information was extracted from the files/ data bases by the land surveyor.

Comment

The pre-design site plan is used by the design professionals to layout the project. In most instances the plan is “copied” into the contract drawings as the “Site Plan”. This means that the document becomes a portion of the contract documents and specifications. As such, the pre-design site plan becomes a bona fide legal document accepted by the courts to ascertain compliance and responsibility when litigation results from disagreements between regulatory agencies, design professionals, contractors and subcontractors, and owner(s).

The information contained in this document is not all inclusive, but outlines the most commonly required data and information. The owner and the design professional must determine if, in the area of the construction, additional site information is required by various statutory or regulatory agencies. Usually the “Building Department”, which issues the construction permits and oversees construction inspections, have check lists to verify compliance.



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ONGOING ISSUES

Parish Property Management - Be Prepared

By Eric Anderson

Creating checklists for routine maintenance and updating them on an annual basis should be performed by the parish maintenance staff or the parish building and grounds committee to ensure systems and services are available for the comfort and safety of parishioners and parish staff

There are routine issues that parish facilities staff and volunteers should track as they prepare and execute the yearly planning for building stewardship and maintenance. This article offers some suggestions for reviewing parish facilities and potential follow-up actions.

Below are key areas for review:

A. Parking Lot and Exterior Lighting at Buildings

1. Ingress/egress issues at lot access that create "bottlenecks"
2. Surface/pavement condition - Is asphalt "alligating" (brittle and cracked) or potholes?
3. Striping - Are lines clearly visible, especially spaces designated for handicapped parking?
4. Is there a need to use striping to better direct the flow of car and pedestrian traffic (directional arrows and crosswalks) to provide clear safe paths for pedestrians or fire lanes as required by the local fire marshal?
5. Look for areas of ponding water...this could indicate clogged storm drains, a need for storm drains, or worse yet a source of flooding for parish buildings.
6. Are the parking lot lights all functions and providing light so people feel safe during evening use?
7. Are wallpacks and floodlights working? Is there a need for any additional building lighting?
8. Are timers and photocells working properly as to come on at dark and go off when the sun comes up?

B. Sidewalks/Stairs/Landings: Check condition and note any trip hazards.

C. Exterior Stair Handrails: Check condition and note any issues (ex: are they securely anchored, are they rusted, etc); the Department of Labor has regulations that parishes can be cited when these assemblies are deteriorated.

D. Septic Systems: Is there a septic system or holding tank that needs to be maintained on an annual basis?

E. Landscaping: Much emphasis and attention is usually put towards cosmetic improvements; however be sure to pay attention to liability issues...overgrown shrubs and trees make it easy for a kid to pop out of nowhere and in front of a car. Also trees and shrubs planted near building may look pretty but can cause all sorts of expense (clogged gutters and damaged underground water lines to name a few).

F. Gutters and Downspouts -Are they free of debris? Are downspouts directed away from the building? Keeping them where the water is released close to the building can create very expensive foundation problems down the road; debris can also create ice dams in the winter, which may cause leaks in adjacent roof areas. Keep gutters clear, especially in the fall, and make an effort to check and clean all gutters and leaders after all the leaves have fallen from the trees.

G. Ceilings -Stained ceiling (tiles) could be an indicator of either a roof leak, an HVAC problem, or a plumbing leak. If the water mark gets bigger or is wet after a hard rain, probably indicative of a roof leak. If it is not raining however wet and it is during a season where the AC is being used this could mean a frozen condenser or a condenser drain pan that is clogged and overflowing. If it is a steady leak this could mean a plumbing leak from a water pipe or a sprinkler head.

H. Supplemental Heater Maintenance at Vestibules: Many churches constructed or renovated in the last 10 years have vestibules where electrical heating units were installed to create a thermal barrier between the outside air and the conditioned air in the church.

The units can collect dust because they draw in air, heat the air, and discharge it. Dust can infiltrate the unit on the intake of air. The heating elements can ignite the dust. To prevent a fire, these units should be inspected and cleaned twice a year. Consult the manufacturer's instructions for cleaning procedures; normally, these are included in the project Operations and Maintenance manual that is transmitted at the end of construction or renovation projects. If you have an HVAC service contract, consider incorporating these units into the annually cycle of equipment inspections.

I. Life Safety and Fire Suppression/Protection:

1. Carbon Monoxide Detectors: AMANDA'S LAW requires all residences, whether they are single or two family homes, multi-family apartment buildings, or institutional buildings such as college dormitories, nursing homes, etc., to be equipped with Carbon Monoxide Alarms if the building contains or is attached to any carbon monoxide emitting source (like boilers and hot water heaters). This law makes Carbon Monoxide Alarms mandatory for all residences, regardless of when they were constructed. If the alarms are battery powered, these units should be check annually, along with smoke detector units.
2. Fire Extinguisher Inspections and Replacement : NFPA10, Standard for Portable Extinguishers is adapted by many jurisdictions to ensure places of public assembly have fully-functional extinguishers ready to respond to small emergencies. According to the standard, a 6-year maintenance review is required for all fire extinguishers purchased after 2013.
3. Fire sprinkler tests – In buildings with automatic fire sprinklers, are annual fire sprinkler tests being performed if there are fire sprinklers?

J. Changing Air Filters in Residential and Institutional Air Conditioning Systems: Air filters should be checked every 2 months. Filters should be replaced at least twice a year - in June, after springtime pollen levels have abated, and in November, when falling leaves may create airborne particulates that can affect filter performance.

Consulting with your diocesan building office to obtain technical assistance is advisable should you have more extensive questions or conditions at your parish facilities. When possible, develop a preventative maintenance action plan; a sample of a checklist is enclosed for your use.

Sample Preventive Maintenance Schedule

<u>MAINTENANCE/INSPECTION</u>	<u>FREQUENCY</u>
Review building codes and safety regulations	Annually
Fire code inspection	Annually
Fire alarm system	NFPA 72 recommended testing intervals or AHJ (Authorities Having Jurisdiction) recommendations
Fire extinguishers	<ul style="list-style-type: none"> • Inspect monthly • Maintain annually
Kitchen ranges, ovens and vent hoods	Semi-annually (NFPA 17A recommendations)
HVAC system inspection and change filters	Quarterly
Boiler	Annually or bi-annually, depending on the type of system
Water heaters — inspect, drain and de-scale	Annually
Inspect pipes	Annually, before winter months
Protect exposed pipes with insulation sleeves or wrapping	Before winter months
Storm drains and septic systems	Semi-annually
Exterior condition of building; Inspect roof, flashings, caulking, sealants weather stripping, thresholds, hinges, door closers and locks for leaks or cracks	Semi-annually
Rain gutters	Quarterly
Inspect wiring	Every two years for new installations Annually for installations more than five years old

OVERCOMING CHALLENGES WITH RETROFIT SHOWER INSTALLATIONS

Sizing, standards, and building materials affect product choice and installation in older buildings.

By Cal Osborn, regional sales manager, Best Bath Systems

Upgrading older facilities, particularly historic projects, with modern bathroom fixtures and amenities can bring much needed aesthetic, maintenance, and safety relief. But it's not without challenges. Changes in standard sizing over the years and new accessibility and code requirements can make fitting today's products into older spaces difficult.

Scaling multifamily retrofits results in less costly building operations, increases the life expectancy of the building, and increases resident health, according to *Scaling the Nationwide Energy Retrofit of Affordable Multifamily Housing: Innovations and Policy Recommendations* by the What Works Collaborative. More than 70 percent of today's multifamily buildings were built before 1980.

Common Challenges

Code requirements, which become more stringent with each new version, are one of the first hurdles to overcome. ANSI standards in particular can be difficult to maneuver since different areas around the country use different ANSI standards. For example, New Jersey might follow ANSI 2003 while another state may have adopted a more up-to-date ANSI standard. Project managers are left to navigate which ANSI standard to follow and what products to choose to accommodate those standards. Attending industry seminars, tradeshow and receiving updates from the International Code Council keeps tradesmen up-to-date on standards.

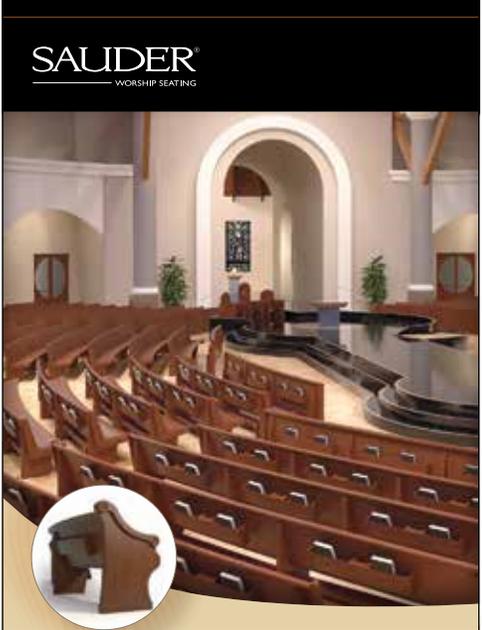
What's also changed are sizes—simply, older products, and the spaces they were installed into, don't necessarily match what's available today. For example, a tub being removed from a historic space could measure 56 inches wide, but the new standard is 60 inches. Project managers have two choices: custom products, which can raise project costs, or to get creative with the existing spaces.

These issues are in addition to the typical labor challenges of retrofit projects—demolition of existing materials. Concrete is one of the more common materials used in these older buildings affecting how old tubs are removed and new products are installed.

Here is a look at how two recent projects overcame these common retrofit challenges.

Stella Maris House

As part of a large renovation project at the Stella Maris House, a 48-unit low-income housing complex for seniors in Rockland, Maine, crews refinshed all the bathrooms. This included replacing all bathtubs with shower units. The existing



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bathroom units included precast concrete floors, which led the team to seek a replacement shower unit that didn't require the drain to be relocated.

"We couldn't change the drain location because of the precast concrete slab," says Richard Curtis, AIA, architect and president of Richard Curtis and Associates in Portland, Maine. Curtis and his team chose a Best Bath Systems shower unit because the drain can be placed in any location on the shower floor.

Focusing on the strength of the shower floor was another important aspect to retrofitting the Stella Maris bathrooms. "You don't want to have just a fiberglass floor that can crack. You need a solid floor that will withstand weight and use," Curtis adds. The floor of the Best Bath System accomplished this task.

Sizing was another challenge because the existing bathtubs measured 5 feet by 30 inches. They had to specify Best Bath Systems to fit that space. The multipiece tubs allowed the installers to bring in the shower system in pieces, an essential detail due to the bathrooms' small size.

"We didn't have any surprises along the way," Curtis adds. "We researched the project well."

St. Xavier's Home

St. Xavier's Home in Bangor, Maine, is another facility that was faced with the challenges of retrofitting bathrooms in an older building using new products and guidelines. Space was the biggest challenge of this project as the team's goal was to upgrade two bathroom units to meet ADA guidelines.

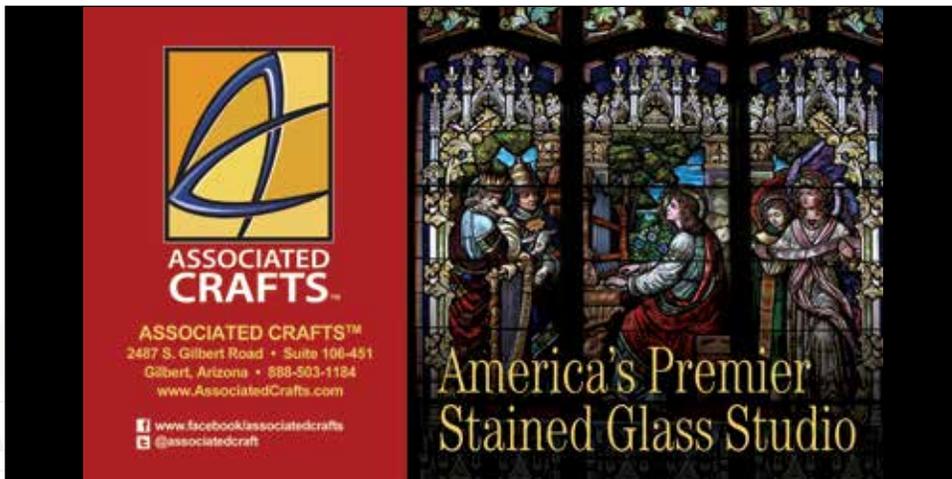
"Most bathrooms are not big enough to accommodate a handicap person," says Alan Hinkley, construction superintendent for the Catholic Diocese of Portland, Maine. The toilet and sink had to be relocated to accommodate more space, and shower units replaced the tubs.

Also facing the issue of not wanting to move the drain, the shower system from Best Bath Systems was chosen.

Grab bars and lower thresholds were important in these bathrooms, as well as the Stella Maris bathrooms, to meet ADA guidelines, but the concrete walls posed an installation challenge. Using the shower system eliminated this concern: the system's built-in plywood backing simplified installation while allowing precise placement for each user, another component of ADA guidelines.

For those who find themselves in the process of retrofitting older bathrooms, Curtis has a bit of advice: "If you are removing and replacing tubs, it makes sense from a time standpoint to use a system where you don't have to move the drain."

In addition, advance research into ANSI requirements and ADA guidelines in your area is a must, which will provide ample time to find products that will meet these new guidelines. And remember, today's standard doesn't work for yesterday's standard.



Someone You Should Know

JENNIFER SHANKIE

A MISSION OF TAKING THE GOOD IN LIFE AND MAKING IT BETTER

You might call Jennifer (Jen) Shankie a woman on a mission. Typically, when a less-than-optimal situation presents itself, Jen seizes the opportunity and makes the best of it. She's been known to make mountains out of molehills — (in a good way!) — that result in a shared benefit and positive outcome for all involved...especially when those opportunities pertain to the passions evident in her life: family, her work and dog rescue.

As a Chicago-area native, this project manager for the Chicago Archdiocese Real Estate Department spent some of her childhood on the other side of the globe. With her father an RCA employee, the Athey Family found itself living for three years in Taipei, Taiwan. She recalls that the Atheys used the opportunity to develop friendships with the close-knit group of Americans in the community — some of whom they still consider family today.

When returning to the States, Jen's family eventually returned to the Chicago area, an hour north of the city. "I grew up in Mundelein, north of the city — where our (Archdiocese of Chicago) seminary is located," Jen says. Throughout elementary and high school years, Jen and her twin sister shared similar interests — both "tomboyish" and athletic — playing many sports, but also participating in perfunctory piano lessons and band. A few decades later, Jen is still active and, at times, has been known to join a softball team for (as she terms) 'old folk.'

After earning a bachelor's in English at Eastern Illinois University, Jen returned to the Chicago area where she began a series of positions in various fields. Armed with a variety of skills, she edited legal publications, provided software support and training, and designed and developed training and marketing materials for major Chicago law firms. She even used her creative talents to start her own business. It was during this time that Jen met and married husband Pat Shankie, a Michigan native who had moved to Chicago after college.

During the early years of marriage, Jen fostered her artistic talent through a card and invitation home business as well as working as a designer using software applications and specialty papers to design and create custom wedding and other event invitations, stationery and other cards for a private company. "One of my loves is designing invitations, but unfortunately that's not sustainable on a part-time basis," she says. What was sustainable, however, was the great skill set Jen built using her academic background, software experience, and design and editing skills to effectively establish the education, training and experience that led her to her current position with the Archdiocese of Chicago.

Given the responsibilities she has eagerly accepted and mastered, the successes she has achieved and the accolades Jen has earned throughout her 11-year tenure with the Archdiocese, it's easy to see how she applied that "mountains-out-of-molehills" tact to establish herself. "I started at the Archdiocese as a clerk in the Real Estate Department. With the skills I had, IT (information technology) was something they needed...someone to digitize files," Jen says.

From her start in 2003 as a part-time employee, Jen worked her way up, blazing trails and causing the department sit up and take notice of the organization, efficiency and cost-savings she brought to the 3,600 buildings and 400 leases for which her department was responsible. Describing her current duties as Real Estate Department project manager, Jen says that around 75 percent of her duties are geared toward conservation



Jennifer Shankie
Project Manager,
Real Estate Department
Archdiocese of Chicago

and sustainability for the Archdiocese of Chicago's numerous facilities and buildings as well as the Chicago interfaith community. Approximately 25 percent of her professional time is dedicated to managing the department's real estate software.

Although the software program (Tririga) had been in place since 2003, it had been largely underutilized as simply a database for parish and land address information. "It made our lives easier, but that was such a small piece of what it can do," she says. Jen was promoted in 2008 to manage the system, secured the necessary approvals to upgrade the software, cleared out bad data and moved forward with what she describes as a complete overhaul of the system. "We implemented a full upgrade this past summer and have initiated a pilot program for all our lease data input. When we get all our leases entered into the system, we will be able to really use Tririga to be good stewards of Archdiocese property," she says.

Most notable among Jen's conservation and sustainability accomplishments is the vast and ongoing cost-savings she secured for her employer and the position of good stewardship the Archdiocese now holds as a key member of the "green team" that spearheads conservation initiatives among not-for-profit organizations in the Chicago area. As a founding member of the Interfaith Coalition to Restore the Water Fee Exemption for Religious Institutions, Jen led the charge to research, pursue and secure the reinstatement of the water fee exemption for charitable organizations that results in an approximate \$2.6M annual savings.

As part of the reinstatement agreement, not-for-profit organizations (like the Archdiocese) agreed to implement and maintain water conservation plans. Jen's green team produces workshops throughout Chicago to help not-for-profits meet their water conservation obligation and implement other cost-saving initiatives. "Basically, we try to present a one-stop shopping experience for conservation and make it as easy as possible for facilities to implement the plans," she says. Believing that these organizations have a responsibility to conserve resources effectively and to be a voice for conservation in their communities, Jen continues, "Not only will conservation bring the cost of utility bills down, it will show our commitment to environmental issues."

Jen's penchant for saving extends beyond finances and natural resources to yet another facet of her life: canine rescue. As testimony to that passion, she and Pat claim Lucy — a pit bull rescue that had been abused and badly burned — as their current Shankie Family "fur kid." When not working for spending time with her family, Jen can most often be found providing dog rescue services—including transport—with twin sister, Andie, and her nieces and nephews. "Both of us are known to keep dog crates in our cars and call upon each other when we happen upon a stray," she says.

Regarding the professional relationships in her life, Jen credits CCFM as offering invaluable resources for her department and providing a great platform for sharing information. Although first introduced to CCFM at the 2007 Chicago conference when founding member Greg Veith needed help with his PowerPoint presentation (and knew exactly upon whom to call!), it wasn't until the 2012 conference that she became a member. She found the organization to be "a great fit" and credits the EPA presentation at the New Orleans 2013 conference with "starting the ball rolling" on her conservation initiative. "Hands down, that was the best way in which I've benefitted professionally from CCFM, but the network I have established through it makes it easy to say, 'Hey—who knows about this and is willing to help me out?'" Jen says.

Given her take-it-and-run-with-it attitude, it's no surprise that despite her three-year membership tenure, Jen already has contributed back to CCFM, serving on the Energy and Environmental, and Communications committees. In addition, she and Real Estate Department coworker Claudia Detrick hope to provide an education track at the 2015 conference in Savannah. "I'm looking forward to collaborating with CCFM members nationwide to help make conservation and sustainability efforts part of all of our stewardship of Church property," she says.

The use of and responsibility for natural resources is important in Jen's family life as well. Her extended family (her parents, two sisters and their families) enjoys camping and spends a few outdoor weekends each summer. A recent Wisconsin outing in early October found the eight adults, five children and three dogs braving overnight temperatures of 28! Leave it to Jen to combine those three passions — family, her conservation and resource management work and dog rescue — and have fun while doing so. Now, that's good use of your resources!

Article provided by Jane D. Palisch, JP Marketing Communications - a CCFM Member Company

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Hyatt Regency Savannah, Savannah, Georgia

Diocesan Fiscal Management Conference (DFMC)
September 27-30, 2015
Hyatt Regency Atlanta, Atlanta, Georgia

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