



All-in!
NEWSLETTER

Executive Director's Report
October 2022

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Our Mission

CAIU provides innovative support and services in partnership with schools, families, and communities to build capacity and model courageous leadership to help them be great. #BeGreat

Our Vision

Recognized as a trusted and influential partner in achieving life-changing outcomes in the Capital Area. #ChangingLives

In This Issue

- 3 From the Executive Director's Desk
- 4-5 Giving Voice to Our Values: A Fresh Look at Onboarding
- 6-8 Noteworthy: #BeGreat and #ChangingLives
- 9 Opportunities To Do Good
- 10 Welcome New Hires!
- 11 CAIU Compliments

Front cover photo: CAIU OTs and PTs had training recently, held at the CAIU Enola campus.

Do you have a story about staff or students living our values out loud, being great, and changing lives?

Share your Giving Voice to Our Values stories, student successes, #begreat and #changinglives moments and more! Email stories for All-In or social media to communications@caiu.org.

Deadline for November All-In: Friday, Oct. 28

All-in!
NEWSLETTER

Executive Director Report
All-In! Newsletter
October 2022
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From the

Executive Director's Desk



Connecting Through Better Conversations

Have you ever wished a conversation had gone better or planned for a future conversation hoping it would go well?

A new book from Heather Holleman called “The Six Conversations: Pathways to Connecting in an Age of Isolation and Incivility” speaks directly to our desire and ability to connect more deeply with others through better conversations.

Let’s start with the question, “Do I want to have better conversations?” Maybe your first answer is “my conversations are just fine,” and that may very well be true.

Before you determine your final answer, think about the last conversation you had where you felt loved, understood, and connected to the other person or group. Where you thought “WOW! That was a great conversation!” Now ask yourself, did you feel that the other person was genuinely interested in you? Liked and cared about you? Did you feel like the other person shared in the conversation and that a closeness was created? Great conversations are built on the vital fundamentals of interest, liking, caring and sharing. Like all skillsets, we can foster these conversational fundamentals through cultivating the following four mindsets:

- Interpersonal curiosity (“Be curious”)
- Positive Regard (“Believe the best”)
- Investment (“Express concern”)
- Mutual Sharing (“Share your life”)

These mindsets help you learn the aptitude for positive conversations, those that include asking, complimenting, disclosing, encouraging, listening, and inspiring.

In the research world, these arts are aligned with the “closeness-enhancing behaviors” of openness, attention, and involvement. Let’s look at these behaviors a bit more deeply.

Be Curious. So simple and yet so important. Writer Dale Carnegie authored a book called “How to Win Friends and Influence People.” He found that, “You can make more friends in two months being genuinely interested in other people than you can in two years by trying to get other people interested in you.” How can you become more curious? Start with getting excited about all you can discover. Not sure how to start? Think about what would you ask if you were curious.

Bob Tiede, author of “Now that’s a great question,” suggests that if you are stuck, begin the conversation with the following: “I’m so curious. Tell me about _____.”

Believe the Best. Without believing the best, curiosity doesn’t become the superpower it can be. Your curiosity rings false, or self-serving, if you do not have positive regard for your conversation partner. Imagine entering into a conversation with someone you feel judges or criticizes you, and think about your willingness to open up in that situation. If you need to practice, Bob suggests starting a conversation with “I’m so happy to be talking with you” or “I really enjoy connecting with you.”



Express Concern. Investing in your conversation and your conversation partner means you are invested in the outcome and you are investing time in the conversation because you care about what happens to the other person. Investment does not mean you take another’s problems as your own; rather that you position yourself to be a support to others, care about them, and imagine your interconnectedness. Wondering how to do this? Find out what others are celebrating or concerned about.

Mutual Sharing. This may be the most challenging skill. Mutual sharing requires you to be vulnerable and share, in addition to, expressing your interest in others. Be honest in answering the question “How are you today?” Be aware of what you are excited or worrying about. Sharing about yourself has the magical effect of making it easier for your conversational partner to share.

We all want to feel seen, heard, and understood. It is the core of our work around belonging. By practicing these skills, we can have more meaningful conversations, develop deeper, more satisfying relationships, and satisfy our biological need to connect. What might you do to improve your conversations today?

A handwritten signature in blue ink that reads "Andria Saia".

Dr. Andria Saia (she/her/hers)
Executive Director

Giving Voice to Our Values

#Dedication

#Service

#Partnership

A Fresh Look At Onboarding

By: Blake Wise, Director of HR

Do you remember the last time you accepted a position with a new employer? How did you feel during the first day, week, or month on the job? The start at a new organization can be exciting, invigorating, or even overwhelming.

This year, as part of our annual [strategic planning process](#), the CAIU is putting its organizational effort behind improving recruitment and retention efforts to address the ongoing staffing issues all educational agencies are facing. Additionally, as part of our collective goal to foster a culture of belonging and dignity, we wanted to make sure we were creating that environment from the very first contact that a prospective employee has with our organization.

Ultimately, our goal at the CAIU is to be an employer of choice in our region and improve the employee experience, creating a positive and engaging environment at every stage of an employee's career starting from day one. To ensure we are meeting employee needs throughout the onboarding process, which is the first time a new employee is really engaging with the HR team and their new supervisor, we felt we needed to gather feedback from staff who have recently joined our Team. This feedback is critical to informing us what we are doing great and where there might be opportunity for improvement.

Our first step was to create a New Employee Survey asking questions ranging from how the employee heard about the job opening they applied for to what information they believe would have been valuable to know prior to starting their new position.

This data is important to understanding what if any challenges there are for new employees, as well as to remove or reduce any barriers in our recruitment process that could lead us to losing highly qualified candidates to other employers.



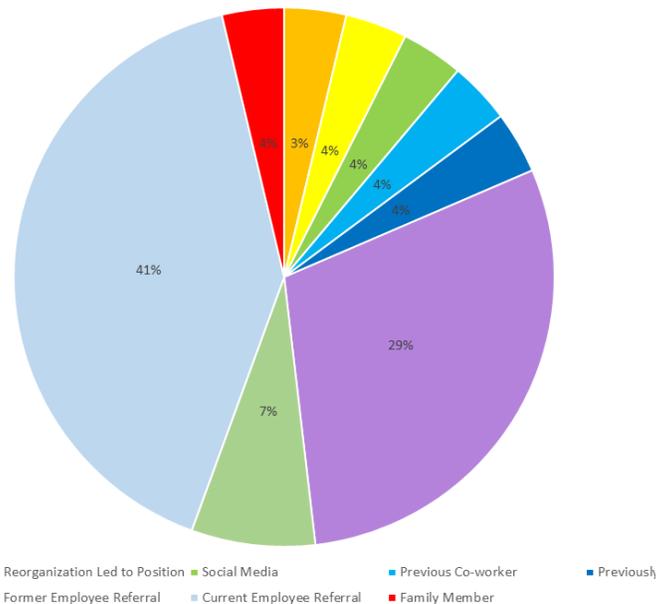
Some possible barriers are:

- Candidates having difficulties completing our online application
- Length of time it takes to complete the application
- Delays reviewing resumes and scheduling interviews

Out of 44 new hires, 27 responded to the survey. The next step is analyzing data we receive and sharing it with team leaders across the IU. This collaboration process has

already begun during a recent CAIU Student Services goal planning meeting where members of the HR Team joined in the discussion of promoting the CAIU as an employer of choice in our local communities and not just a service provider.

How Did You Find Out About the Job?



As can be seen in the pie chart, our employee referral program has been a huge success in creating brand ambassadors out of our current staff members. The program allows our employees to earn an amazon gift card for candidates they refer who are successfully hired. These referrals have accounted for more than 40 percent of our new hires over the past year and are being referred by individuals that can provide a firsthand account of what it's like to work at the CAIU.

One outcome from our discussions is the need to widen the scope of our recruitment efforts by participating in additional career and job fairs hosted by local colleges and universities. Some upcoming events that we will be participating in will be hosted at Indiana University of Pennsylvania, Messiah University, and Cumberland Valley High School.



Giving Voice to Our Values

#Expertise

#Leadership

#Innovation

In addition, we have begun posting all job openings to the online job board, Indeed.com, which is the #1 job site in the world with more than 250 million visitors each month. The great thing about this is that it is taking place automatically every time we post a job through our Application Tracking System, Frontline.



Another actionable step we are working towards is creating and implementing a consistent communication protocol to be used with all new employees, regardless of the position they fill or team they have joined.



Leadership is in the planning stages of communication templates that include valuable information for new hires such as address of starting location, contact number for the person who will be greeting them, and the name of a mentor who they can connect with to start building interpersonal relationships and access for support.

The upcoming introduction of the CAIU's new intranet site will also play an important role in making policies, procedures, and other valuable information easy to access no matter where the staff member is located. The HR FAQ page is an excellent resource to get answers to your frequently asked questions.

The final stage of the initiative to improve our employee onboarding experience is to evaluate the feedback we receive from the onboarding survey and identify other actionable

steps to #BEGREAT from the first moment a candidate decides to apply.

Another way we are looking to boost our postings for open positions is to utilize the words of our own staff. Volunteers are asked why they love working at the CAIU. Their answers to this question and their picture are then turned into a social media post.



Why use our staff in an employment campaign? We recognize that people chose employers for a variety of reasons, and that sometimes that reason is about being part of something great, that provides the ability to be a positive impact in the world. No one can give voice to our values and explain the best reasons to work for the CAIU better than our staff.

#YouBelongHere

Why do you Love working for the Capital Area Intermediate Unit (CAIU)?

"The wonderful staff that I work with at the CAIU make coming to work enjoyable." Not our words, but those of our staff.

#CAIUFamily #BeGreat #ChangingLives
#LoveWhereYouWork #NowHiring #GoTeamCAIU
#GreatPerks #YourPlaceToBelong

It's an exciting time to be a part of the CAIU family and we want to spread the word throughout the communities we serve. We are truly #ChangingLives of our students, families and our staff!

Noteworthy

#BeGreat

#ChangingLives

Keystone State Challenge Academy Confers Awards

The Keystone State Challenge Academy (KSCA) had its first round of academic awards on September 30.

The Academic Excellence Award for the highest overall academic score went to Cadet Moroz.



The Instructor's Award for the cadet showing the greatest academic progress (as nominated by the teachers) went to Cadet Kangar.

We also had seven cadets receive the Academic Star Award for maintaining a cumulative grade of 85 or higher. They were Cadets Knapp, Knapp, T., Moroz, Noecker, Taylor, Valdes, and Wagner.

We are just over half way through our first class cycle. So far, our CAOLA students have completed 13 courses (each course is equal to either one marking period or one semester).

CAIU Reading Network

By: Ami Healy

The CAIU Reading Network kicked off its first session of the year on Sept. 29 with more than 100 Reading Specialists/Interventionists in attendance.

There was representation from 15 member districts, as well as charter schools, non-public schools, and a few LEAs outside of the CAIU 15 region.

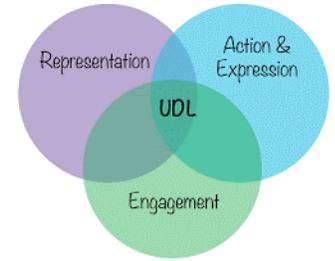
The CAIU Reading Network started in 2017 and quickly became the largest IU-run network focused on bringing the science of reading to educators.

The network maintained high attendance throughout the pandemic when forced into a virtual format. CAIU now offers two sessions for each meeting date, an in-person and a virtual session. For more information, [email Michelle Davis](#).

UDL: Walk In The Park

The Training and Consultation team experienced a unique professional learning day focused on Universal Design for Learning, led by TaC consultants Lisa Smiley and Samantha Forsythe.

The group met at Adams-Ricci Park to explore the UDL Guidelines through a community setting lens for learning.



The CAIU is offering the UDL: Walk in the Park workshop on October 28 for LEAs to join in, develop a UDL mindset, explore how design is connected to intention, and make connections with UDL based on individual roles.

HACC Courses at LYDC

By: Cynthia Lupold

As you all may know, the CAIU provides educational services to students from ages 12 to 21 who have been adjudicated to the Loysville Youth Development Center (LYDC) in western Perry County. While most students at LYDC are still working on their high school graduation requirements, occasionally students have already earned their high school diploma or GED but are still required to



attend school. To address their unique academic needs, LYDC began a pilot program with the Harrisburg Area Community College (HACC), which allows high school graduates and GED holders the opportunity to attend an online HACC course.



The course is funded by the state, and allows students to earn three college credits. This semester, the students are taking a 12-week course in Health and Wellness. All instruction is online and taught by a HACC instructor. CAIU teachers Alison Howard and Meggan Morrison facilitate their learning in person.



So far there are two students enrolled and they are working hard and experiencing success! Next semester LYDC and HACC plan to offer an English class as well. This is another great example of how CAIU partnerships benefit our students!

Noteworthy

#BeGreat

#ChangingLives

CAOLA Student Participates in NY Fashion Week

A Newport High School student who is enrolled in the Newport Cyber Academy Program, powered by CAOLA, recently had a unique experience by participating in CAOLA and Cumberland Perry Career Tech Center.

She was selected to participate in fashion week in NYC for cosmetology as a makeup artist. This great news highlights the strong partnership that CAIU and CAOLA have with our schools and CTC programs and how it is benefitting our students!



"I take CAOLA courses because it allows me to have more time towards my cosmetology career. Not having

to be in the Newport school building allows me to go out on job shadows and go into the salon I work at (Nailed it with Style) to get more hands-on experience and learn from the stylist before going to VoTech for the second half of my day," the student said.

"I attend Cumberland Perry CTC for Cosmetology. Growing up, I always loved playing with people's hair and painting nails, so in my ninth-grade year, I enrolled to attend VoTech for my tenth-grade year. Now I'm a level 3 and I have no regrets about taking this class," she added.

Her advisor, Tammy True, said, "She began taking CAOLA courses during the 2021-22 school year. She is an excellent student and maintains a high GPA in her courses."

Suicide Prevention Rock Drop

In support of Suicide Prevention Awareness, the Training and Consultation team painted rocks with positive images and messages for the Out of the Darkness Walk on Oct. 8 at City Island, Harrisburg.

Painted rocks were placed along the walk route to send positive messages to walkers and passersby.



This is the second year in a row that the TaC team has participated in this activity. A young lady came up to the table who was incredibly moved by the rock she had found. It had a favorite phrase of a person she lost painted on. She was so grateful.

Early Intervention

As you probably know, CAIU has an Innovation Grant program that encourages employees to submit a great idea



through the innovation grant process with the goal of obtaining resources to get their idea up and running.

This year, CAIU Early Intervention Speech-Language Pathologist Heidi Haas, was awarded one of five Innovation Grants. Heidi's program, "Speech Links to Literacy,"

is a pilot of a community-based, parent coaching speech therapy group. Early literacy skills, such as phonological awareness and letter knowledge, are the best predictor of later achievement in reading. Young children with speech sound disorders are at an increased risk of delays in reading skills without intervention.



To address this concern, Heidi proposed a co-taught group that focuses heavily on phonemic awareness and emergent literacy activities.

In collaboration with the director of children's services of Dauphin County Library System, five students with speech disorders and five peers with typically developing speech will participate in group story time with opportunities for individual and small group work focusing on evidenced-based therapeutic approaches.

In partnership with the Dauphin County Library System, the group will meet at the Madeline Olewine Library.

Children will be able to [register online through the DCLS](#) monthly. #partnership #innovation #expertise

Noteworthy

#BeGreat

#ChangingLives



A huge thank you to the CAIU students at the Loysville YDC who made this amazing book storage unit which the students and families at the Capital Area Early Learning Center are enjoying.

Goals in Action

By: Amy Cserny

The Student Services School Based Access Program (SBAP) set a personal goal to connect with many of the providers who work alongside the SBAP program each year.

The team, composed of Rosemary Braught, Leslie Barnes, and Vania Jaroch, review submitted paperwork and track provider logs for medically eligible services that a student receives on their IEP.

Along with the paperwork tracking, the team often reaches out to the providers for clarification or additional information as needed. The idea for the goal was to simply say "thank you" for the tireless work that the providers put forth throughout the school year and that their work is recognized and appreciated by our team.

The team began their goal work by researching clever ways to say thank you. The ladies ultimately decided that everyone loves chocolate, and what better way to deliver a kind message than on a Hershey bar?

Labels were designed and put on each chocolate bar then passed out in conjunction with the IU Celebration Calendar events.

In the past, Occupational Therapists were given their treats for Occupational Therapy Month in April and SLPs, Nurses, and THI/DHH teachers were celebrated in May. The group is currently planning on surprising (sshhh!) Physical Therapists, Audiologists, and School Psychologists for celebrations in the months of October and November.

The SBAP team sincerely hopes that as providers receive their treats, that they take a moment to recognize how thankful we are for all that they do and the help they provide the department each and every year. We appreciate you!!

Supporting Champions for Children

During to restrictions resulting from COVID-19, our partners at Community Aid were required to re-evaluate the donation bin locations. Locations that could not be serviced on a regular basis were removed.

Donations will now be accepted at all Community Aid stores. Please provide our **Partner ID Number: 10213** when making your donation in person.



When you drop off your donation and provide our partner ID number, Champions for Children will receive money from your donation.

The partnership with Community Aid allows C4C to meet the needs of students receiving services through the CAIU. C4C has provided funding for clothing, medical bills, equipment, food, and many other necessities.

Opportunities

to do good

Training & Events

The Capital Area Intermediate Unit (CAIU) hosts numerous innovative events and conferences throughout the year. Our team of consultants, staff, and specialists values and supports lifelong learning.

All events and conference offerings are available in the Frontline Registration System or in Eventsforce.

Check out our [Events & Conference](#) page often to see what opportunities are available to you!

Here are some of our upcoming trainings:

- 11/1/2022 to 12/15/2022 [Google Summit 1.0 2022 \(Asynchronous\) November Edition](#)
- 11/1/2022 to 12/6/2022 [Classroom Management for Monitors - Act 91](#)
- 11/8/2022 to 3/20/2023 [Initial Tier 1 PBIS Training](#)
- 11/9/2022 [Becoming a Trauma-Sensitive School](#)
- 11/16/2022 [School Safety Conference](#)
- 11/17/2022 [AT Options for Communication](#)
- 11/17/2022 [Listening to Understand Lunch-and-Learn Series, The Trouble with My Name](#)
- 11/30/2022 Cultivating Student Belonging and Engagement



CAIU has partnered with The Period Project in Harrisburg to collect menstruation management supplies for women and girls in the capital region who lack access or funds. For more information, [click here](#).



CAIU Service Projects

(July 2022 – January 2023)

CAIU staff are encouraged to give back to the community by participating in a CAIU Service Project. These projects must be completed after July 1 and on or before our CAIU All Staff Day in January. In exchange for your participation, you get the afternoon of All Staff Day off!

Service projects are not just about doing good things, they are also about building relationships and community.

Click [HERE](#) for CAIU Service Project Process and Forms.

Here are some upcoming Service Projects:

- **11/7/2022** - [ALL STAFF DAY - Care Packages for the Troops](#)
- **12/3/2022** - [ALL STAFF DAY - Holiday Kids' Shop at Fort Hunter](#) (more dates/times available)
- **12/9/2022** - [ALL STAFF DAY - Live Nativity Participation](#) (more dates/times available)

Upcoming CAIU Events

- **10/29/22** 11am-4pm – CAIU Fall Fest, CAIU, 55 Miller St, Enola, PA. More information [here](#).
- **11/26/22** Monte Carlo Night fundraiser. More information [here](#).

Welcome New Hires!

- **Kimberly Dauksha** is a teacher at South Mountain Elementary.
- **Kimberly Shank** is an educational consultant.
- **Priscilla Tanco** is a special projects coordinator at the Enola Office.
- **Diane Sipe** is an EPP at Bishop McDevitt.

Farewell, Retirees!

- **Rita Harvey**, retiring after more than 19 years of service.
- **Patricia Merrill**, retiring after more than 14 years of service.
- **Jenny Heffner**, retiring after more than 32 years of service.
- **Hope Hoover**, retiring after more than 35 years of service.
- **Debra Wancho**, retiring after more than 30 years of service.
- **Renee Wesner**, retiring after more than 15 years of service.



**SATURDAY
NOV 26 at 6PM**

WHITAKER CENTER

GET TICKETS
& EVENT INFORMATION



A CASTL AND CAPITAL AREA INTERMEDIATE UNIT FUNDRAISER

Sally Fike, Front Desk Receptionist #Service After work one recent day, I discovered my badge had fallen off my lanyard. The next afternoon, an envelope was delivered to me. Upon opening it, I discovered someone found the badge outside the Enola office and returned it to the front desk. Sally not only returned my badge but also took the initiative to make me a new one, as she noticed the top of the original was damaged. Your act of kindness made my day. Thank you so much, Sally! *Submitted by Mary Jane Fledderjohn, SLP/Educational Consultant*

Lyndsay George, Educational Paraprofessional #Dedication Lyndsay came on board during a stressful time of moving from our location in Lemoyne to the Capital Area Learning Center. She managed all the changes with humor and grace and quickly became a very important member of our preschool team. Thanks to Lyndsay for all your help during a year full of changes and challenges! *Submitted by Becky Boone, Early Intervention Specialist*

Amy Caldwell, Assessment Specialist/Service Coordinator #Service Amy went above and beyond the call of duty to help me with an assessment. I needed to have a quick turnaround time on the report, and within just a few days, Amy had arranged for an interpreter, evaluated the student, and wrote the assessment summary. I'm so grateful to her for her willingness to help me on such short notice. Thank you, Amy! *Submitted by Heidi Haas, Speech-Language Pathologist*

Kelly Daniels, Teacher #Dedication With the continual increase of new students, it is very easy to get into a routine with IEPs, but not for Kelly. She did a FANTASTIC job of ensuring that a new family understood what their child's services would look like upon beginning when she turns 3. Kelly took the time to explain each component as well as address and ensure the parents questions and concerns were met. Knowing she has this relationship with her students and their families is such an honorable quality. A truly spectacular co-worker. I am grateful to be part of IEP teams with her! *Submitted by Emily Robenolt, Physical Therapist*

Norman Dixon, Teacher of the Visually Impaired #Service It has been great to collaborate with Norm on various occasions to develop an interdisciplinary approach for a particular student with significant vision challenges. He is quick to respond and implement ideas, as well as provide various braille resources to allow this student better access when participating in the classroom and during Physical Therapy. His service to the students and team involvement is truly appreciated. *Submitted by Emily Robenolt, Physical Therapist*

Greer Aukstakalnis, Occupational Therapist #Partnership Greer and I share a school district. She provides OT to the school age students; I provide speech therapy to the pre-K students. I do not have a dedicated space and usually am given whatever room is empty. Last week, there were no empty rooms. Greer graciously offered to share her space and has been very generous in sharing any supplies I may have forgotten. This is easy for a traveling therapist to do! Thank you, Greer, for being such a great colleague! *Submitted by Lisa Brittingham, Speech Pathologist*

Jackie Ford, Program Assistant #Partnership Jackie has been a wonderful addition to the Educational Services team. Jackie dove right into her work as a member of the Summer Camps team and has been eager to learn and help the program grow and flourish. Should a problem arise, Jackie always provides a solution and handles it with professionalism and grace. Her dedication to her work and compassion towards her team has not gone unnoticed. She truly is one of a kind! *Submitted by Beth Cappello, former Special Projects Coordinator*

Haley Burkholder, Accountant #Expertise Haley has helped me with CAOLA invoicing on many occasions and she is always available and more than willing to help me out with whatever I need (whether the need is large or small). Her expertise with Excel is great and I have been able to learn from her based on her expertise. I am very grateful for her knowledge. Thanks, Haley, for being there for me and an asset to the Business Office for sure! *Submitted by Sally Mentzer, Program Assistant*



ENOLA CAMPUS
55 MILLER STREET
ENOLA PA

Fall fest

A family fun event!

A FREE family event to celebrate our staff, families and community.

All proceeds benefit Imagination Library, Operation Warm, and Champions for Children.

We have *more than 50 booths*, including:
Cupcakes | Pottery | Baked Goods | Wood Crafts
Custom T-shirts & Tumblers Hand-painted Crafts
Hair Accessories | Beauty & Skincare Products
3-D Printed Toys | Resin Items | Gourmet Popcorn
Tastefully Simple | Thirty-One Products | Hot Cocoa Bombs | LuLaRoe Clothing | Candy | STEAM Activities
Usborne Books & More | Jewelry | Wreaths | Candles
Pampered Chef | AND MORE!

Please bring non-perishable food and personal hygiene items for The Giving Pantry.

Activities Include: DJ Music | Food Trucks | Trunk-or-Treat | Chili Cook-Off | Inflatable Activities | Critter Connection | Petting Zoo | Face Painting | Balloon Artist | Pumpkin Painting | Caricature Artist | and MORE!



**SATURDAY
OCTOBER 29, 2022
11 AM - 4 PM
WWW.CAIU.ORG/FALLFEST**

FALL FEST SCHEDULE

THANK YOU SPONSORS!



Event Opens

11:00 am

Booths Open

DJ Starts

Fall Photo Op

Balloon Artist

Caricature Artist

Face Painting

Fire Trucks

Pumpkin Painting

Inflatable Activities

1:00 pm

Trunk or Treat Begins

2:00 pm

Food Trucks Close

Trunk-or-Treat Ends

Trunk-or-Treats Awards for Best Decorations

Costume Parade followed by Top Three Costume Awards & Participation Prizes

Fire Trucks Depart

3:00 pm

Chili Cook-off Voting and Winner Announced

4:00 pm

All Activities Close

Booths Close

12:00 pm

Food Trucks Open

1:30 pm

Chili Cook-off Opens

2:30 pm

Chili Cook-off Ends

Balloon Artist Departs

3:30 pm

Raffle Basket Winners Announced

Pumpkin Painting Ends