

**MINUTES OF THE COLLEGE OF CHIROPRACTORS OF ONTARIO'S  
COUNCIL MEETING  
HELD FRIDAY, SEPTEMBER 12, 2025  
NOTTAWASAGA INN AND CONFERENCE CENTRE  
6015 HIGHWAY 89, ALLISTON, ONTARIO AND VIRTUALLY BY TEAMS**

**PRESENT:**

Dr. Kyle Grice, President and Meeting Chair  
Dr. Michael Gauthier, Vice President  
Mr. Scott Stewart, Treasurer  
Ms Anuli Ausbeth-Ajagu  
Mr. Robert Chopowick  
Dr. Jarrod Goldin  
Dr. Colin Goudreau  
Dr. Sarah Green  
Ms Zoe Kariunas  
Dr. Annette Langlois  
Dr. Angelo Santin  
Mr. Shawn Southern  
Dr. Julia Viscomi

**REGRETS:**

Mr. Gagandeep Dhanda  
Dr. Salima Ismail

**ABSENT:**

None

**STAFF:**

Ms Rose Bustria, Executive Assistant  
Ms Madeline Cheng, Registration Coordinator  
Mr. Joel Friedman, Deputy Registrar  
Ms Tina Perryman, Manager, Inquiries, Complaints and Reports  
Dr. Katheirne Tibor, Director of Professional Practice  
Mr. Darwin Visperas, Assistant Registration Coordinator  
Ms Jo-Ann Willson, Registrar and General Counsel

**RECORDING SECRETARY:**

Ms Beth Ann Kenny

**CONSULTANTS**

Ms Tina Langlois, Regulatory Consultant  
Mr. Boyd Neil, Communications Consultant

**GUESTS ATTENDING IN PERSON**

Dr. Brian Ferguson, AFC  
Dr. Adrian Raphael, AFC

**GUESTS ATTENDING VIRTUALLY**

Ms Caroline Brereton, OCA  
Dr. Janet D'Arcy, OCA President  
Ms Vivian Pang, MOH  
Ms Diana Pasic, OCA

## CALL TO ORDER AND WELCOME

Dr. Grice called the meeting to order at 10:00 a.m. EDT, noting the meeting was hybrid in nature with guests attending in person.

Dr. Grice confirmed that Council meetings are open to the public unless Council moves in camera pursuant to the provisions within the *RHPA*, e.g., financial, government relations, or legal matters.

Council members were reminded that they are to be familiar and comply with CCO's rules of order. When speaking to a motion, Council members were reminded to note if they were speaking for or against the motion. If needed, Dr. Green would serve as parliamentarian.

## LAND ACKNOWLEDGEMENT

Dr. Gauthier offered the land acknowledgement, providing an overview of the meaning of Nottawasaga and recognizing New Tecumseh was the location of the meeting and New Tecumseh's land acknowledgement was shared.

### 1. CONSENT AGENDA

The consent agenda was presented for approval.

MOTION moved by Mr. Stewart/seconded by Dr. Viscomi

To approve the consent agenda:

#### 1.1 Discipline Committee Report

1.1.1 *CCO v Dr. Gregory Bolger* Discipline Committee decision (received June 24, 2025)

1.1.2 *CCO v Dr. Jody Hurlbut* Notice of Hearing

1.1.3 *CCO v Dr. Jason Potter* Notice of Hearing

1.1.4 *CCO v Dr. Taylor Smeenk* Notice of Hearing

1.1.5 HPRO Discipline Training Dates

#### 1.2 Fitness to Practise Committee Report

#### 1.3 Patient Relations Committee Report

CARRIED UNANIMOUSLY.

### 2. MAIN AGENDA

The meeting's main agenda was presented for approval.

MOTION moved by Mr. Southern/seconded by Ms Ausbeth-Ajagu

To approve the main agenda with the addition of an announcement of Zoe Kariunas's reappointment for a three-year term and two additional items that were circulated in advance of the meeting:

#### 4.4.1 2026 Registration Renewal Memorandum

#### 4.1.42 Draft Proposed By-Law Amendments Recommended to Council for Approval

CARRIED UNANIMOUSLY.

#### 2.1 Conflict of Interest

Council members were reminded that any real or perceived conflicts of interest should be raised during the meeting as the agenda item arises. Any standing conflicts of interest did not need to be declared at every meeting, recognizing they had been previously identified. It was confirmed that Council members would need to leave the meeting and not participate in any discussion when they were in conflict on any item.

No conflicts of interest were declared.

### **3. MINUTES**

Council members were reminded by notation on the agenda that they should only make motions or vote to approve meeting minutes for those meetings in which they were in attendance.

It was noted that, once the meeting minutes are approved, they will be posted to the CCO website, with the exception of in camera meeting minutes, which remain confidential.

A call was made for motions to approve the most recent Council meeting minutes.

#### **3.1 Council Minutes of June 13, 2025 (draft)**

MOTION moved by Dr. Langlois/seconded by Dr. Gauthier

To approve the June 13, 2025, Council Meeting Minutes to be amended to note that Ms Ausbeth-Ajagu could not attend due to technical issues which have since been corrected.

CARRIED UNANIMOUSLY.

#### **3.2 Council Minutes (In Camera) of June 13, 2025 (draft)**

MOTION moved by Dr. Goudreau /seconded by Ms Kariunas

To approve the June 13, 2025, In Camera Council Meeting Minutes as circulated

CARRIED UNANIMOUSLY.

#### **3.3 Council Minutes of June 13, 2025 (AGM) (draft)**

The minutes of the 2024 AGM, held June 13, 2025, were noted. The draft minutes will be presented for approval at the 2025 AGM, scheduled for June 12, 2026.

### **4. COMMITTEE REPORTS**

#### **4.1 Executive Committee Report**

Dr. Grice presented the Executive Committee report.

*Received for information:*

##### **4.1.1 Confidential Minutes of August 15, 2025**

*Move in Camera*

MOTION moved by Dr. Gauthier/seconded by Mr. Southern

To move in camera  
CARRIED UNANIMOUSLY.

Observers, guests, facilitators, and staff (with the exception of Ms Willson and Mr. Friedman) were excused from the meeting and those attending by virtual means were advised that they would be emailed when Council rose from the in camera session so that they could rejoin the meeting.

### ***Move Out of Camera and Ratify Decisions Made In Camera***

MOTION moved by Mr. Stewart/seconded by Dr. Goldin

To rise from the in camera session and ratify all decisions made while in camera  
CARRIED UNANIMOUSLY.

Observers, guests, facilitators, and staff (not including Ms Willson and Mr. Friedman who remained in the meeting) were welcomed back to the meeting.

### ***Old/Ongoing Business***

#### ***Strategic Planning and Communications***

It was noted that a separate information package had been circulated to Council to help members prepare for the strategic planning session.

#### ***Council Evaluations***

##### **4.1.24 Summary of Council feedback re: June 13, 2025 Council meeting**

The results from the June 13<sup>th</sup> Council meeting were reviewed. Council members were reminded that, if they strongly disagree with any of the statements, specificity of that disagreement was requested to be constructive with actions moving forward.

#### ***Communications***

It was confirmed that the 2024 Annual Report had been sent to system partners, including the Ministry of Health. Additionally, any member who requested a hard copy was provided an Annual Report in that format. No concerns were raised by the membership about the electronic copy.

*Received for information:*

**4.1.25 CCO Distribution dated July 23, 2025 with Correspondence from Dr. Green dated July 23, 2025 and 2024 Annual Report**

**4.1.26 Constant Contact Statistics re: July 23, 2025 distribution**

**4.1.27 Extract from CCO website re: Regulatory Excellence Workshops (REW)**

Mr. Friedman reported that the REWs are well-received. The next will be held virtually on October 24<sup>th</sup>.

#### ***CCO website***

**4.1.28 Monthly Report dated July 1, 2025**

#### **4.1.29 Monthly Report dated August 1, 2025**

The website management reports from C-Group were reviewed and Council members were asked to consider what information would be most valuable to them.

It was noted that the previously reported C grade had been upgraded to an A due to the “one off” scenario when the report was run but the server was in “rest mode”, an oddity that will likely not recur.

#### ***Ministry of Health***

It was shared that the information related to the Ministry of Health was included for information. Later discussions can be held about how CCO can align with Government’s priorities and best work with system partners in solution-oriented ways.

*Received for information:*

#### **4.1.30 Communication dated June 5, 2025 re: “As of Right” Rules for Current Health Professionals and Incoming US Board-Certified Physicians and Nurses**

#### ***News Releases (miscellaneous)***

*Received for information:*

#### **4.1.31 Ontario Reducing Wait Times for Orthopedic Surgeries (July 2, 2025)**

#### **4.1.32 Ontario Building New Hospital in Brantford-Brant (July 17, 2025)**

#### **4.1.33 Ontario Advancing New Hospital in Waterloo Region (July 17, 2025)**

#### **4.1.34 Ontario Signs New Free Trade Agreements with British Columbia and Canada’s Three Territories (July 21, 2025)**

#### **4.1.35 Ontario Breaks Ground on Two Long-Term Care Homes in Barrie (July 28, 2025)**

#### **4.1.36 Ontario Investing \$1.3 Million to Protect Emergency Health Services in the North (July 30, 2025)**

#### **4.1.37 Ontario Investing \$3 Million to Support Cleaner and Healthier Communities (July 30, 2025)**

#### **4.1.38 Ontario Investing \$56.8 Million to Expand Nursing Enrollment (August 6, 2025)**

#### **4.1.39 Ontario Investing \$28 Million to Boost Non-Profit Programs (August 7, 2025)**

#### **4.1.40 MSN article – Ontario expanding publicly funded private surgical and diagnostic centres**

#### ***By-laws, Standards, Policies and Guidelines Review***

*Received for information:*

#### **4.1.41 Memo from Tina Langlois dated July 30, 2025**

#### **4.1.42 By-law Amendment Chart Dated September 12, 2025**

The By-law Amendment Chart, which was circulated on September 10<sup>th</sup>, was presented for approval as a whole, recognizing individual recommendations could be considered separately if requested by Council. It was noted that the amendments were being recommended by the Executive Committee who considered these changes at its August 15<sup>th</sup> meeting.

As discussion ensued regarding By-law 6, Dr. Goldin declared a conflict of interest and left the meeting.

A question was posed regarding a situation when a person serving as a District 7 (academic) role might leave their position and whether that person would be disqualified from serving and CCO would then be unconstituted.

**ACTION ITEM** Staff to review By-law 6.29 to re-confirm that a person could continue to serve on Council if they retired from their academic position during their term

Ms Willson noted by-law 6.29(g) which indicates Council shall disqualify a Council member from District 7 if s/he ceases to be member of the faculty of CMCC is to be read in conjunction with by-law 6.32 and 6.33 which gives Council options when Council position becomes vacant.

MOTION moved by Mr. Southern/seconded by Ms Kariunas

To approve by-law amendments reflected in the By-law Amendment Chart  
CARRIED UNANIMOUSLY (with the exception of the abstention by Dr. Goldin on amendments related to By-law 6, citing conflict of interest)

### ***By-laws Under Review***

*Received for information:*

- 4.1.43 By-law 1: Definitions and Interpretation**
- 4.1.44 By-law 6: Election of Council Members**
- 4.1.45 By-law 7: Elections (Within Council)**
- 4.1.46 By-law 11: Committee Composition**
- 4.1.47 By-law 12: Appointment of Non-Council Members**
- 4.1.48 By-law 18: Appointment of Non-Chiropractic Committee Members**

### ***Standards Under Review***

- 4.1.49 S-020: Cooperation and Communication with CCO (draft)**

Council was asked to approve one standard.

MOTION moved by Dr. Gauthier/seconded by Mr. Southern

To approve amendments to S-020: Cooperation and Communication with CCO  
CARRIED UNANIMOUSLY.

*Received for information:*

- 4.1.50 S-020: Cooperation and Communication with CCO (current)**

### ***Policies Under Review***

- 4.1.51 P-009: Presidential Memorial Award (draft)**

Council was asked to approve changes to two policies, the first changing the name of the Dr. Harold Beasley Memorial Award to the Presidential Memorial Award.

MOTION moved by Ms Ausbeth-Ajagu/seconded by Dr. Goldin

To approve amendments to policy P-009: Presidential Memorial Award  
CARRIED UNANIMOUSLY.

*Received for information:*

**4.1.52 P-009: Dr. Harold Beasley Memorial Award (current)**

**4.1.53 I-019: Policy on Nomination and Election Procedures for Committee Positions**

**4.1.54 I-023: Submission of Criminal Record Checks by CCO Council and Committee Members and Peer Assessors**

MOTION Dr. Langlois/Mr. Chopowick

To approve amendments to Internal Policy I-023: Submission of Criminal Record Checks by CCO Council and Committee Members and Peer Assessors, changing conjunctions where appropriate  
CARRIED UNANIMOUSLY.

It was confirmed that, if a clean criminal record check is not submitted to CCO, a Peer Assessor would not be given any assignments and Council members would not receive non-public Council material but could attend meetings and participate in them.

*Received for information:*

**4.1.55 I-023: Submission of Criminal Record Checks by CCO Council and Committee members (current)**

**4.1.56 Communication exchange with Ms Deanna Williams re: best processes/practices for amending standards of practice**

Council was advised that other work is being considered by the Executive Committee, including electoral reforms and the development of a risk register. Further work is needed before these issues will be brought to Council with recommendations, if any.

***Electoral Reform (deferred to future meeting)***

*Received for information:*

**4.1.57 Memo from Tina Langlois dated July 28, 2025 re: Electoral Reform Research**

**4.1.58 Competencies for Council and Committee Members and Peer Assessors (January 24, 2025)**

***Paper Retention and Destruction Project (deferred to future meeting)***

*Received for information:*

**4.1.59 Memo from Tina Langlois dated July 28, 2025 re: Record retention project**

**4.1.60 Proposed Revisions to I-017: Record Retention and Destruction Policy (draft)**

**4.1.61 I-017: Record Retention and Destruction Policy (current)**

#### **4.1.62 Code of Conduct**

##### ***Risk Registers (deferred to future meeting)***

*Received for information:*

**4.1.63 Memo dated June 11, 2025 from Boyd Neil re: Risk Registers**

**4.1.64 FCC Risk Register dated December 6, 2024**

##### ***Other Chiropractic/Health Related Stakeholders***

Council was reminded that CCO is an active system partner with other chiropractic or health-related organizations, including regular attendance at FCC meetings by the President and Registrar as well as staff presentations to the students at the CMCC.

FCC's volunteer opportunities were highlighted for Council members' consideration.

*Received for information:*

**4.1.65 Request dated July 10, 2025 from FCC Specialty Colleges Council to share link with registrants**

**4.1.66 Regina Leader-Post article dated June 23, 2025 entitled Regina chiropractor convicted of sexual assault to serve sentence in community**

**4.1.67 Information received July 25, 2025 re: Charkhandeh v College of Dental Surgeons of Alberta (Alberta Court of Appeal) decision from the College of Chiropractors of Ontario**

##### ***Canadian Memorial Chiropractic College***

*Received for information:*

**4.1.68 Information re: Guest lecture at CMCC**

##### ***Canadian Chiropractic Examining Board (CCEB)***

*Received for information:*

**4.1.69 Communication dated August 6, 2025 re: Governor Recruitment**

##### ***Health Profession Regulators of Ontario (HPRO)***

Ms Kenny was asked to provide any updates from HPRO. It was shared that HPRO's government relations work continues and upcoming training opportunities are also being offered in the Fall. CCO was thanked for its ongoing commitment to and support of HPRO.

*Received for information:*

**4.1.70 HPRO 2024 – 2025 Highlights**

**4.1.71 Legislative Update (June 2025)**

**4.1.72 Information re: HPRO meeting re: As of Right (AOR) Attestations**

MOTION moved by Dr. Gauthier/seconded by Mr. Southern

To accept the Executive Committee Report  
CARRIED UNANIMOUSLY.

## **4.2 INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE (ICRC) REPORT**

Dr. Green presented the ICRC report, sharing that the Committee continues to work diligently with 33 cases reviewed at its last meeting.

### **4.2.1 I-024: Secure Communication of Confidential Information for the Inquiries, Complaints and Reports (ICR) Committee**

MOTION moved by Dr. Green/seconded by Mr. Stewart

To approve amendments to Internal Policy I-024: Secure Communication of Confidential Information for the Inquiries, Complaints and Reports (ICR) Committee, omitting reference to OneDrive

CARRIED UNANIMOUSLY.

*Received for information:*

### **4.2.2 Memo dated July 16, 2025 to Stakeholders from Sandra Evora re: Consolidated Rules of Practice and Procedures**

### **4.2.3 E-mail dated July 28, 2025 to Ms Evora from Ms Willson with feedback**

Thanks were extended to Committee members and support staff.

MOTION Moved by Dr. Viscomi/seconded by Dr. Goldin

To accept the ICRC report

CARRIED UNANIMOUSLY.

## **4.3 QUALITY ASSURANCE COMMITTEE REPORT**

Dr. Gauthier presented the report of the Quality Assurance Committee, sharing that work has focused on review of topics related to chiropractic care of animals, artificial intelligence (AI), key performance indicators (KPIs), appointments of Peer Assessors, and updates to continuing education program documents.

### **4.3.1 Quality Assurance Committee Terms of Reference (draft)**

MOTION moved by Dr. Gauthier/seconded by Mr. Chopowick

To accept the amendments to the Quality Assurance Committee's Terms of Reference

CARRIED UNANIMOUSLY.

*Received for information:*

### **4.3.2 Quality Assurance Committee Terms of Reference (current)**

### **4.3.3 S-001: Scope of Practice (draft)**

MOTION Moved by Dr. Gauthier/seconded by Mr. Stewart

To approve S-001: Scope of Practice  
CARRIED UNANIMOUSLY.

#### **4.3.4 S-005: Chiropractic Adjustment or Manipulation (draft)**

MOTION Moved by Dr. Gauthier/seconded by Ms Kariunas

To approve minor amendments to S-005: Chiropractic Adjustment or Manipulation  
CARRIED UNANIMOUSLY.

*Received for information:*

#### **4.3.5 S-005: Chiropractic Adjustment or Manipulation (current)**

MOTION moved by Dr. Gauthier/seconded by Dr. Santin

To accept the Quality Assurance Committee report  
CARRIED UNANIMOUSLY.

### **4.4 REGISTRATION COMMITTEE REPORT**

Dr. Goudreau presented the Registration Committee Report, noting that the Committee had met twice since last Council meeting. Minor changes to website re: flow documentation for those returning to the profession, needing REW and not record keeping workshops.

#### **4.4.1 2026 Registration Renewal (draft)**

MOTION moved by Dr. Goudreau/seconded by Dr. Gauthier

To approve the 2026 Registration Renewal memo and form, changing the question regarding standards and guidelines to, “I have reviewed standards and guidelines and have implemented changes (yes/no)”

CARRIED UNANIMOUSLY.

#### **4.4.2 2026 Professional Corporation Renewal (draft)**

MOTION moved by Dr. Goudreau/seconded by Ms Kariunas

To approve the 2026 Professional Corporation Renewal memo and form  
CARRIED UNANIMOUSLY.

#### **4.4.3 By-law 17: Public Register (draft)**

It was noted that the By-law, if approved by Council, would be circulated for feedback as required in legislation.

MOTION moved by Dr. Goudreau/seconded by Mr. Chopowick

To approve By-law 17: Public Register for circulation  
MOTION WITHDRAWN

Discussion ensued regarding what particular aspects of chiropractic should be collected and included on the public register, e.g., orthotics, x-rays, assistive devices. It was offered that this recommendation would be amended to only include acupuncture and chiropractic care of animals as

these forms of care require additional training (200 hours) in accordance with CCO Standards of Practice.

MOTION moved by Dr. Goudreau/seconded by Dr. Viscomi

To approve amendments to By-law 17: Public Register for circulation including members' self-declaration that they provide chiropractic care of animals and provide acupuncture

CARRIED UNANIMOUSLY.

*Received for information:*

**4.4.4 By-law 17: Public Register (current)**

**4.4.5 Extract of RHPA re: Circulation of By-laws**

**4.4.6 Voluntary Animal Chiropractic Registry**

**4.4.7 Updated Registration Charts on CCO website**

**4.4.8 Memo dated July 21, 2025 re: Extension of the RICF Compliance Cycle and Regulator Risk Ratings**

**4.4.9 OFC Newsletter (July 2025)**

**4.4.10 Agenda for HPRO/OFC Webinar July 23, 2025**

**4.4.11 Q1 2025 College Registration Data Collection**

Registration Committee members were thanked for their work.

MOTION Moved by Dr. Goudreau/seconded by Mr. Chopowick

To approve the Registration Committee Report

CARRIED UNANIMOUSLY.

## **5. NEW BUSINESS**

No new business was raised.

## **6. FOR YOUR INFORMATION (FYI)**

*Received for information:*

**6.1 Extract from the Medical Post dated June 2025 re: National Registry of Physicians**

**6.2 Announcement dated August 6, 2025 re: York University School of Medicine**

**6.3 Information about the Information and Privacy Commissioner including use of health cards as personal health information**

**6.4 CLEAR Symposium Presentation entitled The Future of Regulation in this Era of Skepticism, Indifference, Technology, and Evidence-collapse**

**6.5 Opinion piece dated August 25, 2025 entitled Professional bodies have become a major threat to free speech**

**6.6 msn article entitled Ontario's takeover of 4 school boards reflects growing provincial role in education**

**6.7 Global news article dated July 21, 2025 entitled "Microsoft's SharePoint is being hacked by cyberattackers, FBI and CSE warn**

**6.8 Grey Areas (July 2025)**

**6.9 Council Member Terms as of April 24, 2025**

## **DATE AND TIME OF MEETINGS**

*See Appendix A for Executive Committee and Council meeting dates. Council members are asked to advise Ms Rose Bustria if they are unable to attend any meeting.*

## **ADJOURNMENT**

All were thanked for attending and their interest in CCO's work.

Those participating in strategic planning were asked to remain in the meeting room to receive logistical information for the event.

Recognizing that all items on the agenda had been addressed, Dr. Grice adjourned the meeting at 11:23 a.m. (followed by outline of Strategic Planning Sessions, working lunch and activities)

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President

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Registrar and General Counsel

## APPENDIX A – DATE AND TIME OF MEETINGS

### Executive Committee Meeting Dates to December 2026

Year	Date	Time	Event	Location
2025	Friday, October 17 (budget recommendations)	8:30 a.m. – 1:00 p.m.	Meeting	CCO
2026	Friday, January 23	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Friday, March 27	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Friday, May 22	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Friday, August 21	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Friday, October 23	8:30 a.m. – 1:00 p.m.	Meeting	CCO

### Council Meeting Dates to December 2026

Year	Date	Time	Event	Location
2025	Saturday, September 13 (in person)	8:30 a.m. – 4:30 p.m.	Strategic Planning/Topic Specific Meeting	Nottawasaga Inn and Conference Center
	Sunday, September 14 (in person)	8:30 a.m. – 11:30 a.m.	Strategic Planning/Topic Specific Meeting	Nottawasaga Inn and Conference Center
	Thursday, November 20	8:30 a.m. – 1:00 p.m.	Meeting (Budget)	CCO
	Friday, November 21	8:30 a.m. – 11:30 a.m.	Training/Topic Specific Meeting	CCO
	Friday, November 21	6:00 p.m. – 9:00 p.m.	Holiday Party	<u>Aria Ristorante</u> 25 York St, Toronto, Ontario M5J 2V5  <a href="https://ariaristorante.ca/">https://ariaristorante.ca/</a>
2026	Friday, February 20	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Thursday, April 23	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Friday, April 24 (Elections and Orientation)	8:30 a.m. – 1:00 p.m.	Meeting	CCO

Year	Date	Time	Event	Location
	Thursday, June 11	Presidents' Dinner	Presidents' Dinner	TBD
	Friday, June 12	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Friday, June 12	6:00 p.m. – 9:00 p.m.	AGM	TBD
	Friday, September 18	10:00 a.m. – 3:00 p.m.	Meeting	TBD
	Saturday, September 19 (in person)	8:30 a.m. – 4:30 p.m.	Strategic Planning/Topic Specific Meeting	TBD
	Sunday, September 20 (in person)	8:30 a.m. – 11:30 a.m.	Strategic Planning/Topic Specific Meeting	TBD
	Thursday, November 19	8:30 a.m. – 1:00 p.m.	Meeting (Budget)	CCO
	Friday, November 20	8:30 a.m. – 11:30 a.m.	Training/Topic Specific Meeting	CCO
	Friday, November 20	6:00 p.m. – 9:00 p.m.	Holiday Party	TBD