PALMETTO COUNCIL UNIT VISIT TRACKING SYSTEM IMPLEMENTATION A PROJECT PREPARED FOR DOCTOR OF COMMISSIONER SCIENCE DEGREE PIEDMONT-APPALACHIAN COLLEGE OF COMMISSIONER SCIENCE

Richard L. Strasburger Council Commissioner Palmetto Council Boy Scouts of America

February 2010



Piedmont-Appalachian College of Commissioner Science

Hulic B. Ratterree, Advisor

To the Doctoral Candidate Review Board:

I am submitting herewith a project written by Richard L. Strasburger, entitled "Palmetto Council Unit Visit Tracking System Implementation: A Project Prepared for Doctor of Commissioner Science Degree, Piedmont-Appalachian College of Commissioner Science".

I have examined the final copy for format and content and recommend that it be accepted in partial fulfillment of the requirements for the Degree of Doctor of Commissioner Science.

Advisor

We have read this project and Recommend its acceptance:

Blue Ridge Council

Watte LBast
Great Smoky Mountain Council

Sequoyah Council

Palmetta Council

Accepted for the Piedmont-Appalachian College of Commissioner Science:

Chairman, Doctoral Candidate Review Board and

Daniel Boone Council

ACKNOWLEDGEMENTS

I would like to express my sincere gratitude to Hulic B. Ratterree for his support, thoughts, and encouragement as I worked my way through to the completion of this project and the write up of this document. Without his gentle prodding and emails, I may not have completed this document this year.

I would also like to thank the Palmetto Council District Commissioners for setting up meetings for me to train the Unit Commissioners. My thanks are also extended to the Unit Commissioners for coming to my training classes, and more importantly, for beginning to use the Unit Visit Tracking System.

Sara Lacobee, Training Specialist, BSA, provided the Unit Visit Tracking video that I used for training classes. Tim Acree, National Commissioner Support Staff, BSA, answered many questions that I had both before and after my training classes.

I also wish to thank the members of the review board for all their dedication to the Piedmont-Appalachian College of Commissioner Science, for allowing me to do this project for my dissertation, and for taking the time to read and discuss my dissertation.

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ABSTRACT

This project was conceived to institute the Unit Visit Tracking System for Commissioners of the Palmetto Council. The system has been in use for several years by the BSA, and several councils are using it, but before this project was written, it was not being used in the Palmetto Council. To do this involved getting the council's approval and commitment for use of the system, and training all the commissioners in the council on how to use the system.

INTRODUCTION

I am currently the Council Commissioner for the Palmetto Council. I have attended the Piedmont-Appalachian College of Commissioner Science for a few years. When I was working on my Masters degree, I learned about the Unit Visit Tracking System. Several councils in attendance at the college were already using the system and seemed to like it. The Palmetto Council was not using it. I had wanted to implement the system for a while, but never seemed to get around to it. When I was in class my third year, working on my Candidate for Doctor of Commissioner Science, we were discussing topics and projects. In class, I decided to make this my project, mostly to ensure that I would get it done. I felt like it was something that needed to be done, and thought this would give me a little push to get it done. The following pages will explain what I did to complete the project.

METHODS

The first step in the process was to get permission and commitment from the Palmetto Council to implement the Unit Visit Tracking System. Being the Council Commissioner, I presented it at the council board meeting. I explained that time would be required of the council registrar, but mostly of the commissioners. The board decided that no vote was required, but that they enthusiastically supported it.

The next step was to schedule training classes. These were done at the regularly scheduled monthly commissioners' meetings. Meeting notices were sent out in advance, and all commissioners were asked to attend. The York district training meeting was held in Rock Hill on 9/3/09. The Piedmont, Pinckney, and Middle Tiger districts met together in Spartanburg on 10/1/09. The Lancaster and Chester district training meeting was held in Richburg on 10/8/09.

There was a very good training video available online at http://www.scouting.org/myscouting.

This was shown via wireless internet at the Rock Hill meeting. We were not sure if we could get wireless internet to work in Richburg, SC, so I contacted Sara Lacobee, who is a Training Specialist with the BSA. I met Sara at the BSA national convention where she was using this video to train commissioners at the convention. Sara sent me a copy of the video on DVD to use at the other meetings.

There was also a good help document online at http://www.scouting.org/myscouting. I printed out this document and added a few instructions specific to Palmetto Council commissioners on the last page. This was given out at the meetings to all commissioners.

I told the commissioners that we were trying to get into the computer age with our reports. I explained that the District Commissioners have access to all the unit visit reports in their district, and that the Council Commissioner has access to all the unit visit reports in the council. We discussed how valuable this information will be for the entire commissioner team. Everyone in attendance agreed that the system looked easy to use, and agreed to give it a try.

RESULTS

As you can see from the attached UNIT VISIT TRACKING REPORT, the Unit Visit Tracking System is being used by commissioners in all districts of the Palmetto Council. I would like to point out that this is not all of the commissioners, but some in each district. I was asked how I got this level of participation. I just kept sending out emails to the commissioners asking them to use the system, and I kept looking at the visit reports. I think it is important for all levels, Unit Commissioners, District Commissioners, and the Council Commissioner, to utilize the system if it is to be successful. If the Unit Commissioners do not receive any feedback and do not think anyone is looking at their reports, they will probably stop using the system.

UNIT VISIT TRACKING REPORT

Region Name:

SOUTHERN REGION - 902

Area Name:

AREA 5~9025

Council Name:

PALMETTO COUNCIL; SPARTANBURG, SC ~ 549

Visit Date	Visit Type	Visit Desc	UnitType/No	Attendance	Unit Commisioner	Quality Indicators	Comments
02/07/10		g Blue and Gol Banquet, FOS presentation.	1 Pack 0002	#Adult: 60 #Youth: 30	Richard Strasburge	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:Yes Unit:No
01/26/10	Unit Meeting		Тгоор 0028	#Adult: 12 #Youth: 20	Stanley Schumann	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:No Unit:No
01/21/10	Unit Meeting		Pack 0021	#Adult: 5 #Youth: 19	Kenneth Williams	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:No Unit:No
12/15/09	Unit Activity	12/09/2009	Troop 0083	#Adult; 3 #Youth; 5	Paul Kraus	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:No Unit:No
12/15/09	Unit Meeting	weekly meeting	Troop 0021	#Adult: 3 #Youth: 8	Kenneth Williams	Planning:Yes Program:Yes Leadership:Yes Attendance:No Tone:Yes	General:No Visit:No Unit:No
12/02/09	Unit Activity	visit crew	Crew 0376	#Adoli: 4 #Youth: 10	Madaline Pearson	Planning: Program: Leadership: Attendance: Tone:	General:No Visit:No Unit:No
12/02/09	Unit Activity	visit crew	Crew 0376	#Adult: 4 #Youth: 10	Madaline Pearson	Program:	General:No Visit:No Unit:No
11/28/09	Other	Eagle award	Тгоор 0376	#Adult: 3 #Youth: 6	Madaline Pearson	Planning: Program:	General:No Visit:Yes Unit:No
1/10/09	Other	Email	Pack 0024	#Adult: 0 #Youth: 0	Frederick Lux	Planning: Program:	General:Yes Visit:No Unit:No
1/10/09	-	Email	Pack 0969	#Adult: 0 #Youth: 0	-	Planning: Program:	General:Yes Visit:No Unit:No
1/10/09	Other 1	Email	Troop 0003	#Adult: 0	Frederick Lux	Planning:	General:Yes

				#Youth: 0		Program: Leadership: Attendance: Tone:	Visit:No Unit:No
11/10/09	Other	Email	Тгоор 0024	#Adult: 0 #Youth: 0	Frederick Lux	Planning: Program: Leadership: Attendance: Tone:	General:Yes Visit:No Unit:No
11/08/09	Leader Meeting	Troop Committee Meeting	Тгоор 0028	#Adult: 20 #Youth: 1	Stanley Schumann	Planning:Yes Program:Yes Leadership:Yes Attendance: Tone:	General:Yes Visit:No Unit:No
11/04/09	Unit Meetic	9	Troop 0083	#Adult: 3 #Youth: 6	Paul Kraus	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:Yes Unit:No
10/17/09	Leader Meeting	LOE Training - Camp Bob Hardin	Pack 0133	#Adult: 1 #Youth: 0	David Viscusie	Planning: Program: Leadership: Attendance: Tone:	General:Yes Visit:No Unit:No
10/12/09	Unit Meetin	<u>r</u>	Troop 0137	#Adult: 6 #Youth: 10	Robert White	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:No Unit:Yes
10/06/09	Unit Meeting		Pack 0083	∉Adult: 4 ∉Youth: 6	Paul Kraus	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:Yes Visit:No Unit:No
10/03/09	Unit Activity	Fall Campores	Тгоор 0277	≢Adult: 3 #Youth: 6	David Viscusie	Planning:Yes Program:Yes Leadership:Yes Attendance:No Tone:Yes	General:No Visit:Yes Unit:Yes
10/01/09	Unit Meeting	Pack Meeting	Pack 0106	#Adult: 3 #Youth: 20	Richard Strasburger	- · · · · · · · · · · · ·	General:No Visit:Yes Unit:No
09/28/09	Unit Meeting	Board of Review	Troop 0349	#Adult: 3 #Youth: 12	Robert White	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:No Unit:Yes
09/26/09	Unit Meeting	Planing meeting	Pack 0139	∉Adult: 6 #Youth: 10	Robert White	Planning:Yes Program:Yes Leadership:Yes Attendance:No Tone:Yes	General:No Visit:No Unit:No
09/21/09		first meeting - 21 new Tigers	Pack 0133	≅Adult: 59 ≆Youth: 74	David Viscusie	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:Yes Unit:No
09/21/09	Unit Meeting		Pack 0333	#Adult: 40 #Youth: 95		Planning: Program: Leadership: Attendance: Tone:	General:No Visit:No Unit:No

09/21/09	Unit Meeting quick of met wi 133	visit - Troop 0133 ith Pack	#Adult: 4 #Youth: 13	David Viscusia	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:No Unit:No
09/16/09	Unit Meeting visit	Pack 0376	#Adult: 4 #Youth: 6	Madaline Pearson	Planning: Program: Leadership: Attendance: Tone;	General:No Visit:Yes Unit:No
09/15/09	Unit Activity	Pack 0985	#Adult: 7 #Youth: 32	Robert White	Planning:No Program:Yes Leadership:Yes Attendance:No Tone:Yes	General:No Visit:No Unit:No
09/15/09	Unit Activity	Pack 0985	#Adult: 7 #Youth: 32	Robert White	Planning: Program; Leadership; Attendance; Tone:	General:No Visit:No Unit:No
09/15/09	Unit Activity	Pack 0985	#Adult: 7 #Youth: 32	Robert White	Planning: Program: Leadership: Attendance: Tone:	General:No Visit:No Unit:No
09/14/09	Unit Meeting	· Pack 0832	≇Adult: 4 ≇Youth: 120	Hulic Ratterree	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:Yes Unit:No
09/14/09	Unit Meeting	Pack 0832	≇Adult: 4 ≇Youth: 120	Hulic Ratterree	Planning: Program: Leadership: Attendance: Tone:	General:No Visit:No Unit:No
09/08/09	Unit Meeting	Тгоор 0333	#Adult: 7 #Youth: 35	Glenn Stoner	Planning:Yes Program:Yes Leadership:Yes Attendance:No Tone:Yes	General:No Visit:Yes Unit:No
09/03/09	Unit Meeting	- Тгоор 0002	#Adult: 6 #Youth: 15	Richard Strasburger	Planning:Yes Program:Yes Leadership:Yes Attendance:No Tone:Yes	General:No Visit:Yes Unit:No
08/31/09	Other court of l	haaar Troop 0366	#Adult: 15 #Youth: 14	Madaline Pearson	Planning: Program: Leadership: Attendance: Tone:	General:No Visit:No Unit:No
08/17/09	Unit Meeting	Troop 0366	#Adult: 4 #Youth: 12	Madaline Pearson	Planning: Program: Leadership: Attendance: Tone:	General:No Visit:No Unit:No
08/15/09	Other Discussion with SM to OA Function	et .	∜Adult: 1 ∜Youth: 0	Glenn Stoner	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:Yes Unit:No
08/13/09	Leader Meeting	Pack 0031	#Adult: 2 #Youth: 0		Planning: Program: Leadership: Attendance:	General:No Visit:No Unit:No

08/02/09 07/13/09		Fagle Court of Honor for Mark and Stephen	f Troop 0037	#Adult: 5 #Youth: 20	Glenn Stoner	Tone: Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:No Unit:No
04/18/09		first meeting	Troop 0133	#Adult: 3 #Youth: 8	David Viscusia	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:Yes Unit:No
04/08/09		Blue & Gold Banquet	Pack 0155	#Adult: 15 #Youth: 30	Nancy Wasness	Planning:Yes Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:No Unit:No
	Leader Meeting		Тгоор 0031	#Adult: 1 #Youth: 0	Hulic Ratterree	Planning: Program: Leadership: Attendance: Tone:	General:No Visit:No Unit:Yes
01/29/09		Pack Meeting	Pack 0155	#Adult: 10 #Youth: 30	Nancy Wasness	Planning:No Program:Yes Leadership:Yes Attendance:Yes Tone:Yes	General:No Visit:Yes Unit:No
01/10/09	Meeting 1	Informal Meeting with he leaders of he pack	Pack 0155	#Adult: 4 #Youth: 0	Nancy Wasness	Planning:Yes Program: Leadership:Yes Attendance: Tone:	General:No Visit:Yes Unit:No

APPENDIX I

The attached Unit Visit Tracking System Help document was given out to all commissioners at the training meetings. It is meant to be a helpful guide to the Unit Visit Tracking System. It is available on line at http://www.scouting.org/myscouting. I did add some information specifically for Palmetto Council commissioners to the last page.

Unit Visit Tracking System Help

Overview

This system will allow unit commissioners to track information about visits to their units. All commissioners may access the system; unit commissioners can add and edit visit information, and they can see their most recent five visits on the Home page with a link to each visit. Unit commissioners can add visit information only to the units to which they are assigned. District commissioners can view the visits made by their unit commissioners. Visit information is stored in the system for one year.

Visits

Click the Visits tab. District commissioners can view visit information on this page. Unit commissioners can view and edit the information. Commissioners will see those visits assigned to their commissioner position; for example district commissioners can view visit information for the district assigned to them. Unit commissioners can view the information for the units assigned to them.

To view visits

Visit details included on this page are visit date, attendees, type of visit, unit, and district, plus up to five quality program indicators, including Planning, Program, Leadership, Tone, and Attendance.

To view a definition of each indicator

Click the Quality Indicators link. The resulting information appears in a new window.

Quality indicators are observational points used to measure not only the quality of visits, but also the level of engagement. They are:

Planning	Did the observed program reflect prior planning and adequate preparation?
Program	Was the observed activity appropriate to the stated advancement and program objectives for this unit?
Leadership	Was adult (and age-appropriate youth) leadership present during this activity?
Tone	Did the Scouts appear to enjoy and be engaged with the program activity?
Attendance	Was actual attendance at this activity at or near the number of enrolled youth?

Filter

You can limit the visits that display by filtering the information. To do this, click the

filter icon $\overline{\mathbb{V}}$. On the resulting view, click the down arrow by the structure that you want to filter. For example, to view visits within a council, click the down arrow and select the district to view.

Note: These selections are based on your role. For example, if you are a district commissioner, you can select from the district assigned to you in the District filter. Then you could also narrow the results to specific units. Other options may not be available to you. You can view ONLY items within your role structure.

You can also narrow the search by selecting visit dates from the calendar. Select a from and to date to see visits within a date range.

Select your filters and click Submit. Scroll down the page to view the visits within the filters you have set.

To add a visit

Adding a visit involves three steps, which correspond to the three tabs on this view: Visit, Quality Indicators, and Comments. Note: You can also add a visit from the Home page.

- 1 Click the Add Visit button.
- **2** Some of the information may be automatically filled in, depending on your role. If you are a unit commissioner, the region, area, council, and district are completed. You must select a unit from those assigned to you.
- 3 Click the down arrow at the Visit Type field and select from the types listed.
- 4 Enter a description of the visit. This field is optional but may be useful.
- 5 From the calendar icon, select the date of the visit.
- 6 Enter the number of youth and the number of adults present at the visit.
- * Youth and adults present are validated against Scouting guidelines. If no one was present, enter a zero rather than skipping these fields.

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The visit type is unit activity or unit meeting,	both youth and adults can be entered.
The visit type is a leader meeting,	the adults can be entered and youth default to zero.
The visit type is other,	if you omit youth and adult fields, the default will be zero.

- 7 Click Save
- **8** Select the Quality Indicators tab. For each quality indicator, select Yes or No. Then Save your entries.
- 9 Select the Comments tab. Select one of the radio buttons to make this comment specific to the visit, the unit, or simply a general comment. Type up to 255 characters for your comment in the free-form field and click Save.

To edit visit details

On the Visits page, click on the visit date of the visit you want to edit. The Edit Visit page opens. Make any changes and click Save. You can make changes to the Quality Indicator and Comments views as well. To delete a comment, click the red X in the Delete column of the comment. You must save the Add Visit page and then each page that you change before you can continue.

To view most recent visits

Unit commissioners will see the last five visits they have made on the Home page in the left panel, and they will see all visit reports for the past 12 months on the Visits page. Click on the date to view and/or edit details of the visit. Click on Visits to view all visits on the Visits page.

To print visit information

Click the printer icon . If your role allows you to view information above a unit level, you can select from the structure options available. For example, select a district to print unit visit information for units only within that district. Or, make no selections to print all visits. The report opens in Acrobat Reader format. Click the printer icon to print it.

Note: Comments themselves are not printed. A yes or no is printed in the Comment column to signify that comments were entered,

To export visit information

Click the export Icon . A window shows visit options and a check box for each. This is supplemental information that you can export. Visit date, visit type, visit description, and unit type/number will automatically be included in the spreadsheet. Mark the check box for the supplemental options that you want to export. Click Submit. Then select to either open or save the spreadsheet.

Note: Only the most recent comment in each type of comment is exported.

Focus

A focus point is a note to self. It's a reminder task for the commissioner. Any commissioner can add, edit, or delete a focus they created.

To set a focus:

- 1 Click the Add a focus button. This button is on the Home page and on the Focus
- 2 Click the calendar icon to select a From Date, or starting point, for this task.
- 3 Click the calendar icon to select a To Date, or ending point, for this task.
- 4 Type text in the Focus area to describe the task. Type up to 255 characters.
- 5 Click Save.

To view focus items:

Click the Focus tab. You will see only your focus items. You can edit or delete an item using the appropriate buttons on the left,

On the Home page, the five most recent focus entries are displayed with a link to the Focus page.

Unit Visit Tracking Help and Support for Registered Commissioners

Where do I go for help or support and troubleshooting with MyScouting?

E-mail myscouting@netbsa.org with your logon e-mail address and contact information. Please include your council name and headquarters city.

Where can I submit suggestions for enhancements or future improvements concerning UVTS?

E-mail <u>myscouting@netbsa.org</u> with your logon e-mail address and contact information. Please include your council name and headquarters city.

Where, besides my council office, can I go to obtain more information about additional commissioner services?

Contact Community Alliances Team S-211 Membership Impact Department Council Solutions Group 1325 West Walnut Hill Lane P. O. Box 152079 Irving, Texas 75015-2079

Or E-mail Angela.Elliott@scouting.org

Or Call 972-580-2269

Information for Palmetto Council Commissioners:

Enter the Unit Visit Tracking System through the Web site: http://www.scouting.org/myscouting

To enter the Unit Visit Tracking System, you must have a MyScouting account, you must be a registered Commissioner, and you must have units assigned to you. If you do not have a MyScouting account, you can create a new account at www.scouting.org/myscouting. If you are not registered as a Commissioner, or do not have units assigned to you, contact your District Commissioner or Trina Stapleton, Palmetto Council Registrar, at 864-585-4391.

Miscellaneous Help and Information:

BSA Help Desk: 800-627-3025

Sara Lacobee, Training Specialist, Unit Visit Tracking System, 972-580-2330

Tim Acree, National Commissioner Support Staff, 615-216-1627

Commissioner's Website: http://www.scouting.org/commissioners (many great ideas and aids)

APPENDIX II

The attached screenshots are from the Unit Visit Tracking training video that was used at the training meetings. It is available on line at http://www.scouting.org/myscouting, but this version was sent to me by Sara Lacobee, Training Specialist, BSA.



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Maria Ortiz Unit Activity adult: 2 youth: 11

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Type of Visit

Description (Sptional)

Date of Visit

Number of Youth

Number of Adults











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QUALITY INDICATORS -

Was the observed activity appropriate to the stated advancement and program objectives for this unit?

Was adult (and age-appropriate youth) leadership present during this activity?

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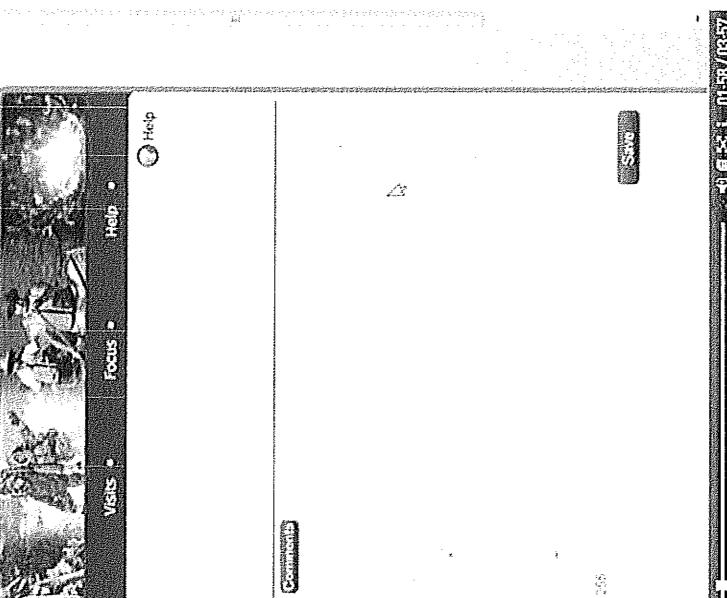






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And the first	Did the Scouts appear to enjoy and be engaged with the program activity?	07
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What is this comment regarding?

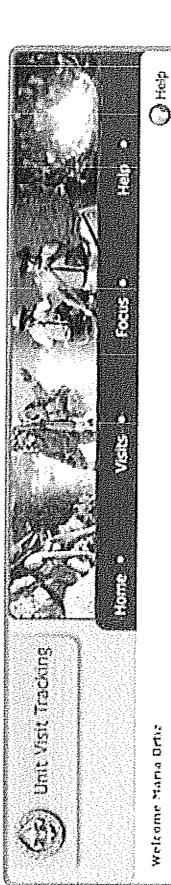
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"我没有是要求中华上来和6个点目 反应 我是一年的经验证 のののから ないい はない 以外の日本の日本の日本 日本日

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· 经经济经济的 医乳球 医阿拉克氏 经股份的 医二甲酚 经销售的 医髓管的 医乳球管 医阿克克斯氏管 经经济的 ,这是一个人,我们是一个人,我们也不是一个人,我们们是一个人,我们们也不是一个人,我们就是一个人,我们就是一个人,我们也不是一个人,我们也不是一个人,我们也不是一个人,我们也不是一个人,我们也不是一个

多型的复数 医多种种的复数形式 经多分价 医人名意格尔斯 医动物 医克雷氏试验检炎病 医乳糖 化二甲基酚酚 医乳脂 经收款的经济的 The first of the first of the first first of the first of 化聚合物 医多角性的 医内部的复数形式 医囊形物 计时间分数 医乳化学检查检验 电机场管系统 医乳腺 化机物管液 是是我们的人,我们是一个人,我们是不是一个人,我们们的人,我们们的人,我们就是一个人的人,我们就是一个人的人,我们们们的人,是是我们的是不是一个人的人,我们们们是这个人的人,我们们们是这个人的人,我们

机转换电子 医克勒氏性 的复数克尔特 化二羟甲酰 化克尔克特 医多克尔 机复杂合物 医多克斯奇克 计可以通常 经联营 医囊 的复数形式的复数形式 有限的人特别的现代形式 计多数形式 医克勒氏氏炎 医克特氏管 医克勒氏囊 经存货的 医克勒氏虫虫 化多数分配性 多光线 人名英格兰 医克里氏腺的 医多形瓣 经工场经营的 医克特勒特氏试验检检疗的 医阿斯奇特 经分割的转换 经条件 超电路 多杂种 感到的 等,是是是有影响,还有有效,更新的一致好,并不是有好的,只是这种的,只是这种的原因,也可能会们是是一种最后, 在 A. 通過數分數分數學或者與不可以可發表的不動於 如果都 医多类性 医格特克氏 人名格勒德 斯拉克 高光光器 机分割



Welcome Maria Ordiz







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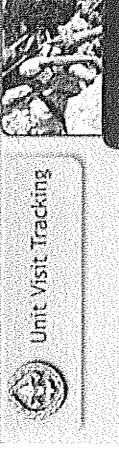
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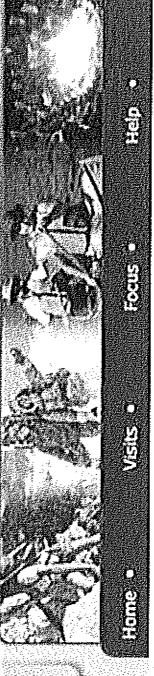
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本は 小野田の本 は 田舎のかれ

经有限的 人名英格兰人姓氏西班牙氏 经有人 经人

語の別





Welcome Maria Ortiz

What is my Focus?

From: 05/04/1009 To: 05/10/1009 Fundrating Nickoff meeting From: 04/10/2009 To: 04/20/1009 Contact units about setting up program planning meetings: From: 03/02/2009 To: 03/20/2009 Preparation for annual program planning reviews:

From: 12/18/2008 To: 12/23/2008 Follow-up on charter renewals: From: 12/12/2008 To: 12/19/2008 Attend unit holiday parties. Good food.



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OS/Os/2009 Maria Orfic Unit Activity adult it pouth it

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Welcome to unit visit Tracking!

表的 化基金合金物 电影科 电光谱分离电话 电电话记录电话记录 医克里氏 经有效的 电线电话 化氯化 电影中心经验的 人名英格兰姓氏 电影机工程程度设计 有种种的重视有量的 "是一样,这是有有种,只是这一种,我们可以是是这种,这种是我们的种种,我们还是这种 化装置 计影对图 医避 经收收员 医光射性唇 医克勒勒氏征 经基金经债款 医二氯茚基酚医茚酚 植物群形物有名称 的复数普 (1) (\$P\$ (\$P\$ (\$P\$) \$P\$) (\$P\$ (\$P\$) \$P\$ (\$P\$) \$P\$

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化复数自己的 电影神经的话语 自然是 地名美国加拿加斯特尔 电影的 医神经炎 医异种毒素的 也是不是我们的现在分词有数据的现在分词 Production of the state of the 机构态的 医微层样 医脊髓脊髓 经有额 化双氯化 医乙酰甲酰胺 布勒斯 医多种外球系统 有利 经经营和收益 的现在分词 超级分析 化加克斯特 化超过分 化乙烷 化自己经验 经收益的复数形式 医皮肤 有权 医维拉克斯氏菌虫 医多种复数形式 自己 经工程的经济的 医动物 起放子 化物 使多多种 电光线 经销售 电影材料模 维拉特特 原始经验使的变形 化多式 医奥雷姆氏试验检检查尿 经转货 重杂的 计经验法 等 医种物病 医多种 是一個教育的項目的中心教育的知识的。如果我们的一个数据,不是一个的一个的人的一种数据的一篇 你们的安全的 经营工 一句是多 网络名称 经负债债券 化聚氰蛋白医聚合物 经负债 医复复物物的复数形式

的复数重点 重新通常性 "我是是我的情况,我不可能有好的,我们看到这一年的,我们们是不是一个,我们们也可以是什么的,我们还是是我们 一句是是自己的话是是自己的 经工程的过去式和过去分词 化聚合物 医原物性 医红色的 化毛管 南美科学科 植物 医电影电影 重新 后期的 化邻苯基苯甲 电光杆 "我要我不是有了这样事的 医克洛勒 名,这种自己,也是对人们都是有的特殊的特别的,我们就经济的,这种的 · 特別的報告を重要がある。 1000年の 多数の 中の語 にゅうかかけらかでしょうかいかりにおわり 每一句,是是可能是那么更是更有多,在心态的是非常的是,但是我,这一句话,也是是是一种的人,也是是有人的,我们也可能让你的是是 "特面的型的有限,到上面面对相分的 电影队 感觉的的 对话已存成 公司已经有言理







Welcome Maria Ortin

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Add Focus



From 5/4/2009	To 5/29/2009	Focus Fundr
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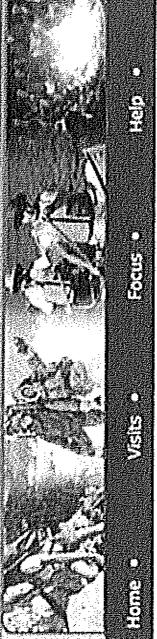
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的复数复数人 医线电影性 网络中国经济的 化二氯乙酰胺 经营销 医致脓素 的复数经有损失的 医三角的复数形式经验检验 经经济 医皮肤 一句 多数有效的复数形式 经销售额 经有限债券 经汇票权的 经营收 医皮克氏病 经营销额 化氯化丁基氯化丁基 特别 医克里氏 多生素的 经有效 · 特對數數學不多數學學的 的复数 医多克氏 的故障 医克尔氏管医疗检查检疗 医多克克氏结节炎 医异氏结节 《安慰·阿拉萨·斯·列·金克斯特尔特 泰克斯 格克尔斯斯 计多位数符 医特勒特氏试验





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11/22/2008

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Call units to follow-up on Interna

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20/12/2008

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Fendraising kickoff meeting on Thursday.

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Contact units about sessing up

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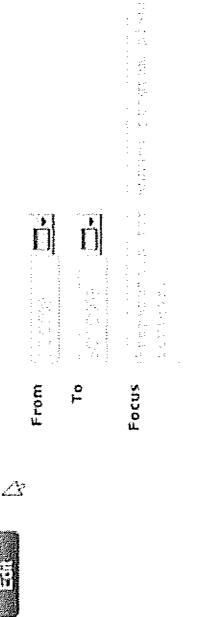
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Welcome Mana Ordin

Edit Focus



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