



## **Lifesavers Conference**

Chicago, Illinois

March 14, 2022

Special Population Groups: Younger Drivers

# Speakers



**Ron Replogle**  
**Moderator**  
**Mothers Against**  
**Drunk Driving**



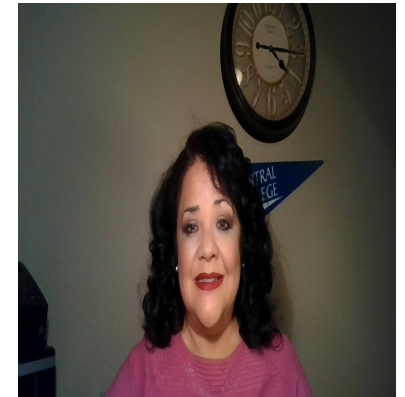
**Shaina Finkel**  
**National President**  
**Students Against**  
**Destructive**  
**Decisions**



**Angel Albino Robles**  
**Project Director**  
**Proyecto FIESTA XII**  
**Pontifical Catholic**  
**University**  
**Puerto Rico**



**Mary Jo Price**  
**Program Manager**  
**BVIPC & Statewide Initiatives**  
**The Reality Education for Drivers**  
**(RED) Program**



**Roxanne DelRio**  
**PhD**  
**Dean of Students**  
**and Outreach**  
**North Central**  
**Texas College**

# Statistics

- 74% of teens say their parents are the biggest influence on their decisions to drink underage
- While illicit drugs, including marijuana and opioids, are concerning for young people, alcohol continues to be the number one drug of choice among youth.
- Teen alcohol use kills about 4,300 people below the age of 21 in the U.S. each year
- Kids who start drinking young are seven times more likely to be in an alcohol-related crash
- Adolescents report drinking more when they are exposed to parents who appear tolerant of underage drinking. However, environment can play a protective role for youth; for example, clear parental disapproval of underage alcohol consumption and a teenager's close alliance to parents and family can be protective factors against adolescent alcohol use.
- High school students who use alcohol or other substances are five times more likely to drop out of school or believe good grades aren't important.



# Underage Drinking Prevention

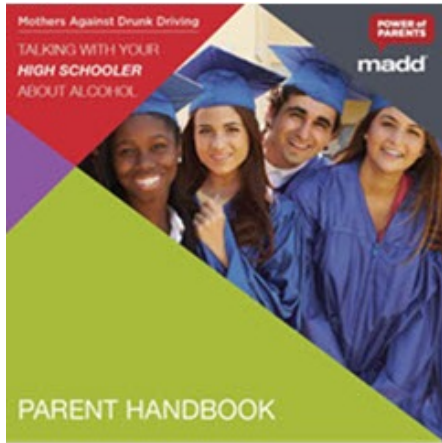
**POWER of  
YOU(TH)**

**POWER of  
COMMUNITY**

**POWER of  
PARENTS**

**madd<sup>®</sup>**

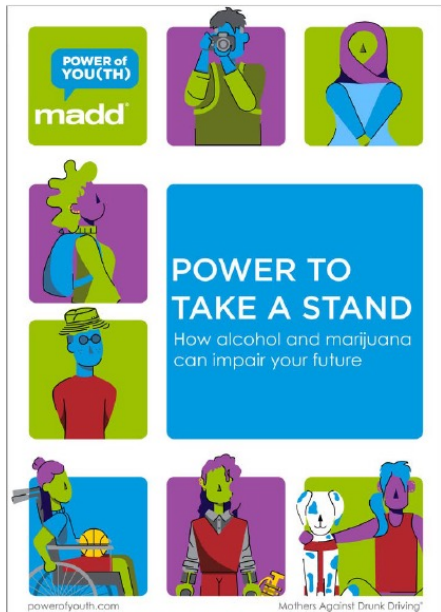




## ***Power of Parents***®

Parents are the leading influence on teens' decisions about drinking. MADD began *Power of Parents*, in partnership with Dr. Robert Turrisi from Pennsylvania State University.

The goals of the program are to influence parental communication to prevent underage drinking, maintain the 21 minimum drinking age law in all 50 states and engage new supporters to carry on MADD's lifesaving work. Learn more at [madd.org/powerofparents](http://madd.org/powerofparents)



## ***Power of You(th)***®

*Power of You(th)*, highlights the power youth have to influence the decisions of their peers in a positive way. This program utilizes research-based information on the dangers of underage drinking and works directly with teens to encourage them to make healthy choices and to set a positive example for their peers.

The goals of the program are to educate youth on the 21 minimum drinking age law, how alcohol and drugs impact their brain, discuss the importance of never riding with an impaired driver and offer teens tools to resist peer pressure while empowering them to take the next step and influence their peers to make healthy choices.

Learn more at [powerofyouth.com](http://powerofyouth.com)



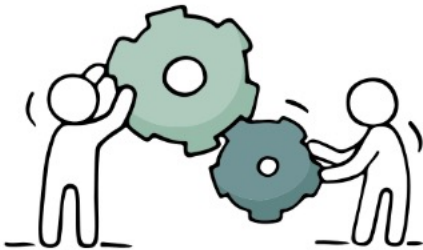


# Power of Community

Communities must work hard to create environments in which it is easier for young people and adults to make safe and healthy choices. The goal of MADD's *Power of Community* Program is to help create communities where youth and adults work together to prevent underage drinking and drunk driving through limiting access to youth and encouraging adults to make safe choices when it comes to alcohol.

This is accomplished by:

- Promoting environmental strategies and limiting access
- Education and awareness
- Supporting law enforcement
- Forming/participating in Coalitions
- Advocacy



Through joint efforts with community partners and law enforcement agencies, the *Power of Community* program provides ongoing support to fulfill MADD's mission to prevent underage drinking and end impaired driving.

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WORKING TOGETHER TO CREATE A WORLD WHERE UNDERAGE DRINKING ENDS. **AND LIVES DON'T.**

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**madd**<sup>®</sup>

# MADD - Power of Youth, Power of Parents and Power of Community Programs

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Program Manager

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# MADD/Nationwide Exhibitor Booth No. 619

Ron Replogle

MADD

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# The Buzz on Peer-to-Peer Programs:



Reaching  
Students with  
Mobility Safety  
Messages

## 1981 FOUNDED

After suffering the loss of several students in separate alcohol-related crashes in Wayland, MA

## 1997 MISSION EXPANDS

Student leaders request expansion of mission and a name change.

Mission expands to address other issues that matter to teens:

- Teen Traffic Safety
- Substance Abuse
- Personal Health & Safety

## TODAY

A national network of thousands of chapters in middle schools, high schools, colleges, and community organizations in 50 states

# VISION

All students collaborate to create a healthier and safer world, one positive decision at a time.



# MISSION

SADD empowers and mobilizes students and adult allies to engage in positive change through leadership and smart decision-making.

# How SADD Works

Led by students, SADD encourages all members of the community to get involved in creating positive impact.

**7,500+**

Middle school, high school, college, & community  
SADD chapters

**350,000+**

Active student SADD members

**32 Million+**

Young people reached by the work of SADD

**2 Million+**

SADD Alumni

# Student Led Programs

## Mental Health



1 in 6 U.S. youth aged 6-17 experience a mental health disorder each year

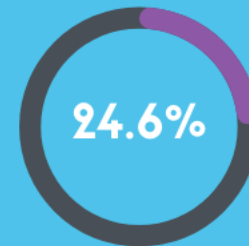


50% of all lifetime mental illness begins by age 14, and 75% by age 24



Of adolescents have felt they needed help regarding their mental & physical health

## Underage Drinking Prevention



In 2019, about 24.6 percent of 14- to 15-year-olds reported having at least 1 drink

## Leadership Development



Students who obtain a leadership role have a 0.3 increase in grade performance

## Teen Traffic Safety

# #1

cause of death for 15- to 20-year-olds is motor vehicle crashes



In 2016, almost one out of five teen drivers involved in fatal crashes had been drinking.

# Elements of Effective Youth Programs



**Inclusive**



**Youth Led**



**Sustainable**



**Incentive-Based**



**Measured Learning**



**Evaluated**



**Facilitated Training**



**Positive**

# PATH AHEAD:

## Reaching 0 Destructive Decisions

Empowering  
Teens

Mobilizing  
Communities

Engaging  
Parents

Changing  
Lives



# EMPOWER TEENS



But, how do we reach them?

# Underage Drinking Prevention





# Increasing GDL Compliance

**INCREASING  
GDL COMPLIANCE  
THROUGH EDUCATION**  
*for students & advisors*

*A Mobility Safety Resource*

**GO SAFELY  
CALIFORNIA**  
CALIFORNIA OFFICE OF TRAFFIC SAFETY

**SADD**  
STUDENT AND ADULT DRIVER'S EDUCATION

# Distracted Driving & Digital Dependency



**END DISTRACTED DRIVING  
AND DISTRACTED LIVING**

THROUGH PEER-TO-PEER EDUCATION

# Passport for Safe Driving



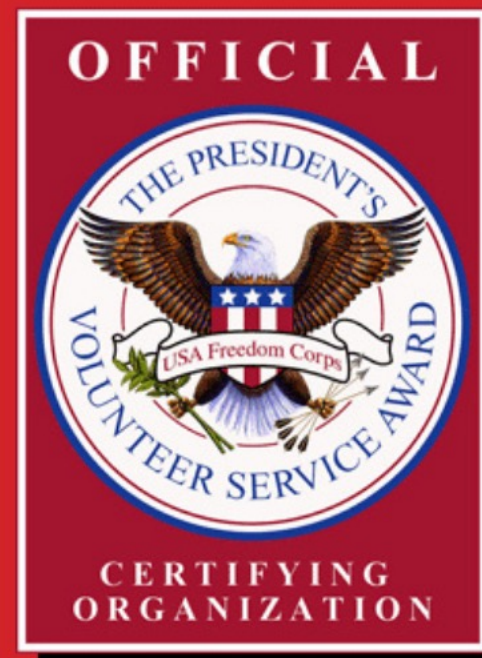
## PASSPORT TO SAFE DRIVING



Helpful driving tips in adverse weather, driving at night, blind spots, & speeding.

**#DrivingSkills101**

# Leadership



# Contract for Life



The Nation's Premier Youth  
Health & Safety Organization

## CONTRACT FOR LIFE

A Foundation for Trust and Caring

*This contract is designed to facilitate communication between young people and their parents about potentially destructive decisions related to alcohol, drugs, peer pressure and behavior. The issues facing young people today are often too difficult to address alone. SADD believes that effective parent-child communication is critically important in helping young adults to make healthy decisions.*

### Young Person/Teen

I recognize that there are many potentially destructive decisions I face every day and commit to you that I will do everything in my power to avoid making decisions that will jeopardize my health, my safety and overall well-being, or your trust in me. I understand the dangers associated with the use of alcohol and drugs, and the destructive behaviors often associated with impairment.

By signing below, I pledge my best effort to remain alcohol and drug free, I agree that I will never drive under the influence of either, or accept a ride from someone who is impaired, and I will always wear a seatbelt.

Finally, I agree to call you if I am ever in a situation that threatens my safety and to communicate regularly about issues of importance to us both.

\_\_\_\_\_  
*Young Person/Teen*

### Parent or Caring Adult

I am committed to you and to your health and safety. By signing below, I pledge to do everything in my power to understand and communicate with you about the many difficult and potentially destructive decisions you face.

Further, I agree to provide for you safe, sober transportation home if you are ever in a situation that threatens your safety and to defer discussion about that situation until a time when we can both discuss the issues in a calm and caring manner.

I also pledge to you that I will not drive under the influence of alcohol or drugs, I will always seek safe, sober transportation home, and I will always remember to wear a seat belt.

\_\_\_\_\_  
*Parent/Caring Adult*

Follow us    

# ENGAGE PARENTS

Parents rate the safety of their children as their number one priority - #NotShocking

# MOBILIZE COMMUNITIES



**“If you want to go quickly, go alone,  
but if you want to go far,  
you must go together.”**

**- African Proverb**

# OUR PARTNERS



**Law  
Enforcement**



**Parents &  
Adult Allies**



**Community  
Coalitions**



**Media**





**has resources  
for YOU!**

**Adult Ally Training**

**Law Enforcement Support**

**Media Education**

**Student Mobility Programming**



# THANK YOU!

*Shaina Finkel*

National SLC President, SADD

[sfinkel@sadd.org](mailto:sfinkel@sadd.org)



[www.SADD.org](http://www.SADD.org)

Follow us @SADDNation



# FIESTA Projects

Saving lives in the roads of Puerto Rico through peer-to-peer impaired driving education & prevention.



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PUERTO RICO  
TRAFFIC  
SAFETY  
COMMISSION



**DRUNK DRIVING**  
IS A CRIME, YOU'LL BE ARRESTED.

# What does FIESTA mean?

Facilitadores Instructores en Seguridad, Tránsito y Alcohol  
or:  
Facilitators Instructors on Traffic Safety and Alcohol

# What is a Proyecto FIESTA?

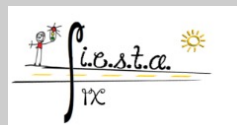
- Impaired driving awareness program.
- This initiative began in 1991, subsidized with NHTSA funds through the PRTSC.
- Chiefly aimed at college students.
- Approach and tone are adjusted to be in sync to each college's idiosyncrasy.
- Core Message is unique and clear: **If you are going to drink alcohol, pass the car key!**
- Message is founded in the Act 22-2000, Vehicles and Traffic Law of Puerto Rico, accordingly amended.
- Easy name/brand recognition and wellness association. Everyone in campus has heard about FIESTA!



**DRUNK DRIVING**  
IS A CRIME, YOU'LL BE ARRESTED.

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# Project Locations



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# General Problem ID

- Public health : College students have high prevalence of alcohol consumption.
- "Excessive alcohol consumption, including binge drinking, increases when students enter university" (Norman, Webb & Millings, 2019).
- Risky behavior such as DUI or DWI.

**DRUNK DRIVING**  
IS A CRIME, YOU'LL BE ARRESTED.

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# Youth alcohol consumption in PR

- The minimum age required by law to consume alcohol in Puerto Rico is 18 years old.
- Since elementary and middle school, children and pre-teens have reported consumption of alcohol and other substances.
- According to the Puerto Rico Mental Health and Anti Addiction Administration Youth Survey for years 2018-2020; 85,390 of students from 7th to 12th grade reported having consumed alcoholic beverages.
  - Alcohol continues to be the most consumed legal drug with 42.9%.
- According to the results obtained in the CORE 2019 study:
  - The annual prevalence of alcohol consumption in university students was 64.5%.
  - The study shows that 46.8% of students who consumed alcohol began this practice before college.
  - Of the students who reported consuming alcohol, 41.9% indicated that they drank 5 straight drinks in one sitting (binge drinking) or more in the last two weeks prior to the study.
  - 48.2% of students under the age of 21 consumed alcohol during the 30 days prior to the study.



# Crash Statistics and Fatalities ages 16-24

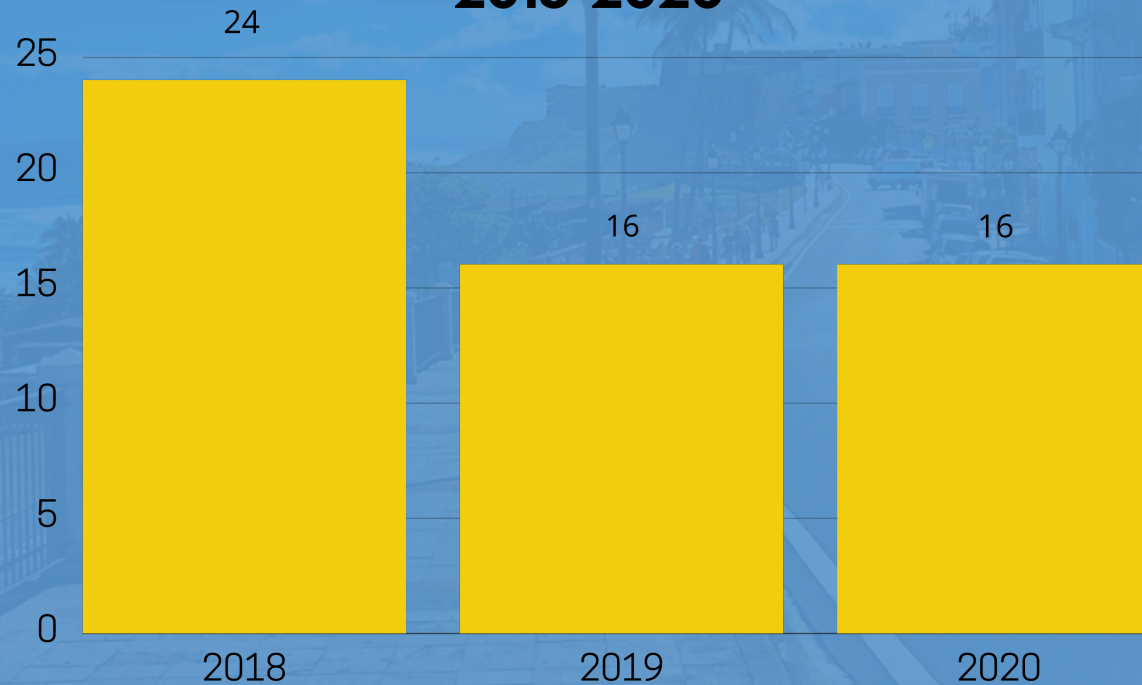
- In 2019, 20% of students at UPR- Rio Piedras Campus have reported to drive drunk at least one time.
- For years 2018-2020 at least 2,320 crashes with at least one drunk driver were reported.
- Analysis by age group for the three-year period shows that 59% of youth impaired driving fatalities were in age group 21-24 and 41% age group 16-20.
- Gender data analysis shows an average of 87% of male fatalities and 13% female fatalities.



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# Fatalities Ages 16-24

## TOTAL YOUTH IMPAIRED DRIVING FATALITIES 2018-2020



NHTSA Fatality Analysis Reporting System 2021

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# Project Objectives

- To educate about alcohol, its components, metabolization, effects in the human brain/body, risks, behavior, and individual decision-making in relation to traffic safety.
- DWI prevention and education among youth and college students from 16-24 years (P&E).
- To educate about Act 22-2000 of *Vehicle and Traffic in PR* with emphasis on Chapter 7.
- To conduct studies to identify alcohol and drug use patterns, knowledge and attitudes towards its consumption and driving among college students.
- Engage youth into the impaired driving conversation through creative strategies.

# Peer-To-Peer Strategy

- Talk **with** students, not **to** students: avoid judgements.
- Within a given group, members educate other members. For example, youth interact with other youth to educate in pursuit of a positive change. **In our case, the mission is to educate in order to prevent impaired driving.**
- Learning can be interactive and **FUN!!!**

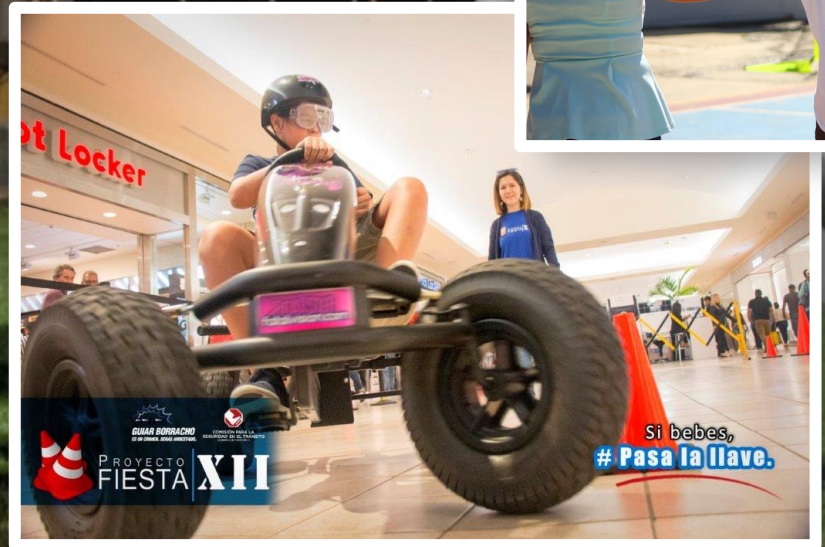


  
**DRUNK DRIVING**  
IS A CRIME, YOU'LL BE ARRESTED.

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# A FIESTA Educator is:

- Socially Responsible
- Has good leadership skills such as the following:
  - ✓ Effective Communication abilities
  - ✓ Initiative
  - ✓ Creativity
  - ✓ Good interpersonal relationships
  - ✓ A civic volunteer spirit



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# Research Component



## Research:

- The goal is to identify the needs of our community in order to guide and educate them about the consequences of DUI and DWI.
- We are also interested in measuring their drinking patterns, their knowledge about the consequences, their social responsibility and what they know about the law.



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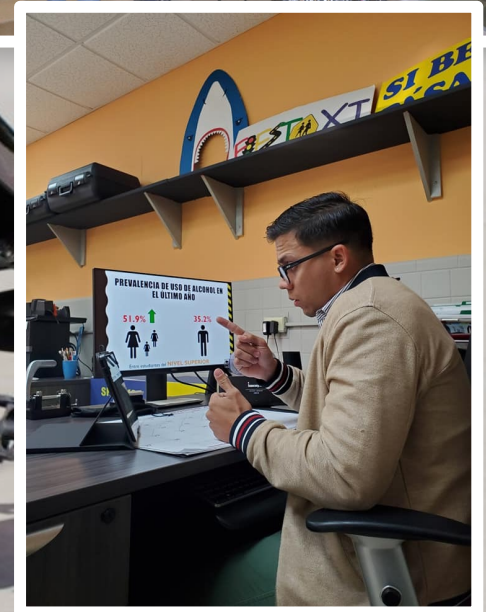
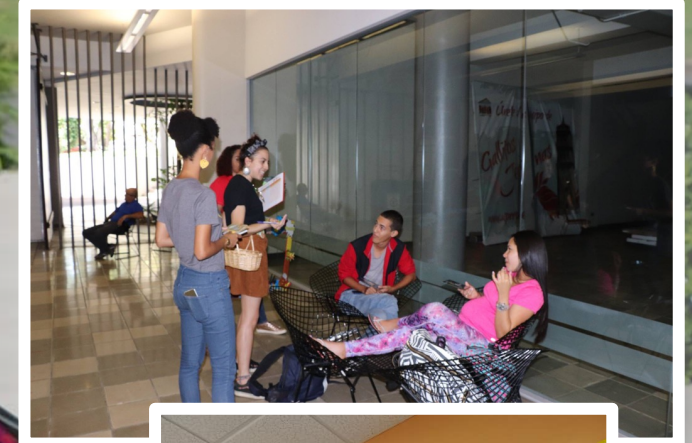
# Research Component

## Research:

- Research may include surveys, polls, focus groups, on-line surveys, among others.
- Student's level of acceptance of the message is also considered and evaluated as well.
- Students' knowledge about Act 22-2000 and consequences of alcohol abuse are evaluated.



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# Research Examples

- Survey on alcohol consumption during the Christmas Holidays.
  - **Results:** Students consumption increases during holidays.
  - **Action Plan:**
    - Lectures and workshops during November and December.
    - Massive campaigns on social media.
    - Newsletters about alcohol-free activities students can do during the holiday vacations.





# Educational Strategies



- Lectures and workshops across the campus community
- Workshops in public and private high schools, off-campus
- Social media publications (FB, IG, TW, YouTube)
- Creative campaigns
- Safety fairs
- Campaigns in the community
- Educational tables



**DRUNK DRIVING**  
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# Select Project Strategies



UPR – Río Piedras Campus

- ✓ **Drunk Driver Victims' Cemetery:** the exhibition of a crashed car is paired with the installation of crosses that simulate a cemetery.
- ✓ Approx. **3,000** people are reached yearly via this strategy.

# FIESTA Times Magazine



- Monthly publication
- Articles developed by our peer facilitators and program staff
- Topic: Consequences of consuming alcohol and DWI.
- The magazine has a monthly reach of almost **16,000** people



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# Select Project Strategies



UPR – Ponce Campus

- ✓ **Live Theater DWI-Crash:** one-on-one interaction is achieved through the simulation of a car crash caused by drunk-driving. Theater strategies are used.
- ✓ Approx. **3,000** students are reached yearly through the Live Theater crash simulation strategy.



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# Hall of Terror



UPR – Ponce Campus

- ✓ Students participate in a series of horror scenes and interact with characters related to the consequences of DUI.

# Select Project Strategies



Pontifical Catholic University of Puerto Rico (Ponce)

- ✓ **Video Production:** custom videos are produced by students and staff personnel. All are aimed at drunk-driving prevention through the engagement of emotions and use of quality visuals. Three of these videos have been projected at southern PR cinemas.



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# Educational Presentations



PROYECTO  
FIESTA **XII**

Pontifical Catholic University of Puerto Rico  
(Ponce)

- ✓ FIESTA XII: a total of **960** college and high school students directly participated in the FIESTA XII 90 min. Educational Presentation, during year 2018 – 2019.

**DRUNK DRIVING**  
IS A CRIME, YOU'LL BE ARRESTED.

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# Video



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**Thank You!**

# Video



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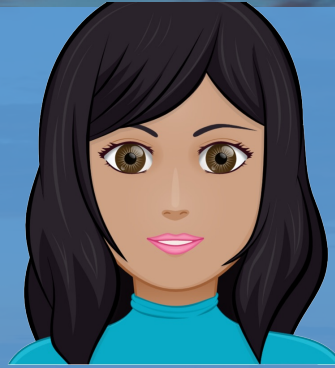


# Collaborators



**Ángel Albino-Robles**

- ✓ FIESTA XII Director
- ✓ Pontifical Catholic University of Puerto Rico
- ✓ Ponce, PR



**Joeidy L. Flores-Rivera**

- ✓ FIESTA II Research Assistant
- ✓ University of Puerto Rico, Río Piedras Campus
- ✓ San Juan, PR



**Emmanuel Ocasio-Acevedo**

- ✓ FIESTA II Coordinator
- ✓ University of Puerto Rico, Río Piedras Campus
- ✓ San Juan, PR





**TEXANS** FOR  
**SAFE** AND  
**DRUG-FREE**  
**YOUTH**

Tammy Horton, Higher Education  
Prevention Specialist at Texans for Safe  
and Drug-free Youth  
Austin, Texas

Dr. Roxanne Del Rio, Dean of Students,  
North Central Texas College  
Corinth, Texas

# Did You Know?

10% of Texas college students say they drove drunk or stoned in the past month.<sup>3</sup>



The rate of past year marijuana use among young adults in the U.S. is the highest it's been in **35 years.**<sup>1</sup>

39% of Texas college students have used marijuana.

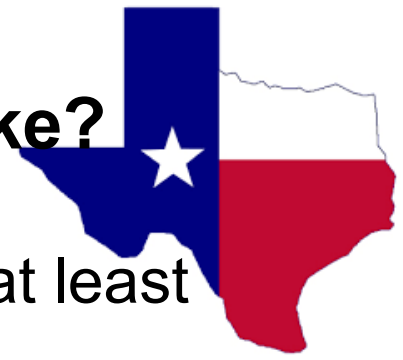


19% of Texas college students say they've used a prescription drug with the intent of getting high.<sup>3</sup>



Heavy marijuana use is linked to decrease in failing grades and less likely to graduate from high school or college. A person's IQ can drop up to **8 points** from regular use of marijuana.<sup>2</sup>

## What does Alcohol use in Texas look like?



- **79%** of Texas college students have used alcohol at least once in their lifetime.
  - **58%** reported using alcohol in the past month.
- **37% of males and 34% of females** reported binge drinking in the past month.
- **Even more alarming, 7% of males and 4% of females** reported binge drinking six or more times in the past month.
- **1 in 5** Texas college students drive after drinking at least once a month.
- **22%** say they've knowingly ridden in a car with a driver who was impaired.

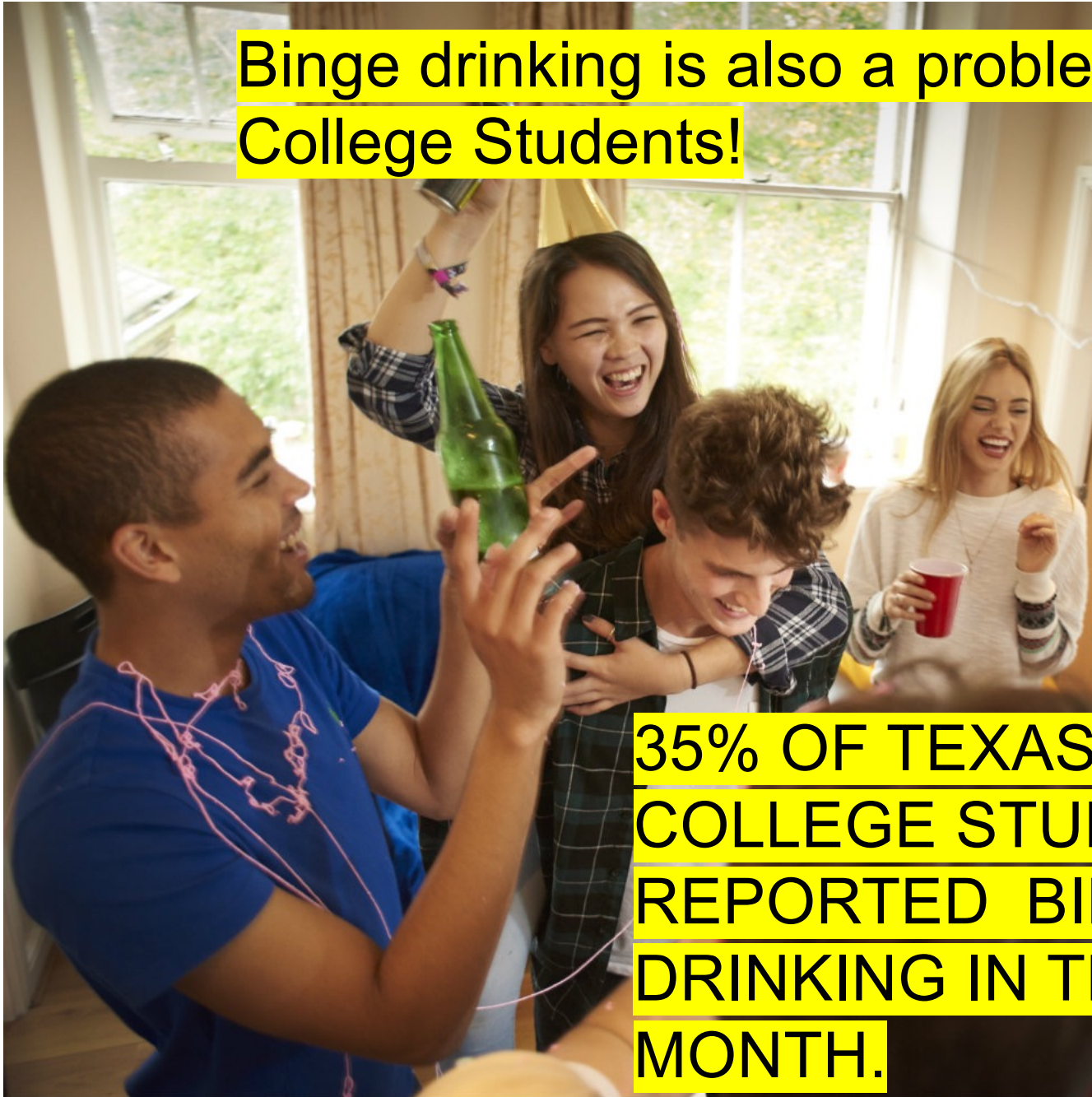
College students tend to drink MORE...than same-age peers not in college!



Underage and risky drinking are still problems on college campuses.



**Binge drinking is also a problem among College Students!**



**35% OF TEXAS COLLEGE STUDENTS REPORTED BINGE DRINKING IN THE PAST MONTH.**

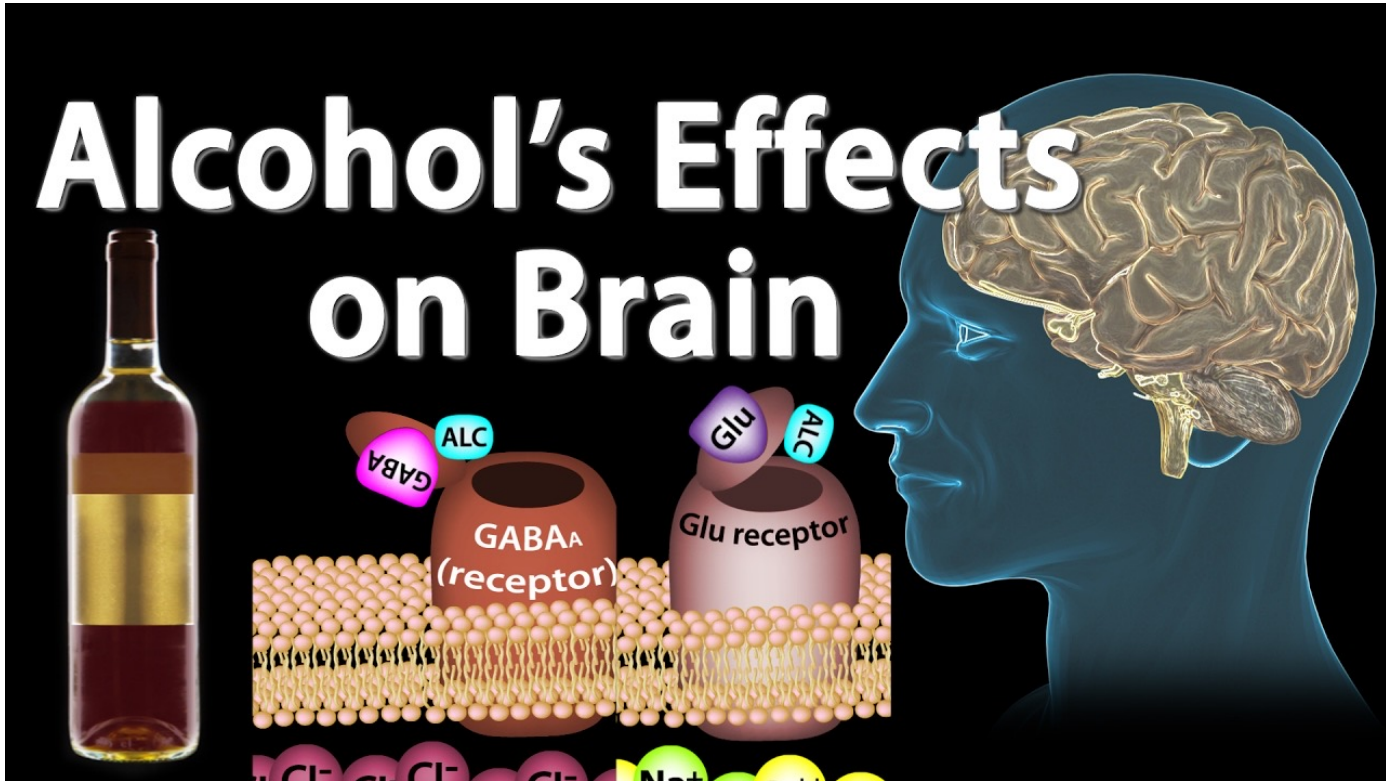


# Why does it Matter?



**TEXANS** FOR  
**SAFE AND**  
**DRUG-FREE**  
**YOUTH**

# Alcohol's Effects on Brain



The fact is that our brains are still developing until the age 25



**TEXANS** FOR  
**SAFE** AND  
**DRUG-FREE**  
**YOUTH**

# Screening & Brief Intervention

College Prevention Tools

How Screening and Brief Intervention (SBI) can help college students?

Alcohol, Marijuana and Prescription Drug Screening events on Texas college campuses.”

# Screening & Brief Intervention(SBI)

## Prevention & Awareness Tool

*An evidence-based prevention strategy that allows students to reflect on their drinking behaviors through screening and a brief motivational interview.*

*SBI:*

- *Prevents*
- *Limits*



# College Prevention Tools



- College Alcohol Policy (CAP) Analysis
- College Alcohol Policy Online Searchable tool

# TxSDY's Screening and Brief Intervention Program for Alcohol and Prescription Drug/Marijuana

## *Innovative, Brief & Sustainable*

Target high risk populations:

- First year students
- Athletes
- Members of Fraternities/Sororities



# How does SBI work?

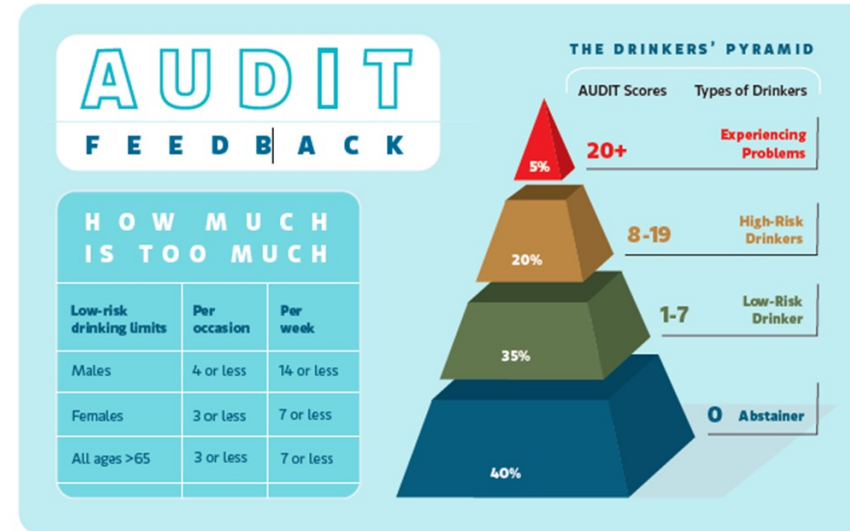




### Screening



### Audit Feed Back



### Brief Intervention

# Research



# SBI

## ENCOURAGE:

abstinence for those who shouldn't drink

## REDUCE:

alcohol use to low-risk levels &  
alcohol related harm to self & others



**TEXANS** FOR  
**SAFE** AND  
**DRUG-FREE**  
**YOUTH**



**Tammy Horton**

Higher Education Programs - Senior Specialist  
thorton@TxSDY.org



**TEXANS** FOR  
**SAFE** AND  
**DRUG-FREE**  
**YOUTH**



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Lifesavers Conference March 13 – 14, 2022 Chicago, Illinois

ID-05 Special Population Groups: Younger Drivers (1111502, 1112649, 1112951)

Learn about successful partnerships and programs using outreach, education, and strategies as a primary prevention tool to address underage drinking prevention and traffic safety among the younger driver population. Presenters will share an overview of their programs and strategies for engagement at the upperclassman and college settings. Presenters will also discuss ways they have expanded collaborative opportunities to broaden their prevention efforts.

Moderator: Ron Replogle, MADD

Speaker(s): Shaina Finkel SADD, Angel Albino, **Tammy Horton (Dr. Roxanne Del Rio)**, Mary Jo Prince

Ron Replogle  
National Law Enforcement Initiatives Manager  
Mothers Against Drunk Driving  
National Office  
511 E. John Carpenter Freeway, Suite 700  
Irving, TX 75062

**REALITY EDUCATION FOR DRIVERS  
- THE RED PROGRAM -**

**“AN EFFECTIVE INTERVENTION FOR  
SAVING YOUNG LIVES ONE PROGRAM AT A TIME”**



**Mary Jo Prince, Program Manager**

**TEXAS A&M  
AGRI LIFE  
EXTENSION**



*in cooperation with*  
**Save a Life™**  
Texas Department of Transportation



# COMMUNITY SNAPSHOT:

College Station & Bryan, Texas  
Home to Texas A&M University and  
Blinn Community College-Bryan Campus



## Populations

- College Station: 125,886
- Bryan: 90,653

## Enrollments

- Texas A&M University: 66,871  
*(Main Campus)*
- Blinn Community College: 6,142

*Fall 2021 Enrollments*

# CHALLENGE #1:

## POPULATION & ENROLLMENT INCREASES IN LAST 25 YEARS

Year	College Station Population	Texas A&M - Main Campus Enrollment
1996	60,440	41,892
2001	72,020	44,618
2011	96,603	49,861
<b>2021</b>	<b>125,886</b>	<b>66,871</b>
<b>Growth</b>	<b>+108.28%</b>	<b>+59.63%</b>

# CHALLENGE #2

## NORTHGATE ENTERTAINMENT DISTRICT



# CHALLENGE #3

## OFF-CAMPUS LIVING, TAILGATING & OTHER SPECIAL EVENTS



# CHALLENGE #4:

## INCREASED VIOLATIONS BY MINORS IN LAST 3 YEARS

CITATIONS/VIOLATIONS BY MINORS UNDER AGE 21								
Year	Minor Driving Under the Influence of Alcohol		Minor in Possession of Alcohol (MIPs)		Minor Consumption of Alcohol (MICs)		Misrep of Age	
	F	M	F	M	F	M	F	M
2019	N/A	N/A	280	332	12	7	7	27
2020*	2	0	209	270	2	4	19	18
2021	0	1	<b>500</b>	<b>536</b>	<b>12</b>	<b>11</b>	<b>42</b>	<b>79</b>

\* COVID PERIOD

Source: College Station Police Department,  
January 2022

# OPPORTUNITY:

## TO SAVE LIVES WITH REALITY EDUCATION FOR DRIVERS INTERVENTION

### Overview

GOALS	(1) To prevent motor vehicle-related injuries and deaths across Texas; (2) To steer young drivers towards safer driving habits
PRIMARY DEMOS	Young drivers ages 15 - 25 who have exhibited unsafe behaviors: Impaired, Drowsy and Distracted Driving, Speeding and Seatbelt Misuse
AUDIENCE	Majority are Class C Misdemeanor Offenders who have been referred By Municipal Judges, County Justices of the Peace and Teen Court Coordinators
FORMAT	The 5-hour classes are offered for FREE and conducted both on Zoom and In-Person

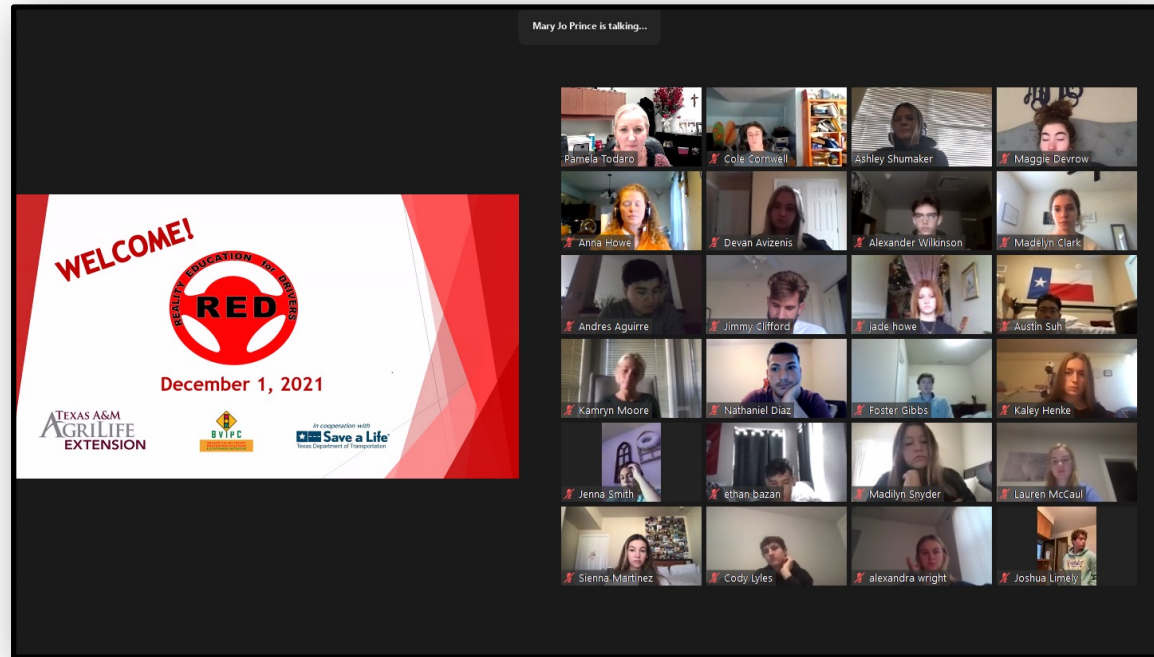
# Reality Education for Drivers Program - RED

## Overview

CONTENT	In addition to fact-based information, classes utilize actual news story videos accounts of real-life traffic-related injuries and fatalities PLUS impactful accounts told first-hand by surviving family members whose lives were changed forever due to losses of lives; classes also include virtual tours of a hospital trauma center and morgue
CLASS FREQUENCY /SIZES	Advanced registration is required. RED Classes are conducted 3 times per month with approximately 25-30 participants per class - always full!
MEASURES	Both Pre- and Post-Tests are given to participants as a gauge of their relative knowledge prior and retention of info after the class; Participants also provide person program evaluations

# Reality Education for Drivers Program - RED

## A Quick Glance





# Reality Education for Drivers Program - RED

## A Quick Glance



# The Hospital and Morgue - Virtual Tour



# The RED Program Fits the **FRAMES** Model: Brief Intervention's Six Key Elements

- **F**EEDBACK of Personal Risks
- **R**ESPONSIBILITY
- **A**DVICE
- **M**ENU OF STRATEGIES
- **E**MPATHY
- **S**ELF-EFFICACY

- **FEEDBACK** - Personal Risks



# • RESPONSIBILITY



Join  And Help

**#EndTheStreakTX**  
End the streak of daily deaths on Texas roadways.

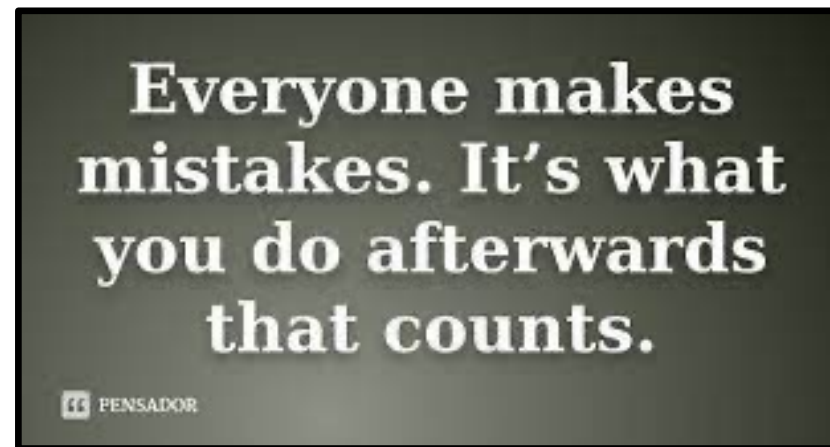
# • ADVICE



# • Menu of Strategies



# • Empathy





# • Self-Efficacy



**LIFE IS A MATTER OF  
CHOICES, AND  
EVERY CHOICE YOU  
MAKE MAKES YOU.**

- JOHN C. MAXWELL

Quoteish.org





**THANK YOU!**  
**Mary Jo Prince, Program Manager**  
**BVIPC & Statewide Initiatives/**  
**The RED Program**  
**[maryjo.prince@ag.tamu.edu](mailto:maryjo.prince@ag.tamu.edu)**  
**979-321-5225**

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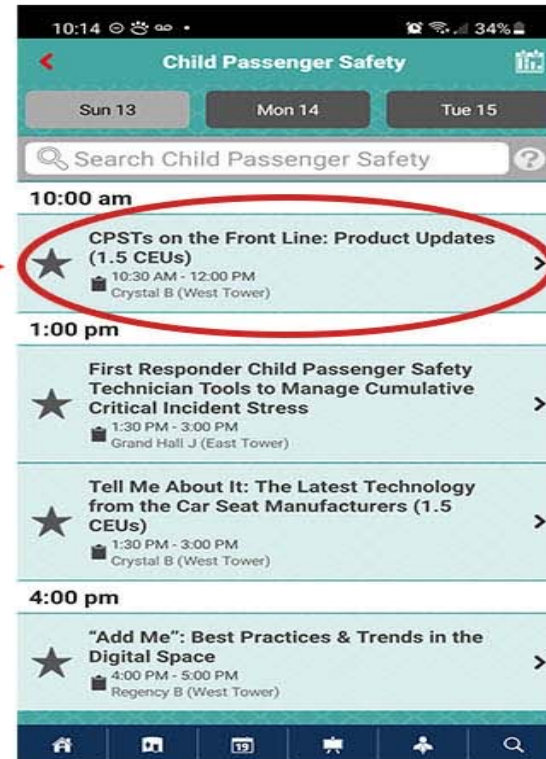
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