

Dear Friends of PAACS:

Yesterday, the video-conference PAACS Business Meeting and Board of Director Meeting wrapped up with record numbers attending by Zoom. The details of that meeting will be published in the November PAACS Bulletin.

The Covid19 pandemic has also caused the cancellation of the COSECSA meeting held in December and rearranged the entire MCS and FCS exam process. The dates and places of the exams are listed in the Announcements of this newsletter. Please pray for those who will sit those exams.

Keep the new faculty members and newly selected residents in your prayers!

We are thankful for you and all that God has done for PAACS!

The Editor



PAACS PAACS Bulletin Bulletin

Our goal: To train
and disciple 100
African surgeons by
2020.

No. 196
October, 2020

Our vision: PAACS trained
surgeons living the gospel and
ministering to the sick.

Our Mission: PAACS exists to
train and disciple African
surgeons to glorify God and to
provide excellent,
compassionate care to those
most in need.

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FROM THE DESK OF THE CEO

Dear PAACS Family:

There is always a silver lining in every cloud. Over the last several months, PAACS has adapted the work of the ministry to the constraints of the pandemic. We are no longer holding in-person events such as Board of Directors' meetings, fundraising events, or attending or exhibiting at conferences. Safety is of primary importance. Almost everything is being handled virtually. Although we miss the fellowship offered through these face-to-face meetings, there have been blessings that can be identified despite this pandemic.

Most importantly, being forced to meet virtually has opened our eyes to opportunities to connect more with our colleagues in Africa. And we are learning how important those improved connections can be. Our colleagues in Africa are participating on the virtual PAACS Board of Directors' meetings and leadership meetings, and they join and pray on the PAACS Global Prayer calls. By its very nature, PAACS is an organization of two continents, Africa and North America. It is a blessing that the bridge between those two worlds is becoming shorter in spite of, and maybe because of, a global pandemic. Even though there is an ocean dividing us, technology has made it easier for us to feel less separate and distinct. We are connecting more effectively, engaging in greater fellowship, and creating a stronger body of Christ. In some ways, the pandemic is unifying the PAACS family around the globe.

What Satan meant for evil, God is using for good. May God continue to expand our reach and turn every trial into a triumph.

Blessings to everyone,

Susan Koshy, JD, MPH
Chief Executive Officer
Pan-African Academy of Christian Surgeons (PAACS)

INTRODUCING LAURENCE WICKS



Laurence Wicks began work at CURE Ethiopia as an orthopedic surgeon in April 2020. He is from the UK, and completed most of his medical and surgical training in Leicester and the midlands region. However, after completing basic surgical training in the UK in 2010, Laurence accepted a medical officer position at Ngewlezana hospital in Zululand, South Africa. This hospital treats many trauma patients, mostly from car accidents and gunshots, and he gained a lot of experience very quickly. The unit also saw many children. Laurence was trained and then put in charge of running the hospital's clubfoot clinic. Interestingly, the clubfoot clinic was originally started by Tim Nunn (now a colleague at CURE Ethiopia and director of the PAACS Orthopaedic programme in Ethiopia).

Laurence's time in South Africa lasted a year and a half before he returned to the UK to complete formal orthopedic training. During this time Laurence's love affair with Ethiopia began. The University Hospitals of Leicester, where Laurence worked, has a long-standing relationship with Gondar University Hospital, in northern Ethiopia. From 2013 onward, Laurence began traveling to Ethiopia to establish an orthopedic partnership with this hospital. Over the next five years, Laurence made annual trips and he established close

relationships with the team at CURE, and also many doctors working in government hospitals in Addis Ababa and Gondar.

Laurence moved to Ethiopia this year with his wife, Lauren, and three children, Isaac and Daniel and Sophia. As a family, they are also part of the SIM community in Ethiopia, and continue to be supported in prayer by their friends and sending church.

He feels that it is a real privilege and honor to be partnering with the Ethiopian orthopaedic community at a time when healthcare, and the country in general, is going through a great period of change and growth. He is appreciative of the opportunity to weave his work and faith lives together in a hospital that prioritizes spiritual health right alongside physical health. Outside work, he loves strong coffee, running, and jazz – all of which are abundant in Ethiopia!

He is passionate about training future surgeons and leaders, and is delighted to be part of the faculty for the PAACS orthopaedic programme in Ethiopia.

INTRODUCING THE LIMS

By Paul Lim

In January 2008, my wife and I began what we hoped to be life-long careers as physicians in Africa. With our two young children in tow, we moved from the US to help start and run a new pediatric disability center, the CURE Ethiopia Children's Hospital. I had been appointed by CURE International to be the Medical Director, and my wife, Susan, to be the consultant pediatrician (at that time, my wife and I made up two thirds of the entire medical staff!). Over the next three years, we designed and refined our systems to prioritize patients from the dozens of least reached people groups in the country to bring lasting hope to them—the specialty surgical work was a means to that end. Those were heady and wonderful years for us—full of challenges and full of joy. That was also the time when Susan developed a relatively rare vision-threatening retinal condition. When it got to the point where she required monthly treatments not available anywhere in Africa (at that time), we moved back to the US.



During the years after we returned, we actively pursued a number of long-term opportunities to serve least reached peoples where there was sufficient eye care for Susan's condition. However, none of those doors opened for us; it appeared that it was not the Lord's will for us to move back overseas again anytime soon...or so we thought.

Two years ago, I attended the PAACS fall meeting as a member of the Plastic Surgery Investigative Task Force. During a plenary session, I heard presentations about the residency program in Menouf given by Dr. David Thompson and by Dr. Sherif Hanna—both of whom spoke of needing more surgeons and spoke of the situation of the population served by the hospital. I was struck by the deep needs of the people there juxtaposed with the strategic position of the PAACS program's faculty, residents, and alumni to bring hope and healing. In the course of the following twelve months, my wife and I went from inquiring about whether we'd be

suitable candidates to join the team there to figuring out logistics for our, now, three children (school, mainly), to finding advanced retinal care in Cairo, to closing out our professional and personal lives in the US, and to relocating our family to Egypt.

We arrived there a little less than a year ago only to evacuate back to the US in March due to borders closing worldwide from the pandemic and with our older two children being in high school in other countries (we all evacuated to avoid any of us being trapped in our respective countries). As I write this, we are eagerly preparing to move back to Egypt in less than a week. May the Lord keep us faithful to his calling on our lives.

NEW RESIDENTS SELECTED FOR 2021

By Keir Thelander

For this coming academic year, PAACS received applications from over 240 people – the greatest number in our 25-year history, over 240. A completed application requires over 10 documents, including the PAACS application form itself, letters of recommendation, transcripts, copies of diplomas, personal statements, and other identification materials. As in years past, we thank Terry McLamb for her tireless work in processing the avalanche of documents.

We are pleased to have already accepted 23 new residents for 2021. One more will be selected by Harpur, and there is the possibility of accepting as many as nine additional residents for 2021. In keeping with PAACS desired emphasis on international diversity, the currently selected pool of candidates represents nine countries. We look forward to seeing how the Lord uses these exceptional men and women to influence Africa for His glory in the years and decades to come.

New Residents 2021

Arusha – General Surgery	2	James Justin James	Tanzania
		Baptist Augustino Matonya	Tanzania
Bongolo – General Surgery	1	Armah Toko Wilson	Liberia
Galmi – General Surgery	2	Aminat Fagbero	Nigeria
		Nwachukwu Nneka Louisa	Nigeria
Harpur – General Surgery	1	Not yet selected	Egypt
Kibuye – General Surgery	2	Not yet selected	Burundi
Kijabe – General Surgery	2	Leah Caren Oundo	Kenya
		Valley Logedi	Kenya
Kijabe - Orthopedics	2	Anita Kawira	Kenya
		Jeremiah Nangale	Kenya
Kijabe - Anesthesia	2	Not yet selected	
Kijabe – Plastic Surgery	1	Not yet selected	
Litein – General Surgery	1	Peter Opondo	Kenya

Malamulo – General Surgery	2	Joseph Mkandawire	Malawi
		Bonya Sharon	Malawi
Mbingo – General Surgery	4	Tchinde Marius	Cameroon
		Tanyi John	Cameroon
		Misori Glory Misango (start in June)	Cameroon
		Paul Shu	Cameroon
Soddo – General Surgery	2	Yohannes Wayessa	Ethiopia
		Natnael Sumoro	Ethiopia
Soddo - Orthopedics	1	Ebsa Bekako Duguma	Ethiopia
Tenwek – General Surgery	2	Ian Simel	Kenya
		Oscar Rotich	Kenya
Tenwek - Neurosurgery	1 FCS + 1 MCS	Marvin Wekesa (FCS) + MCS level not yet selected	Kenya
Tenwek - OB/GYN	2	Possible mid-2021	
Tenwek - Cardiothoracic	1	Not yet selected	
Tenwek - Endoscopy	1	Not yet selected	Kenya
Total possible new residents in 2021	33		9 countries

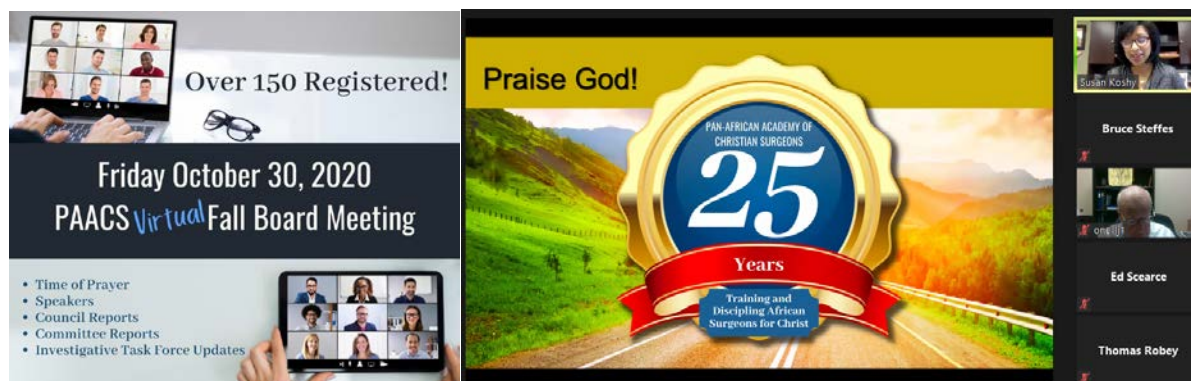
Pediatric Surgery at BethanyKids, Orthopaedics at Tenwek, and Head and Neck Surgery at Mbingo, have all chosen not to accept new residents for January 2021.

NEWS SHORTS:

- October Day of Fasting and Prayer:** PAACS set aside October 12 for a day dedicated to fasting and prayer for the work that God is doing through PAACS, our residents, graduates, and faculty. Two zoom calls brought together people from across the USA and world – one at 8 PM East Africa Time and the other at 8 PM Eastern USA Time. Each had a time of worship followed by specific intercession for the work the Lord has for PAACS in Africa. Additionally, there was prayer specifically for clear direction for the board and leadership of PAACS during this first year of independence as a ministry.

We are thankful for the many that joined in on the zoom call and recognize that though you may not have been able to join the call, you still chose to dedicate prayer to the Lord on behalf of PAACS in a special way on October 12. The opportunity afforded by Zoom to connect across the world resulted in a robust prayer time, bringing differing points of view to the Lord. This time in prayer brought unity to the PAACS body. Prayer truly is the foundation of all that happens in and through PAACS. If you missed these prayer call offerings, please stay tuned for future announcements about more prayer times. Please see the article in this edition of the bulletin on the PAACS prayer guide which has just been released and a wonderful tool for lifting up our PAACS family to the Lord.

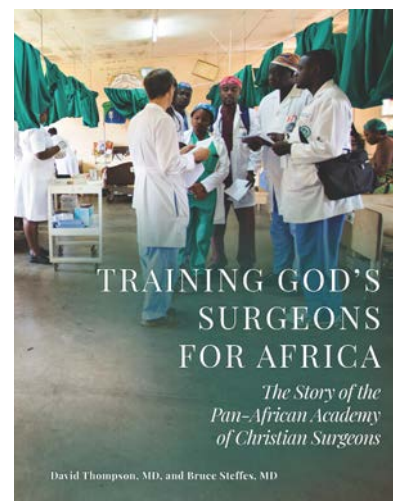
- **PAACS Biannual Board Meeting Held:** The second video-based PAACS biannual meeting was held Friday October 30 from 9:00 AM until 1:50 PM for the open session. The closed Board of Directors meeting was held for several hours after that. Over 150 registered to attend and it averaged about between 100 – 110 at any given time during the several hour period. The details of the meeting will be published in the November PAACS Bulletin.



- **25th Anniversary History of PAACS:** In celebration of the 25th anniversary of the founding of PAACS (which will occur on February 14, 2021), Dr. Dave Thompson and Dr. Bruce Steffes have authored a 150-page history of PAACS. It is entitled: TRAINING GOD'S SURGEONS FOR AFRICA – The Story of the Pan-African Academy of Christian Surgeons.

It contains all the stories you don't know about the founding of PAACS, the facts about the growth and development of the organization, insights into some of the problems it has faced and some encouraging stories about our trainees and graduates that will bless you!

The book's dedication page reads, "We dedicate this book to our graduates, who out of love for Christ, left their homes, families, and often their homelands to study God's Word and train in humble settings with PAACS to become 'God's surgeons for Africa.' Their sacrifices and compassion are bringing hope and inspiration to Africa and to the world."



It is hoped that the paperback history will be in print by the end of November and the next copy of the PAACS Bulletin will give directions as how you can obtain your very own copy.

This is the content:

- ❖ Preface — *So now, go. I am sending you.*
- ❖ Chapter 1 — *The Start of PAACS*
- ❖ Chapter 2 — *The Growth of PAACS*
- ❖ Chapter 3 — *Hurdles of Surgical Education in Africa*
- ❖ Chapter 4 — *Spiritual and Academic Development*
- ❖ Chapter 5 — *What It Takes to Work Together*
- ❖ Chapter 6 — *Partnerships*

- ❖ Chapter 7 — *Post-training Placement*
- ❖ Chapter 8 — *Difficulties Faced by Residents*
- ❖ Chapter 9 — *Stories of Resident Triumphs*
- ❖ Chapter 10 — *Amazing Surgical Cases*
- ❖ Chapter 11 — *Summary and the Future*

Much of the material in this book was adapted from a 704-page detailed history written by the same two authors for internal use of the leaders of the organization. Mandi Morrin edited the book and designed the cover and format. We deeply appreciate her efforts.

- **PAACS-Soddo Needs Resident Housing.** The PAACS program at Soddo Christian Hospital in Soddo, Ethiopia have trained 14 board-certified Christian surgeons, who are now in active service throughout east Africa. Currently, eight African physicians are in various stages of orthopedic and general surgery training at SCH. In January 2021, three additional doctors will join the PAACS surgery training programs at our hospital.

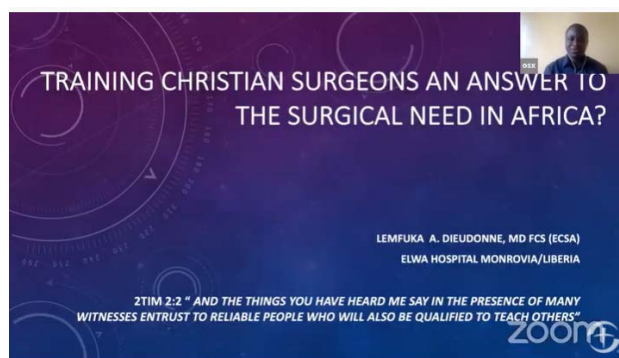
Their only PAACS resident building was so full that they took the roof off and expanded another floor upward, but it will be 100% occupied in the new year. They need to build another set of apartments as soon as possible. The new PAACS Resident Building has a total projected project cost of \$450,000 for the ten apartments that will house residents and national faculty members.

They hope to begin building in November, moving ahead on faith. If you'd like to donate the entire cost or a significant portion of this building, PAACS-Soddo Director David Jeffcoach, M.D. would love to talk to you. Drop him a line at jeffcoach@gmail.com.

On a related note, on October 28, Soddo broke ground on the construction of new operating suites (see picture). The project is being partially funded by USAID.

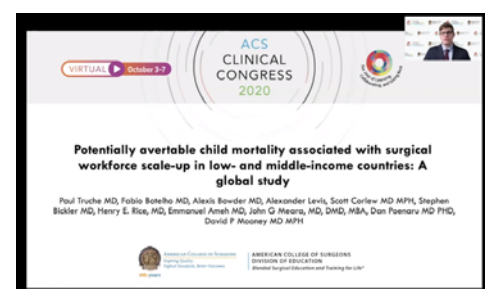
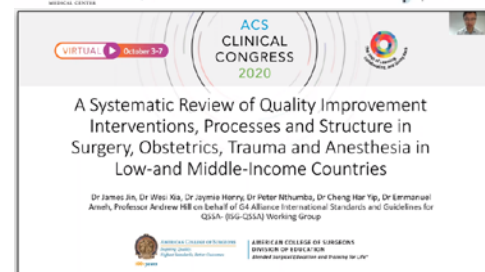
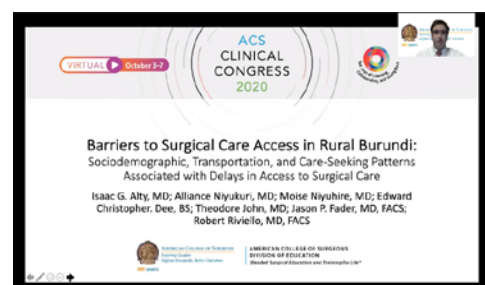


- **Dr. Alicia Lay Leaves Harpur Memorial:** Dr. Alicia Lay, a PAACS general surgeon serving at Harpur Memorial Hospital in Menouf, Egypt, as a WMM post-resident fellow, announced in early October that she would not be returning in the foreseeable future although she was open to it as God leads. She had taken language school in Cairo in 2019 and began working at Harpur later in the year. She married Travis Smith in November and took an abrupt leave of absence in the spring of 2020 to care for her elderly grandmother in Texas.
- **Dr. Dieudonne Lemfuka presents at SP Webinar:** On October 14, 2020, PAACS Graduate Dieudonne Lemfuka (Bongolo, 2019), presented a webinar on the Samaritan's Purse International Health Forum, a free webinar which provides CME credit for those who participate. His topic was "Training Christian Surgeons – an Answer to the Surgical Need in Africa?" He talked about PAACS and then presented several cases of interest. You can listen by [CLICKING HERE](#).

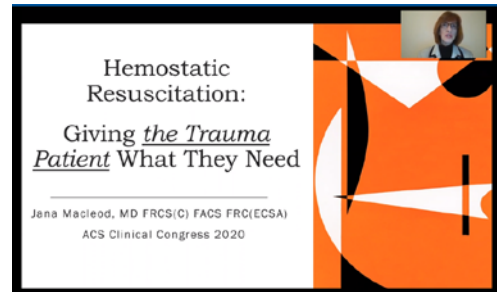


- **PAACS Personnel present at ACS:**

- Barriers to Surgical Care Access in Rural Burundi: Sociodemographic, Transportation, and Care-Seeking Patterns Associated with Delays in Access to Surgical Care. Isaac G. Alty, BS, Alliance Niyukuri, MD, Moise Niyuhire, MD, Edward C. Dee, BS, Theodore John, MD, Jason P. Fader, MD, FACS and Robert Riviello, MD, FACS.
- Host Perspectives of the Expansion of Unidirectional Global Surgery Rotations in Surgery Residency Programs. Catherine N. Zivanov, BS, James Joseph, MD, MCS(ECSA), Jana B. A. MacLeod, MD, FRCS(C), FACS, FRC(ECSA) and Rondi M. Kauffmann, MD, FACS.
- A Systematic Review of Quality Improvement Processes, Interventions and Structure in Surgery, Obstetric, Trauma and Anesthesia (SOTA) Systems in Low and Middle-Income Countries (LMICs). James Z. Jin, MBChB, Jaymie Ang. Henry, MD MPH, Cheng Har. Yip, MBBS, FRCS, FACS (Hon), Emmanuel A. Ameh, MBBS FACS, Peter Nthumba, MD, Weisi Xia, MBChB and Andrew Graham. Hill, MB ChB FACS.
- Potentially Avertable Child Mortality Associated with Surgical Workforce Scale-Up in Low- and Middle-Income Countries: A Global Study. Paul Truche, MD, Fabio Botelho, MD, Alexis Bowder, MD, Alexander Levis, MSc, Daniel S. Corlew, MD, MPH, Henry E. Rice, MD, FACS, Emmanuel A. Ameh, MBBS, FACS, John G. Meara, MD, DMD, MBA, Dan Poenaru, MD, PHD and David P. Mooney, MD, MPH.



- Trauma Related Resuscitation. Jana B. MacLeod, MD, MSc, FRCS(C), FACS, FRC(ECSA), Nairobi, Kenya



- **Christmas Shopping and Helping PAACS:** One way to get your Christmas shopping done in this era of COVID19 is to use the internet. PAACS is registered as a charitable organization with the AmazonSmile Foundation. When you start your shopping through Smile.Amazon.com, Amazon will donate 0.5% of the price of your eligible purchases to PAACS. You'll find the exact same low prices, vast selection and convenient shopping experience as Amazon.com, with the added bonus that Amazon will donate a portion back to PAACS. Register your existing Amazon account to our charity link and start shopping today: <https://smile.amazon.com/ch/84-2569391>

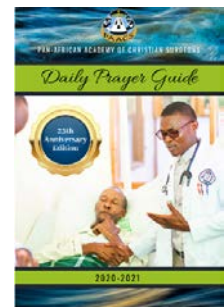


ANNOUNCEMENTS:

- The first annual [Medical Global Worker Retreat December 9-16, 2020](#) is an outcome of the partnership between Christian Health Service Corps (CHSC) and GRC (godspeedresources.org) that is designed to be a vital support to renew returning missionaries emotionally, relationally, and spiritually. This program is open to any career missionary serving in health care missions. The Retreat will be hosted at the Christian Health Service Corps Shalom Retreat Center, 201 Private Rd 5819, Grand Saline, TX 75140.

This Retreat will include community interaction with other medical global worker families, seminars, group debriefing, individual/couples counseling, recreation opportunities, and both structured and unstructured time and activities. The goal is to provide the missionaries with refreshment/healing, knowledge, skills, and a safe place to process so that they can continue in their calling and life with faithfulness and contentment. They look forward to serving others so that they can continue serving others!

- **2020-2021 Prayer Guide Available for Download:** The 25th special anniversary edition of the PAACS Daily Prayer Guide is available by [clicking here](#). This 80-page document is divided into suggested prayer topics for each of the 30 days each month. If you would like a printed copy mailed to you, please send an e-mail to info@paacs.net.



The Daily Prayer Guide has been published in the fall of each year since the inaugural edition in 2009.

- **2020 PAACS Annual Report:** The 2020 PAACS Annual Report is available for download by [clicking here](#).



- **Short-term and Long-term Surgeons Needed at Bongolo:** Drs. Zach and Jen O'Connor have begun their two-month home assignment. There is a desperate need for coverage during this time. Also, the Bongolo Hospital general surgery residency program needs a general surgeon who is able to serve under a sending agency for at least 2 years starting in 2021. Please contact bongolopd@gmail.com if you are interested and able to serve in either time frame.
- **Short-term and Long-term Surgeons Needed at Harpur:** Dr. Sherif Hanna has returned in September to Harpur Memorial Hospital in Egypt to serve for several months before retiring. The PAACS program at Harpur Memorial Hospital in Menouf, Egypt needs a General Surgeon for long term (preferably) or short term (several months) service starting in April 2021. For further information please contact Sherif Hanna via email: dr.sherif.hanna@gmail.com
- **New Address for Donations to PAACS:** All donations should be sent to:

PAACS
PO Box 735262
Dallas, TX 75373-5262

- **New websites:** PAACS has recently rolled out their newly revised website (www.paacs.net) and now COSECSA has rolled out their revamped website (www.cosecsa.org). Visit them!
- **Mark your calendar** for the following events you may wish to attend or uphold in prayer:
 - **PAACS Biannual Board Meetings**
 - Spring 2021 PAACS Board of Directors Meeting Friday and Saturday, April 23-24, 2021. The venue and nature of meeting (in-person or video conference) is still undetermined.
 - **African Colleges Exams & Conferences:**
 - COSECSA MCS and FCS oral exams in Zambia have been cancelled. The MCS will be in the first two weeks of December at multiple sites: Kenya, Ethiopia, Malawi, Rwanda, Zambia and Zimbabwe. PAACS residents from Niger, Gabon and Cameroon will attend the MCS exams in Rwanda and the residents from Tanzania will be going to Zambia; the rest will take the exams in their countries of training. The FCS exam dates and countries of examination are given below, if known. It seems likely at present that the FCS general surgery exam will be in late January.

FCS Programme	Dates	Country of Examination (Examination Sites)
Cardiothoracic	Dec 7 and 8	Kenya
Neurosurgery	12-Dec-20	Rwanda
ORL (ENT)	13-Dec-20	Malawi
Pediatric orthopedics	TBD (2021)	Kenya or Ethiopia
Pediatric Surgery	12-Dec-20	Zimbabwe
		Ethiopia
Plastic Surgery	12-Dec-20	Zimbabwe
Urology	6-Dec-20	Rwanda

General Surgery	TBD (2021)	Kenya
		Ethiopia
		Zambia
Orthopaedics	TBD (2021)	Kenya
		Zambia
		Rwanda

PRAYER REQUESTS:

- Thank God for the successful Board meeting just completed and pray that the decisions made were pleasing to the Lord.
- Pray for the residents taking the MCS and FCS exams as part of COSECSA – that they will study well, retain the information, and perform in relationship to their efforts.
- Pray for the Wicks and Lim family as they adjust to their places of service.
- Pray that God will provide the applicants already selected for PAACS for the 2021 training year and for the remaining programs who have still to complete their roster. Pray for the residents and their families as they plan to make the transition – give them peace and open the necessary doors.
- Pray for physical and spiritual healing for this world in the face of this repeat surging of the pandemic.
- Pray for internal peace, in light of the pandemic, as the PAACS family faces the continued uncertainty of separation from family, of unknown medical demand, and limited medical resources.
- Pray for all the PAACS faculty members and the hospitals – for personal health and safety and for financial viability of the charity hospitals in this tough time.
- Pray that God will make it possible for the short-term missionaries to return to service in the mission hospitals.
- Peace and stability in the PAACS countries. Pray especially for the ongoing tribal unrest in Ethiopia and the recurrent of civil unrest in Cameroon.
- Pray that PAACS will glorify God and be used to impact Africa for His Kingdom. Plead that many lives will be saved through surgery and many people will come to know the love of Jesus.
- Request strength, stamina, wisdom, and blessings upon the PAACS faculty as they seek to train and mentor PAACS residents. Pray that God will bring His chosen long and short-term missionary and national surgeons to help train African residents in the PAACS training programs.
- Pray for PAACS graduates that are serving God's people. Pray for God's grace, protection, provision, strength, and blessings to cover the PAACS graduates.
- Pray for decisions regarding the upcoming Basic Science Conference at the Brackenhurst Conference Centre, in Kenya, being planned for early March 2021.
- Ask God for success and needed help for all of the 16 current PAACS programs. Pray that governmental approval of the plastic surgery and anesthesia programs will come for the AIC Kijabe

Hospital in Kenya and that COSECSA and the Kenyan government will approve the Surgical Endoscopy Fellowship at Tenwek Hospital.

- Pray for the programs hoping to open in January 2021: General Surgery at Kibuye Hope Hospital in Burundi, Plastic Surgery at Kijabe Hospital, Ob/Gyn at Tenwek Hospital, Neurosurgery and Surgical Endoscopy at Tenwek Hospital, and Anesthesiology training at Kijabe Hospital.
- Pray for the present manpower shortage at the mission hospitals.
- Pray for the ongoing need for general surgery faculty at Kijabe, which is most necessary between now and July 2021.
- Pray for the Soddo-Cure Orthopedic Program in Ethiopia that has a great need for additional faculty members at Soddo Christian Hospital and pray for the Tenwek Orthopaedic Training Program which has an equally great need.
- Pray for those faculty members on home assignment – the Parkers, the Snells, the O’Connors, the Whites and the Birds – for their rest, for the times of medical work and for the largely impossible task of meeting with their supporters and raising funds. Pray for the faculty members that must cover their absence.
- Pray for the Laverys who are in Cairo getting further Arabic language training, which is one of the most difficult languages to learn.
- Pray for those surgeons who are planning to join PAACS in the next few years – as they complete their residencies or fellowships, as they find a sending agency, as they raise the necessary money and as they prepare for the major cultural shifts.

Editor: Bruce C. Steffes, MD

Recording

Event Planner

Administrator

Encourager

Leader

Bean Counter

Vision caster

Travel agent

Social Worker

Coach

Teacher and Surgeon

Discipler

Mentor

Disciplinary

Pastor

Advocate and protector

Fundraiser

Chat

From Me to Jim Carson: (Privately)
Will forward this to Carl Haisch

From Me to Carl Haisch: (Privately)
From Jim Carson: if you can get a list of the topics you want covered for the general surgery in-service exam, we can look at our bank of questions and select however many you would like- thanks

From Ryan Hayton to Everyone:
what is the report on Arega's LLU year?

To: Carl Haisch (Privately)

Type message here...

Heath Many

Zoom Meeting

Karine Bauch

Bruce Steffes

Thomas Robey

Bob Cropsey

Ken's iphone

Susan Koshy

Gail Carson

Bruce MacFady...

Carl Haisch

terry

dave snyder

Julie Hayden

Deborah Pedziwol

Samuel Thomps...

Britney Grayson

Bruce Romick

Lee Sillin

George Bayless

Lydia Donoghue

Mike Langford

John Chae

David Thompson

Rachel Polanco

Rebekah Naylor

Louie Pisters

Chat

sam thompson, Carmel IN

From Angela Many to Everyone:
Angela Many, Knoxville TN

From Britney Grayson to Everyone:
Britney Grayson, Kijabe, Kenya

From Karine Bauch to Everyone:
Karine Bauch, Athens, GA

From Me to Karine Bauch: (Privately)
Suggest that everyone turn off video if they are not addressing the group - it will decrease total bandwidth for those in Africa.

From Rebekah Naylor to Everyone:
Rebekah Naylor, Fort Worth TX

From David Thompson to Everyone:
David Thompson, Redding Ca

From John Chae to Everyone:
John Chae, Strongsville, OH

From Gail Carson to Everyone:
Gail CARSON

From Ken's iphone to Everyone:
Ken Rutledge, Marietta, Georgia

From Lee Sillin to Everyone:
Lee Sillin, Lexington, MA

To: Karine Bauch (Privately)

Type message here...

8:45 AM
10/30/2020