

GUAM BOARD OF BARBERING & COSMETOLOGY

REGULAR BOARD MEETING

Monday, March 10, 2025 at 9:00 AM (Guam ChST)

Join Zoom Meeting

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Meeting ID: 850 4387 3890

Passcode: 492416

MINUTES

Agenda Item	Discussion/Decision	Responsible party	Reporting time frame	Status		
I	CALL TO ORDER	Meeting Chaired by A. Taitano-Sablan, Chairperson		Chair	0910	Call to Order
	Roll Call	GBBC <u>Present:</u> <input checked="" type="checkbox"/> Ashley Taitano-Sablan, Chairperson <input checked="" type="checkbox"/> Marcy Tiong, Vice-Chairperson <input checked="" type="checkbox"/> Raymond Santos, Treasurer <input type="checkbox"/> Joseph Blas, Secretary <u>Virtually Present:</u>	Other Attendees: <u>Present:</u> Sharon Manibusan, HPLO Laura Allen <u>Virtually Present:</u> Regina Sapp Juliana Santos Joaquin Blaz, DPHSS	GBBC	0910	Quorum Not Established
	Election of Officers	Not enough members present. <i>Motion to Table until Next Meeting: R. Santos; 2nd: M. Tiong.</i>			0911	Unanimously Tabled
	Proof of Publication	Guam Daily Post and Public Notice			0911	Confirmed
II	APPROVAL OF AGENDA	<i>Motion to Approve: R. Santos; 2nd: M. Tiong.</i>		GBBC	0911	Unanimously Approved
III	APPROVAL OF MINUTES	<i>Motion to Approve: M. Tiong; 2nd: R. Santos.</i>		GBBC	0912	Unanimously Approved
IV	HPLO ADMINISTRATOR'S REPORT	No Report		HPLO	0915	No Report
V	TREASURER'S REPORT	No Report		R. Santos	0915	Noted
VI	OLD BUSINESS	A. Rules and Regulations – Ongoing It was mentioned that during the previous meeting, the board had planned to hold a brief work session afterward, though not all members are present at this time. The intention was to proceed with the work session and address what could be accomplished with the available members.		GBBC	0916	Noted, Work Session to Proceed after Board Meeting
		B. Complaints				
		1. GBBC-CO-2024-0002 – Date Received: 04/22/2024 Reassigned to M. Tiong		R. Santos		In-Progress,

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		<p>2. GBBC-CO-2024-003 – Date Received: 06/25/2024 No Report</p>	J. Blas		In-Progress
		<p>3. GBBC-CO-2025-01 – Date Received: 01/24/2025 A. Taitano-Sablan introduced the new complaint and noted that she and M. Tiong would need to recuse themselves from handling it. The case was subsequently assigned to R. Santos, with the understanding that the relevant documents would be sent via email. He would then have the opportunity to review the materials and determine the next steps, to be discussed at the next meeting.</p>			
		C. Applications for Examination			
		<p>1. Sunhee Lim – Cosmetologist <i>Motion to Approve: M. Tiong; 2nd: R. Santos.</i></p>	GBBC		Unanimously Approved
	<p>2. Xuan T. Nguyen – Manicurist <i>Motion to Approve: M. Tiong; 2nd: R. Santos.</i></p>			Unanimously Approved	
	<p>3. Jerome Devera -Cosmetologist <i>Motion to Conditionally Approve Pending Reference Letter Completion: M. Tiong; 2nd: R. Santos.</i></p>			Unanimously Conditionally Approved	
	<p>4. Juliana Faith R. Santos – Cosmetologist <i>Motion to Approve: M. Tiong; 2nd: R. Santos.</i></p>			Unanimously Approved	
		D. Applications for Apprentice			
		<p>1. Xuan T. Nguyen Manicurist <i>Motion to Approve: M. Tiong; 2nd: R. Santos.</i></p>	GBBC		Unanimously Approved
	<p>2. Jerome Devera – Cosmetologist <i>Motion to Conditionally Approve Pending Reference Letter Completion: M. Tiong; 2nd: R. Santos.</i></p>			Unanimously Conditionally Approved	
	<p>3. Juliana Faith R. Santos – Cosmetologist <i>Motion to Approve: M. Tiong; 2nd: R. Santos.</i></p>			Unanimously Approved	
VII	NEW BUSINESS	A. Applications for Examination	GBBC	0924	
		<p>1. Sage Olise Camacho – Cosmetologist <i>Motion to Approve: R. Santos; 2nd: M. Tiong.</i></p>			Unanimously Approved
		<p>2. John Paul N. Cadaviz – Cosmetologist R. Santos noted that the application was incomplete due to missing transcripts. A motion was made to table his application for both the examination and apprenticeship until the next meeting, pending the completion of his application. <i>Motion to Table: R. Santos; 2nd: M. Tiong .</i></p>			Unanimously Tabled

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	<p>3. Redentor Cabral Borja Jr. – Barber/Barber Stylist The board noted that the applicant was still awaiting payment for his examination and apprenticeship applications. It was also pointed out that while he had applied under the Barber/ Barber Stylist Category, he had completed a Cosmetology Program. The board clarified that his application needed to be updated to reflect this, as the program he completed was categorized under cosmetology, not barbering. It was suggested that the applicant amend his application, and the board agreed to conditionally approve his application for both the apprenticeship and examination, pending the necessary payment and the change to his application from Barber/Barber Stylist to Cosmetology. <i>Motion to Conditionally Approve: M Tiong ;2nd: R. Santos.</i></p>			Unanimously Conditionally Approved
	<p>4. Jay Regala Magro – Cosmetologist <i>Motion to Approve: R. Santos;2nd: M. Tiong.</i></p>			Unanimously Approved
	<p>B. Application For Apprentice</p>			
	<p>1. John Paul N. Cadaviz – Cosmetologist <i>Motion to Table: R. Santos;2nd: M. Tiong.</i></p>			Unanimously Tabled
	<p>2. Redentor Cabral Borja Jr. – Barber/Barber Stylist <i>Motion to Conditionally Approve: M. Tiong ;2nd: R. Santos.</i></p>			Unanimously Conditionally Approved
	<p>3. Jay Regala Magro – Cosmetologist During the meeting, it was noted that J. Magro had applied for a re-examination, but there was an issue with the agenda. A. Taitano explained that there was an error under the new business section, where an application for an apprentice was listed, but there was no new application for J. Magro. It was clarified that only his examination application was on file, not a new apprentice application. A. Taitano suggested that the application should have been tabled for later consideration and would need to be amended. R. Santos asked about J. Magro's placement on the agenda, to which A. Taitano responded that it would be amended, and J. Magro's application would be moved to the "Application for Re-Examination" section.</p>			Applicant was moved to section C in New Business
	<p>4. Karl Paolo Melencio – Cosmetologist <i>Motion to Disapprove: R. Santos;2nd: M. Tiong.</i></p>			Unanimously Disapproved
	<p>C. Applications for Re-Examination</p>			
	<p>1. Ian Panganiban – Cosmetologist <i>Motion to Approve: R. Santos;2nd: M. Tiong.</i></p>			Unanimously Approved
	<p>2. Osias Pascual – Barber <i>Motion to Approve: M. Tiong;2nd: R. Santos.</i></p>			Unanimously Approved
	<p>3. Aileen Lee – Esthetician <i>Motion to Approve: R. Santos;2nd: M. Tiong.</i></p>			Unanimously Approved

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	<p>4. Glesie R. Magro – Manicurist <i>Motion to Approve: R. Santos; 2nd: M. Tiong.</i></p>			Unanimously Approved
	<p>5. Karl Paolo Melencio – Cosmetologist The board discussed applicant's re-examination, noting that he needed to indicate on his application that he would be taking both sections of the examination. A motion was made to approve the application for re-examination, with the understanding that the applicant would need to complete the full set of exam questions, as more than a year had passed since his last examination. <i>Motion to Approve: R. Santos; 2nd: M. Tiong.</i></p>			Unanimously Approved
	<p>6. Jay Regala Magro – Cosmetologist (Amended on Agenda) <i>Motion to Approve: R. Santos; 2nd: M. Tiong.</i></p>			Unanimously Approved
	<p>D. Applications for Establishment</p>			
	<p>1. Guam Body Institute – Change of Owner & Operator <i>Motion to Approve: R. Santos; 2nd: M. Tiong.</i></p>			Unanimously Approved
	<p>E. Request to Address the Board</p>			
	<p>1. Osias Pascual Not Present</p>			Not Present
	<p>2. Mariacy Beauty Academy Not Present</p>			Not Present
	<p>3. Laura Allen L. Allen expressed her interest in teaching cosmetology and highlighted the critical shortage of cosmetology instructors on Guam. She noted that there appears to be no clear pathway for obtaining an instructor's license. After conducting research, she found that the instructor's license requirements have not been updated since at least 2001, as indicated in legislative documents and the current Barbering and Cosmetology Act. During a visit to the licensing office, she requested an application for an instructor's license but was only provided with forms for examination and reciprocity, with no documentation specifying the requirements for an instructor's license. She referenced a letter she submitted on January 27th, which was acknowledged in the previous meeting, and provided background on her efforts to obtain the necessary instructional hours at Mariacy before the program was discontinued. She expressed uncertainty about how she will fulfill the remaining required hours. L. Allen stated that she had consulted with salon owners, a cosmetology school director, GCC admissions, the chairperson for cosmetology at GCC, school instructors, and former board</p>			Noted, Board will add Concerns to the Rules and Regulations Meeting that Follows the Regularly Scheduled Board Meeting

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	<p>members, yet no one could provide clarity on how to obtain the necessary instructional hours. She emphasized that if this issue is not addressed, it could have a significant negative impact, particularly on examination pass rates. She requested the board's assistance in resolving the matter. She mentioned hearing that the board follows California's rules and regulations but acknowledged that this information was unverified. To provide further context, she distributed copies of the Paul Mitchell School's instructor license requirements for all 50 states. She noted that under California and Colorado regulations, no additional licenses are required to teach cosmetology, but she expressed doubt that such an approach would be suitable for Guam, a concern shared by others she had spoken with.</p> <p>L. Allen emphasized that the primary goal should be to improve examination pass rates, uphold professional standards, and ensure public safety within the industry. She urged the board to review other states' instructor license requirements and consider updating Guam's regulations accordingly. She noted that most states require applicants to hold a valid professional license in the field they intend to teach, a requirement that aligns with Guam's current standards. She confirmed that she possesses such a license, has passed the NIC examination, and meets the common requirement of having at least three to five years of professional experience, exceeding this with 20 years of global experience in various roles, including corporate and independent education. She referenced Indiana's approach, where one year of practice equates to 100 hours of education, which would qualify her for 20,000 education hours under that model. Additionally, she pointed out that some states consider post-secondary certifications or diplomas in cosmetology and stated that she holds diplomas and certifications in trichology and as a hair loss practitioner. She explained that her certifications are recognized by the American Medical Association and offered to provide documentation for board review.</p> <p>L. Allen expressed her belief that the board should implement an examination requirement for instructor licenses and include a requirement for training hours in teaching methodology. She referenced the 2025 NACES guidelines, which mandate that cosmetology instructors complete 12 continuing education hours annually, with at least three of those hours focused on teaching methodology. Additionally, she noted that NACES requires instructors to undergo a written performance evaluation at least once a year, assessing their teaching preparation and effectiveness. She encouraged the board to consider these factors if any regulatory changes are made.</p>			

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	<p>While acknowledging that the board could not answer questions at the moment, she posed two key inquiries for consideration. First, she asked whether her 20 years of experience—most of it on Guam—along with her additional certifications and the supervised classroom hours she completed at Mariacy under Ms. Titano, who holds a master's in education, could qualify her for some form of reciprocity that would allow her to take an examination through the board. Second, she inquired how the requirements could be revised to create an accessible pathway for individuals seeking an instructor's license while ensuring that dedicated and experienced professionals are qualified to contribute to the industry. She urged the board to prioritize this issue and make a reasonable decision, as she believes it is of critical importance.</p> <p>A. Taitano responded by clarifying that any changes to the requirements for obtaining an instructor's license must go through the legislative process. She explained that while L. Allen's ideas were valuable, they would need to be formally drafted and then reviewed and passed by the legislature before becoming part of the Guam Code Annotated (GCA), which the board follows. She agreed that the board should take the lead in drafting such a proposal. She noted that it was beneficial for L. Allen to bring up this issue at the present time, as the board was already in the process of reviewing its rules and regulations. She acknowledged that the current rules and regulations must align with the GCA and that the process for amending statutes is similar to that for updating regulations. She also pointed out that while the instructor license requirements had not been updated since 2001, the most recent document available, from 2010, contained no substantive changes to that section. Instead, the 2010 amendments appeared to have addressed other parts of the GCA without reviewing the instructor-related provisions in their entirety.</p> <p>R. Santos acknowledged that the board was actively reviewing various sections of its regulations and welcomed input from stakeholders. He encouraged L. Allen to submit any suggestions to the office, which would then relay them to the board for consideration during its ongoing meetings. A. Taitano clarified that while Guam does not directly copy California's regulations, the board does consider policies from nearby regions, primarily the West Coast, which includes California and Washington. She noted that it was useful to compare policies from different states, including Colorado, but found it surprising that some states do not require instructor licenses.</p> <p>L. Allen pointed out that California and Colorado allow professional estheticians to teach aesthetics and nail technicians to teach nails, which could be beneficial for Guam's schools.</p>			

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	<p>A. Taitano responded that Guam already has provisions for guest educators, who can conduct demonstrations for specific courses. However, there are currently no dedicated aesthetic or nail technician instructor licenses. She explained that estheticians and nail technicians can obtain an instructor's license but would be restricted to teaching only in their specific field. In contrast, a cosmetology instructor can teach hair, skin, and nails because cosmetology encompasses all those areas under the board's rules and regulations. She also highlighted the need for separate barber instructor licenses, as cosmetologists are not licensed to teach barbering.</p> <p>L. Allen then shared her experience of trying to complete 600 hours of training but faced difficulties after Mariacy closed its instructor program. She inquired about alternative pathways for instructor training, particularly through institutions with qualified educators. A. Taitano clarified that schools offering such programs must notify the board within 10 days of a student's enrolment.</p> <p>M. Tiong noted that the board had not received any documentation within 10 days of L. Allen's enrolment and stated they would double-check. She also clarified that Guam law requires cosmetology students to be trained under a licensed instructor. L. Allen asked for confirmation that no licensed instructors were present during her training, to which M. Tiong affirmed, acknowledging that this issue affected her ability to apply those hours toward licensure. A. Taitano clarified that L. Allen had options for completing her requirements, including hands-on learning from a licensed instructor or taking vocational teaching courses.</p> <p>L. Allen explained that she had spoken with Guam Community College (GCC) admissions and faculty, who informed her that there was currently no active program for vocational education in cosmetology instruction. However, she recently learned that some individuals were interested in taking courses like Teaching Methods and Vocational Education, which were previously required. She mentioned that a faculty member was looking into the possibility of reinstating these courses. A. Taitano acknowledged this but questioned what alternatives would be available if those courses were not reinstated. The board discussed possible options for L. Allen to obtain the required hours to take the exam, including enrolling as a student instructor or taking a full instructor course if available. L. Allen reiterated that she preferred to apply her teaching methodology training within a cosmetology classroom setting, as she believed it would be the most beneficial for her career progression. R. Santos suggested that once L. Allen completed relevant coursework and obtained college credit hours, she could develop her own instructional program. However, he noted that it would ultimately be up to potential employers to determine whether her credentials met their requirements.</p>			

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	<p>L. Allen proposed the idea of bringing in a Pivot Point Master Educator from off-island to conduct a workshop for any interested cosmetologists. However, A. Taitano explained that, since the workshop would not be held in a school setting, the hours would qualify as continuing education, not initial training hours needed for the instructor's license. R. Santos suggested that L. Allen might need to partner with an accredited educational institution, like GCC, to meet the necessary requirements. He explained that this would align with the NACAS's rules and regulations. A. Taitano clarified that currently, neither GCC nor UOG offers teaching methodology courses, which would be required for an instructor's license in cosmetology. L. Allen expressed concern about investing time and resources into a program that doesn't focus on cosmetology, preferring a program tailored to teaching methods specific to the field. A. Taitano then asked the board whether it would be possible to enroll as a student instructor under a licensed instructor at GCC, but R. Santos noted that GCC doesn't have a setup for instructor training at this time. A. Taitano confirmed that for L. Allen to gain the necessary training in cosmetology instruction, GCC would need to create a separate program for instructors within their cosmetology department. R. Santos added that, alternatively, L. Allen could potentially create her own program based on her credentials and work with a college to have it accredited. However, he noted that the 600-hour requirement and other regulatory details would need further review. The discussion concluded with L. Allen offering to create a PDF summarizing her research and ideas to help guide the board, which M. Tiong appreciated, as it would support further deliberation. M. Tiong emphasized that the law requires training to come from an accredited school, and currently, GCC is not offering the necessary courses. However, she mentioned that the faculty member L. Allen had spoken with was looking into offering the required courses in the future.</p> <p>A. Taitano interjected, referring to the eligibility and qualifications for cosmetology instructors, noting that one of the options was to complete a training course at an approved school on Guam or an equivalent program approved by the board. Another option was completing 600 hours of practice as a teacher assistant or teacher aide in an approved school. A. Taitano questioned whether L. Allen could work as a student instructor at GCC, gaining the required 600 hours as a teacher's assistant or aide, although he acknowledged that students had not expressed interest in such an option. L. Allen responded that she had been in direct conversations with Lauren, the dean, and Missy, the chairperson of the cosmetology program at GCC. However, they did not currently have any available options for her. She asked what her alternatives would be if GCC</p>			

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	<p>was unable to provide these options in the near future. R. Santos suggested that since GCC is the only accredited source for cosmetology on the island, it would be worthwhile to explore this further. He acknowledged that, as the licensing board, they would need to consider what could be done at this time. He also mentioned that the registrar had indicated that a teacher's aide position might be an option, even though GCC was not currently offering other solutions.</p> <p>R. Santos explained that one option for L. Allen to qualify as a cosmetology instructor would be to complete 600 hours as a teacher assistant or teacher aide, as outlined in the eligibility requirements. He suggested that she could take this portion of the requirement to GCC and inquire about the possibility of gaining the hours by working alongside a licensed instructor as a teacher aide or assistant. L. Allen then raised a concern about whether the hours she had previously worked, which were not directly under a licensed cosmetology instructor, would be considered. She mentioned that while Ms. Maria had attached her name to the hours, she had not been physically present in the classroom, which could be a technicality that disqualifies those hours. R. Santos clarified that in order for the hours to be valid, they would need to be earned under a vocational training program and directly supervised by a licensed instructor. Because the program under Ms. Taitano was not a formal vocational teaching methodology course and was not under a licensed cosmetology or barber instructor, those hours would not qualify. He reiterated that L. Allen had three options to fulfill the requirement, and if GCC allowed her to work as a teacher aide or assistant, she would have to start from scratch to gain the 600 hours, but this would be a viable path if GCC was willing to accommodate her.</p> <p>During the conversation, the group discussed alternatives for L. Allen to fulfill the qualification requirements. One suggestion was for her to take a month-long course off-island, which L. Allen expressed was not a viable option for her due to financial constraints and the need to take time off. The possibility of hiring a pivot point instructor to conduct a workshop on-island was also mentioned as an alternative, but L. Allen noted that this instructor wouldn't be able to leave the mainland for an extended period.</p> <p>R. Santos then asked if there were online vocational teaching methods programs, noting that some states allow online credit for hours. It was mentioned that Pivot Point offers an online teaching methodology program. However, L. Allen expressed a preference for an in-person class, feeling that the online option was not ideal, though she acknowledged the limited options available.</p>			

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	<p>A. Taitano shared that she would follow up with an individual regarding a class she teaches, mentioning that she had already reached out to her. She explained that the program in question would require six semester hours, equivalent to one year of study. She clarified that students do not need to complete courses sequentially, as prerequisites are not necessary. A. Taitano expressed a desire to complete the program in five months, but acknowledged that a faster route would involve becoming a teacher's assistant, which requires 600 contact hours. She also noted that her years of experience could potentially reduce the required hours through equivalency, citing examples from reciprocity documents in other states. However, she pointed out that some states allow only a small number of hours toward instructor hours based on years of experience, and emphasized that Guam currently lacks reciprocity for instructor hours. A. Taitano is working on revising policies to make the process more accessible, but acknowledged that making such changes would take time.</p> <p>The discussion highlighted the concern that it may take longer than expected to recruit enough instructors for cosmetology programs on the island. There was acknowledgment from both parties about the critical need for new instructors, with the Guam Community College (GCC) agreeing on the urgency. It was confirmed that efforts are being made to address the situation. R. Santos expressed gratitude for the engagement and the information provided, noting it was unexpected but appreciated. The group also discussed the possibility of an individual completing the required 600 hours as a teacher's aide at GCC, which would be considered for approval. Additionally, the option of completing an online program for teaching methodology in cosmetology was brought up and would be considered if submitted for board review. It was emphasized that any program outside of GCC would need to be board-approved before enrolment to ensure its legitimacy. The discussion concluded with the clarification that hours completed at Mariacy, a non-accredited institution without licensed instructors, would not count toward the examination.</p> <p>The conversation addressed the need to adjust schedules to accommodate program requirements. It was reiterated that if an online course is board-approved, it could be pursued. Additionally, it was clarified that a teaching assistant position at GCC would be board-approved, but the individual would need to complete 10 months of training. L. Allen was advised that, within 10 days of starting as a student instructor or teacher's aide, the program supervisor should inform the board. The supervisor, whether one of the four instructors at GCC, must submit an official document confirming the participant's status as a student instructor. There was also a discussion</p>			

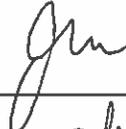
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	<p>about the necessary documents for examination, with a reminder that the office would provide the relevant paperwork, particularly for reciprocity and initial examination purposes.</p> <p>The discussion focused on the application process for instructors, with L. Allen noting that the instructor checkbox lacked detailed specifications. It was pointed out that, under technical instruction, an instructor's hours should be tracked to meet the examination requirements. The Board agreed that these details should be added to the application checklist for instructor candidates. It was acknowledged that, due to a lack of instructors, these issues had not been addressed previously. There was a broader conversation about the challenges faced with re-examinations and the importance of improving exam pass rates to ease the burden on the office and community. The ultimate goal emphasized by the group was to ensure that licensure was achieved for all candidates. The goal is helping every applicant attain a license, with appreciation for the support in addressing these challenges. It was noted that the checklist and qualifications document on the website would be updated by the time individuals are ready to apply. The requirements include 600 hours of training or equivalent, such as completing a cosmetology or barbering instructor course, working as a teacher assistant, or taking vocational teaching methods courses. Proof of these qualifications would need to be submitted along with the examination checklist. L. Allen inquired about alternative options if GCC or online education options don't meet these requirements, to which it was suggested that amendments could be made, particularly to allow for reciprocity. However, the current statutes restrict available options. Despite this, there was hope for future changes to improve the process and increase exam pass rates.</p> <p>The conversation touched on the availability of skilled cosmetologists in the area and their interest in teaching future professionals. There was discussion about visiting other states to observe how they handle instructor certification and education, noting that large, accredited schools in the U.S. manage their own reciprocity requirements. The conversation then moved to the potential for online education programs, which would need to be approved by the board. The concern was raised about the time it might take—up to a year or more—to process an instructor's license, which could be discouraging. Additionally, there was a mention of a \$500 scholarship for a training program, and L. Allen expressed a desire to pursue Pivot Point training due to its prominence on the island, as it would complement their background in Milady. The two current schools on the island teach using Milady, though Pivot Point is an option if pursued online. L. Allen expressed a preference for online Pivot Point training to be more well-rounded in their teaching experience.</p>			

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VIII	NEXT BOARD MEETING	Next Scheduled Meeting: April 07, 2025 at 9:00am.	GBBC	1033	Set Date
IX	ADJOURNMENT	<i>Motion to Adjourn: M. Tiong; 2nd: R. Santos.</i>	GBBC	1034	Adjourned

Minutes Drafted by: FLAME TREE Freedom Center, Inc.

Date Submitted:

Submitted by the GBBC Secretary:



Date: 4/17/25

Approved by the GBBC with or without changes:



Date: 04/07/25

Certified by or Attested by the Chairperson:

Date: