



HOW TO START A WOMEN'S ONLY PARKINSON'S SUPPORT GROUP

A GUIDE FOR FACILITATORS



DAVIS PHINNEY
Foundation For Parkinson's

every victory counts®

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INTRODUCTION

About the Davis Phinney Foundation

The mission of the Davis Phinney Foundation is to help people with Parkinson's live well today. We provide essential information, practical tools and inspiration to people living with Parkinson's and their care partners; we host educational and fundraising events in locations all over the world; and we fund early-phase, innovative research that focuses on exercise, speech, movement and other factors that affect quality of life.

How to Use this Guide

By starting a support group in your community, you share our mission to help people live well with Parkinson's. This guide is a starting point for anyone who wants to start a support group from scratch. We recommend that you read through this guide in its entirety to get an understanding of everything that goes into designing, starting and facilitating a successful support group. Starting a support group is not a perfectly linear process and neither is this guide. Read it all and then go back and determine your specific needs and how to best use the information.

We have deliberately kept this guide as short as possible. Starting a women's only Parkinson's support group should be an exciting and enjoyable process. You don't need a Ph.D. in creating groups to do it. All you need is a desire and a few ideas to move forward. Don't get overwhelmed with everything you could do. Just do what you need to do to get started and grow from there. The most important part is not creating the most perfect and most successful group of all time. The most important part is simply getting it going.

While this guide was written especially for women, the principles are useful for many different types of groups. We created this for women because we've learned over the past 14 years of working with people living with Parkinson's that women's needs are different in many ways. They experience Parkinson's differently than men, they communicate differently than men and they want a different support group experience than men.

If you read through this guide and decide you'd like to proceed, we encourage you to share this resource with potential co-facilitators or others in your network who may be interested in starting a women's only Parkinson's support group in their communities.

If you have questions about anything in the guide, or if you believe something is missing that would make your group more effective, please contact us at contact@dpf.org or call 1-866-358-0285.

What's a Support Group?

There are many types of groups available to people who are looking for help, education and community. For the purposes of this guide, we are focusing on the support group.

A support group is ideal for people who...

- » Are looking for others who are going through similar experiences and who want to share their experiences in an open and unedited manner
- » Are mentally healthy and are looking for effective coping techniques and skills to help them navigate and overcome challenges
- » Enjoy supporting and encouraging others wherever they are in their process without offering unsolicited advice and direction
- » Are open to the fluid nature of support group discussions and are not looking for a rigid curriculum or objective outcomes
- » Are happy to welcome new members, enjoy listening to their stories and can commit to keeping what is said in the group confidential

A support group is NOT ideal for people who...

- » Are looking for a therapist leader who will assess their situation, suggest psychotherapeutic interventions and/or provide any one-on-one support
- » Prefer closed and structured sessions
- » Want the group to stay the same size every week
- » Don't feel comfortable opening it up to new people each week
- » Want to dive deep into their feelings and the challenges they're having and have a specific goal or outcome in mind
- » Believe they have all of the answers
- » Are looking for a cheaper alternative to therapy, counseling or medical treatment

In summary, a support group is an informal, consensus run community of, in this case, women who are living with Parkinson's who want to share information, resources and tools with each other and offer support to all members traveling a similar path.

How to Know If You Should Start a Support Group

There are several factors to consider before starting a support group. And while most people we know who have started groups think it's one of the best decisions they've ever made, nearly everyone agrees that it took more work than they thought to get it off the ground and maintain it over the long term.



Before you hit the ground running, consider the following:

- » Are there any women's only Parkinson's support groups in your area (within reasonable driving distance) already? If not, do you know at least a handful of women with Parkinson's you could reach out to about your idea for a group?
- » Do you have the time and energy it takes to manage the marketing, logistics, member questions and requests that go along with running a group? Or know someone who is willing to help you with it?
- » Are you comfortable letting people know about your group via emails, flyers, speaking, social media, networking, etc.?
- » Do you feel comfortable being a facilitator and guide?
- » Are you passionate about helping women with Parkinson's live well?

If you nodded your head to the questions on this list, then it's time to take the first step in starting your women's only Parkinson's support group.



GETTING STARTED

Now that you know you want to start your group, here are some action steps and questions to consider. This group can be as casual or as formal as you want. Some people we know facilitate very intimate groups in a local coffee shop. Others prefer the energy of a large group and they meet monthly in dedicated and private spaces such as libraries or hospitals. You get to decide what works best for you. If you decide smaller is better, then many of the items below may not apply to you. If you think the more the merrier, then considering each of these items will help you cover all the bases.

As always, there's no one right way to create and run your group. These are simply ideas that have helped others. Take what you need and leave the rest.

Members

- » Are you connected to at least 5 women with Parkinson's who you can reach out to about the group?
- » Do you have a list of questions to ask potential members to make sure they are a good fit for the group? (For example, sometimes people think a support group is the right place for them when in truth they may benefit from the one-on-one attention that a doctor or therapist may provide first.)
- » Do you have a few marketing ideas to let other women with Parkinson's know about the group?
- » Do you know how many members you'd like to have? Will you cap it at a certain number?
- » Are you open to letting new members join as the word spreads about your group? Do you have a plan for how to welcome new members? (If not, see the section called "Grow Your Group" on page 13 for ideas on how to do that.)

Location

- » Do you have a few options for where you could host your group? Have you contacted them? (Consider places that will have everything you need such as tables, chairs, audio/visual, wheelchair access, easily accessible bathrooms, room to grow, etc.)
- » Is there a space you can use for free or for a very nominal fee?
- » Is it important for your space to be completely private so that nobody else will be able to hear you from other rooms?
- » Do you plan on having speakers and if so, does your space accommodate that?

Time

- » Is there a time to host your group that's good for people with Parkinson's and also coincides with your own "on" times?
- » Can you commit to hosting your group the same time every week or month?
- » Can you commit to hosting this group for a minimum of one year?
- » Will your ideal location allow for you to reserve the space for at least the next six months?

Resources

- » Do you have a simple flyer you can leave at various locations to let people know about your group?
- » Is there a local or regional Parkinson's organization that may be able to offer you space to hold your meetings or resources you could share with your members?
- » Is there a non-profit you could reach out to that produces materials your group may find useful and ask them for X number of copies to give out on the first day? (e.g., The Davis Phinney Foundation Every Victory Counts® manual)
- » Do you have the following ready to go: a sign-in and contact info sheet to pass around at each meeting, a refreshment sign-up sheet, template emails to send before and after each meeting, etc.?
- » Is there someone who might be willing to help you during the meetings? For example, a note taker, speaker coordinator, new member mentor, etc.



ATTRACTING MEMBERS

How to Attract the Ideal Members

Many support groups begin with just one or two people and grow organically from there; however, if you'd like your group to attract a larger number right off the bat, there are several things you can do to attract the right members.

1. Establish criteria for membership and stick to it. (It makes it easier for you and others to promote it.)
2. Reach out to every woman you know with Parkinson's who you'd like to be in the group and invite her. Then invite her to reach out to women she knows. If you're capping your membership number, be sure to tell the women this so they feel a sense of urgency to commit if they want to be a part of it.
3. Share your idea for your group at your wellness classes and email those who are interested.
4. Post information about your group where like-minded people hang out. For example, if you love the people your yoga studio attracts, ask them if you can post information about your group on their bulletin board.
5. After the first meeting, follow up with everyone who attended, and if you haven't already, ask them to share it with their friends as well.



HOW TO FACILITATE

If you're going to not only be the "founder" but also the facilitator of your group, it will be your job to organize and plan the meetings and also make sure that each meeting moves forward and runs smoothly. The ease with which you'll be able to do this depends on your facilitation skills. There's a significant amount of information and research on the art of facilitation, which you may be interested in digging into if this is your first gig, but the following 11 skills are a great place to start.

#1 - Share Your Story

You do not need to be an expert on Parkinson's to start or facilitate a group. You don't have to be a mental health provider or a psychologist to run a group. You don't even have to have Parkinson's to run a group, though many do. You just have to have an interest in helping people live well with Parkinson's. No matter what brought you to this role, it's important to share a bit of your story to let others know your background, experience and your level of understanding when it comes to Parkinson's.

#2 - Be Prepared

There's nothing worse than showing up for a support group session and finding your facilitator late, frazzled or unorganized. Or all of the above. It is your job to move each meeting along and to do your best to make sure that everyone feels like they spent their time well. Even if your meetings will be more free flowing than structured, as the facilitator you still need a plan, and a back-up plan, if things don't go according to plan, which they seldom do.

#3 - Know Your Audience

It's a good idea to find out as much as you can about each member before your first meeting. Perhaps your group consists of several who have been newly diagnosed, as well as those who have been living with Parkinson's for many years. The more you know about the individuals in the group, their motivations for joining and the different personalities at play, the better you'll be able to plan for a successful session and a positive experience.

#4 - Be Inclusive

Once you get a sense of your members, make sure to create activities and facilitate discussions that foster a sense of inclusion. You don't want anyone to feel like they don't belong or have nothing to contribute. Do your best to ensure that everyone is on an even playing field.

#5 - Set Guidelines

This is one of the most important aspects of running a successful group and setting guidelines should be one of the first orders of business. We know some facilitators who come to the first meeting with guidelines they've already identified. This is often effective if you start out big. Others make the discussion of guidelines one of the first activities they do. They talk about confidentiality, circle time etiquette, cell phone policy, how to be respectful to each other, etc. No matter which route you choose, you want to review the guidelines with your members and get buy-in from them. Usually a simple nodding of the heads will do. This is an important step because there may be times when you need to refer back to these guidelines if the group or an individual gets off track and disrupts the experience.

#6 - Provide Clear Instructions

This may not come up too often if your group ends up being an hour of informal discussions; however, if you choose to do activities at any point, be sure to be as clear as possible about how each task can be accomplished. This will eliminate the need for a lot of clarifying questions.

#7 - Manage Time

If you choose to do activities, you have a guest speaker or you have a lot of opportunities for sharing in pairs, be sure to watch the clock and don't let any one activity go on for too long. It's important to start on time and end on time. You can always invite people to stay longer if they want, but the formal part of the meeting should take place during the time you've scheduled.

#8 - Pack Your Bag of Tricks

One of the things we've heard from facilitators over the years is that it's harder to manage a room than they thought. It's for this reason that we recommend packing a bag of tricks every time you head to a meeting. These tricks may include ice breakers, questions, stories, etc. They are the ideas you can throw out there in case you come to an impasse, want to change gears or find the energy of the group lagging.

#9 - Be Flexible

The very best teachers, trainers and facilitators are those who can adapt on the fly. If someone in a group begins to dominate, they know how to change directions. If they notice a topic falls flat, they know how to reframe a question to invite more engagement. If they realize a speaker is going longer than planned, they press pause and say what they see: "I'm noticing we're coming to the end of the hour. Is everyone okay with going 15 minutes over today so we have time to ask questions?"

#10 - Practice Active Listening (and help others do the same)

It's possible that you will have members in your group who have never been part of a support group before and who maybe have never worked in a group at all before. The best way to encourage active listening is to a) remind people what it is: making a conscious effort to not just hear the words others are saying but the complete message they're trying to communicate and b) model it. You do this by mirroring or paraphrasing back what others say to let them know you heard them, nodding, looking them in the eye, not interrupting and not spending all of your time figuring out what you want to say and missing their message.

#11 - Ask for Feedback

It's always a good idea to check in with the group during the meeting. You can ask how they are feeling, if they are ready to move on, if they think something is useful and want to know more about it. Remember, you are there to guide the process, but the goal is to make sure that everyone has a great experience. Don't be afraid to check in from time to time. It's also a good idea to ask for feedback in follow up emails. You could ask, "How are you finding the experience? What's working for you? What could we do differently that would improve your experience?" Some people are more apt to respond via email than they will in person so make both options available. Then, at the next meeting, you can share some of the feedback you received, without naming names, and see how others feel about it.



TROUBLESHOOTING

Sometimes, no matter how fabulous a facilitator you are, you'll run into problems that may knock your meeting off track. This may include people who try to dominate conversations, people who have their own agenda, people who keep offering opinions or advice and people who go off on tangents that disrupt the flow and experience for others. According to The Community Toolbox, a resource for those working to build healthier communities, there are several effective strategies facilitators can use when confronted with disruptions or problems during a meeting.

#1 - Have the group decide:

If someone continues to interrupt others, keeps offering advice, challenges you or how you're running the meeting, etc.

#2 - Use the group guidelines:

If someone keeps breaking the ground rules, has side conversations while others are talking, verbally attacks others, etc.

#3 - Be honest: Say what's going on:

If someone is disrupting the flow, being defensive or making others upset, etc.

#4 - Use humor:

If there's a lot of tension building, people are scared to share/participate, etc. (Only use this strategy if you are 100% confident in it as it can backfire if you don't have the relationship with people.)

#5 - Use body language (if possible):

To quiet side conversations, refocus attention, etc. You can try to help redirect people by making eye contact, smiling or changing your position in the room.

#6 - Take a break: Confront disrupters outside the meeting room:

When less confrontational tactics haven't worked, and someone keeps dominating, not listening to others or cutting people off, it's best to suggest a 5-10 minute break and then deal with the issue outside of the room. Hopefully you'll never have to deal with these types of issues in your support group; however, in case you do, it's good to be prepared.



THE FIRST MEETING

One of the very best ways to kick off your new support group is to invite a guest speaker to talk about an issue relevant to your group. In this case, you may want a female movement disorder specialist who specializes in Parkinson's for women. Or a psychiatrist who specializes in non-motor symptoms of Parkinson's in women. Or a chaplain who specializes in issues like resiliency, self-care, spirituality and/or chronic illness.

Potential Speakers

- » Neurologist/movement disorders specialist
- » Psychiatrist who specializes in non-motor symptoms of movement disorders
- » Nutritionist who specializes in Parkinson's or other movement disorders
- » Occupational therapist
- » Physical therapist
- » Recreational therapist
- » Speech and language pathologist
- » Pharmacist or pharmaceutical representative
- » Exercise physiologist
- » Hospital chaplain
- » Complementary therapist (yoga teacher, massage therapist, dance for PD instructor, art therapist, acupuncturist, pilates teacher, etc.)
- » Home care aide
- » Certified Driving Rehabilitation Specialist (CDRS)
- » Financial planner
- » Expert on Medicare and Medicaid for people with Parkinson's
- » Expert in assistive technology

Then, at the end of the presentation, you can let people know that you are starting a new women's only Parkinson's support group and if they are interested, they should pick up a flyer on the way out. Make sure your flyer has...

- » your intention for the group
- » a short blurb about you and why you're starting it (a picture is a great touch too)
- » dates and times of your first three meetings
- » the location
- » the number limit (if you have one)
- » two ways for how to get in touch with you and by when

At your second meeting, or the first if you decide not to invite a speaker, the goal is to simply establish the group. You can do this by:

- » Introducing yourself and any co-facilitators who will be helping you
- » Sharing logistics about parking, bathrooms and the overall meeting space
- » Talking briefly about why you wanted to start the group and the role you'd like to play
- » Introducing the idea of ground rules and either sharing your ideas or giving them a chance to create them as a group
- » Talking about meeting structure, possible topics of discussion, whether the group would like to have a speaker at each meeting or just time to chat with each other, etc.
- » Whether your intention is to have a closed or open group and your thoughts on inviting and welcoming new members
- » Giving a primer on active listening that's instructive for people who have never heard of it and a good reminder for those who have
- » Describing member roles if you have any
- » Inviting people to sign up for different roles (e.g., bringing snacks, tracking attendance, publishing notes, inviting speakers, etc.)
- » Letting people know how you will handle cancellations, rescheduling and communication

Once you have checked each of these important items off the list, it's time to get the meeting rolling. Here's a sample order of things:

1. **Welcome everyone and thank them for coming.** It's not always easy for people to get out of the house physically, start something new, be around people they don't know, etc.; so, be sure to honor the effort everyone made to get there.
2. **Invite introductions.** If you didn't already introduce yourself, be sure to do this here by modeling what you'd like everyone to share. For the first meeting, we suggest keeping things light. Perhaps you can ask people to share their first name, their connection to Parkinson's, what they hope to get from being in the group and something they are looking forward to. As your group gets more comfortable with each other, you can begin each meeting with an icebreaker question that gets at some more personal information if it feels like everyone is open to it.
3. **Review the agenda for the meeting and then get started.** (This might include introducing your speaker or offering a question to get a discussion started.)
4. **Encourage participation without forcing people.** You want everyone to feel heard who wants to be, but you don't want to push people into participating if they aren't comfortable doing so.

5. **Introduce and close each item on the agenda.** For example, if you're going to do a pair-share activity, introduce the activity and offer clear directions. When it's time to move on, be sure to either debrief it or let people know it's time to move on.
6. **Be open to the unexpected.** Sometimes your meeting will go in a direction you never predicted. That's okay. Practice your flexibility skills and remember to read the group. If they are okay with the direction, stay with it. If not, use your tools of redirection to get back on track.
7. **Summarize and let them know what's next.** It's a good idea to review what you did, talked about and learned at the end of each meeting and give a few people the opportunity to share their experience. It's best to limit the number of shares, and state that up front, or the meeting could go on and on. You could say, "I'd love to hear from three people today about X." This way, people won't feel like you cut them off if more than three people raise their hands.
8. **Close the meeting.** It's important to use words that officially end the meeting so people recognize the transition. It will not be unusual for people to want to linger and continue conversations after the meeting; therefore, be sure to end the session with closing language so the distinction is clear, and people who do not want to stay feel free to go. This is also a good time to remind people to sign up for future duties if there are needs in the future. Finally, depending on your style, you may choose to read a poem, share an inspiring quote or invite each person to share one word that describes how they feel. Do what feels right to you.



FOLLOW UP

After each meeting, send an email to all members of the group, even those who were unable to attend and include the following:

- » A mention of gratitude for coming
- » Notes taken from the meeting
- » Any resources mentioned during the meeting including links to websites
- » A reminder to have them spread the word about the group (if you want them to)
- » A reminder about the agenda for the next meeting and the date and time
- » A request for help or for someone to take on a new role
- » A request for feedback about what worked and what didn't and any topic ideas they may have for future meetings
- » Your favorite part of the meeting (You don't have to do this, but it's a nice personal touch.)

A follow up email is a great way to stay connected to members and get them excited to attend the next meeting.



GROW YOUR GROUP

Chances are, if people enjoy the group, they will tell others about it and word will spread. As you may have experienced, people with Parkinson's love to share resources with each other, especially great ones. So, if you're open to growing, here are a few suggestions to put in place around welcoming new members:

Consider Having at Least Two Members Start at the Same Time

Sometimes it can be intimidating to enter a group that's already formed. If you have interest from others, consider having them start on the same day so they know they aren't the only new face.

Welcome New Members with Ease

When new members come to their first meeting, make them feel comfortable and like they belong right off the bat. One good way to do this is to always keep some icebreakers in your back pocket so that you don't just have new members share what everyone else has already shared. Have the whole group do an activity. This not only lets the new people share and learn about others, it lets even seasoned members learn something they don't already know about each other.

Use the Buddy System

As you are initially forming your group, you may want to invite people to volunteer to be a "buddy" to new members when they join. Or, you could get to know people and after the first few meetings, reach out to people you think would be great for the job. Then when a new member is set to come, have their buddy reach out to them over the phone to welcome them and share a bit about the group. This way they'll know at least one other person when they come for the first time.

Give Them a Job... If They Want One

One of the quickest ways to feel part of something is to have responsibility for it. When you speak with a potential new member to see if they are the right fit, and you decide they are, ask them if there's anything they'd like to do to help out with the group. It's a great way to make people feel needed and welcomed.



ENGAGING YOUR MEMBERS

In our research, we spoke with many women at varying stages of Parkinson's. What we learned is that for the most part, they feel very well-informed and they aren't necessarily looking for a support group with rigid structures and agendas. They are looking for a place where they can have open, honest and safe discussions with other women about what they're going through.

To this end, we made the decision to provide questions on a variety of topics designed to get the conversation going within your group rather than a list of "activities" to do at each meeting. You may choose to keep questions related to a single topic or you may choose to start with one question and see where it takes you.

Questions are also a great way to warm up before you welcome a speaker to your meeting. For example, during the meeting prior to one with a speaker on nutrition, you could ask some of the questions under that topic to see what role nutrition plays in each person's life and what's working and what's not. Then, you could share some of the questions and concerns the members brought up with your upcoming speaker so they can be sure and touch on them during their presentation.

Another fun way to work with questions is to write down 10-20 questions, put them in a hat and then have someone pick one out to get the meeting started. You could either continue along that topic thread for the rest of the meeting or keep having people pick a question out of the hat and jump around.

Good questions can spark wonderful conversations. The challenge for you, the facilitator, is to keep people on track, make sure the questions are applicable to the vast majority in the group and assess the usefulness of the conversation so you know where to go next.

Topics and Questions

Parkinson's in General

- » How did you feel when you were first diagnosed with Parkinson's?
- » What was the diagnosis process like and what was the most challenging thing about it?
- » How has Parkinson's affected your daily life and activities?
- » What questions do you have about Parkinson's?
- » What do you think is missing when it comes to educating people about Parkinson's? Those who have it and those who don't?

Diagnosis and Treatment

- » Did you begin taking medication right away to control your symptoms? What were the most bothersome symptoms in the beginning?
- » What medications have you tried? What works and what doesn't?

- » Do you track your medications? Is that helpful?
- » What types of complementary therapies have you tried to supplement medications? What have you enjoyed the most and why? What advice would you offer to someone who is thinking about doing it?
- » Have you considered or undergone any surgical treatments for Parkinson's? What was your experience? What questions do you have about it?

Nutrition and Parkinson's

- » Is there such a thing as an ideal Parkinson's diet?
- » How do you deal with so much conflicting advice about diets?
- » What have you experimented with when it comes to nutrition? What has worked for you and what hasn't?
- » How do you know when something is working and when it isn't?
- » What questions do you have about nutrition?

Your Doctor

- » Can your general practitioner (GP) treat your Parkinson's?
- » When should you see a neurologist or movement disorder specialist (MDS)?
- » What should you expect during your first visit with an MDS?
- » How often should you see an MDS?
- » Should you always take a care partner to your appointments?
- » How do you know if you've found the right doctor for you?

Coping with Parkinson's

- » What have been the biggest changes in your life since you've been diagnosed?
- » How have the people in your life supported you the most?
- » What are the biggest challenges you've faced?
- » Have you had experience with depression or anxiety since you were diagnosed? What have you done about it?
- » What has surprised you most about living with Parkinson's?
- » What has been the best thing that has happened to you since you were diagnosed?
- » What do you love doing when your symptoms are at their worst?
- » What is your greatest fear about having Parkinson's?

- » What are the three most effective things you do on a daily basis to help you live better with Parkinson's?
- » What practical advice would you give to someone who has been newly diagnosed with Parkinson's, or to their care partner?

Women and Parkinson's

- » What has been your greatest challenge as a woman with Parkinson's?
- » Has your sex drive/intimacy increased or decreased? How have you managed these changes?
- » Have you experience any hypersexuality? How do you manage that?
- » Have you experienced any worsening of symptoms or decrease in medication effectiveness during your period?
- » If you were diagnosed when you were in menopause, what changes did you notice hormonally?
- » Does your doctor understand your unique needs as a woman? Do you feel like you get different treatment than men? How do you handle this?
- » What questions do you have about women and Parkinson's?

CONCLUSION

We hope the information in this guide gives you the confidence to start a women's only Parkinson's support group. We have heard from so many women how instrumental these groups have been in helping them live well and stay positive during their Parkinson's journey.

Again, if you have questions about anything in the guide, or if you believe something is missing that would make your facilitation group more effective, please contact us at contact@dpf.org or call 1-866-358-0285. We're happy to support you in any way we can.

WHAT'S NEXT?

Want proven ideas on how to live well with Parkinson's?

Much more practical information can be found in a powerful new edition of the Davis Phinney Foundation's free Every Victory Counts® manual. The Every Victory Counts manual gives you, your care partners and your family members the tools you need to take control of your Parkinson's treatment through a proactive approach to self-care.

It's jam-packed with up-to-date information about everything Parkinson's, plus it includes over 30 checklists and worksheets to help you put what you've learned into action. Color coding and engaging graphics help guide you through the written material and point you to complementary videos, podcasts and other materials on the Every Victory Counts companion website. And, it is still free of charge thanks to the generosity of our sponsors.

Request your complimentary copy of the new Every Victory Counts manual at www.EveryVictoryCounts.com.

Want to join thousands of other people with Parkinson's to learn how to live well today?

Each year we host six free events all over the world. The Victory Summit® event is a day of information and inspiration, featuring dynamic presentations from leading movement disorder neurologists and therapists from across the continent. It's an upbeat, fast-paced event of community and connection, filled with laughter and conversation. You and your care partners will leave feeling motivated and armed with tools to help you be more involved in your own treatment and to improve your quality of life.

To learn more and register, for free, for an upcoming event, visit www.dpf.org/vs.



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