**January 2021 Board Meeting Part I Recording Transcript**

Lucy: [00:16](https://www.rev.com/transcript-editor/Edit?token=41-KA4Uqt7P44pel0mEqYDHx4OnwpcMXZNgEPdQW_fVrkTxzg-uMybbgGlk5oG0QPudjmSWHm4LRjoUKuMZgsdclnWI&loadFrom=DocumentDeeplink&ts=16.04) Oh, sorry. You look ready for me. Okay. So, I'm going to motion to call the meeting to order and I'm going to motion to approve the minutes.

Lucy: [00:28](https://www.rev.com/transcript-editor/Edit?token=xUxiDEf0n62pMLe5GFE1L71IiU8_Hs64rT6c7DDWRJahhnUXgai2_MJ_rGnEGJs4WpeHVU7ncLiUq_597sF5qk2AMj0&loadFrom=DocumentDeeplink&ts=28.89) Can I get a second?

Zach: [00:29](https://www.rev.com/transcript-editor/Edit?token=dM6PTaXi8zPw2KxkehV-ZoblmyCSx4X99KrnVkBn0nAGFMUr93FEsHZzDg8z10ZIf_IXRVwLTu8pfE5qCwoP98oEUqQ&loadFrom=DocumentDeeplink&ts=29.25) Second, Zach.

Lucy: [00:31](https://www.rev.com/transcript-editor/Edit?token=ucNVW6knXHOT4mjKPZUgTOdJFBycxixpoSaPWeBDdNVANaRJGRtKjtC_cQs_Rnayse_mIkmKHe4Z_zf2-W7i4FPzwH4&loadFrom=DocumentDeeplink&ts=31.96) All in favor?

Zach: [00:33](https://www.rev.com/transcript-editor/Edit?token=7yANQXVBt-bQOVe4ucctxXyo2P5PEZ3N97leDiCr_7vtRwRr9sV9MoU-rmWcJRgYDsus24rQoYpgQHyUZW8PoxSH-js&loadFrom=DocumentDeeplink&ts=33.04) Aye.

Speaker 3: [00:33](https://www.rev.com/transcript-editor/Edit?token=FjwZ9De-bIC1lBLaevOP2XiJCwE91t5Nr4BEaUiCAdwv7ZPhHu3L3BHTbrcMFE19tbSeaRynD9OqdBiVPLghY07PWP4&loadFrom=DocumentDeeplink&ts=33.05) Aye.

Lucy: [00:35](https://www.rev.com/transcript-editor/Edit?token=QT0ujGUdhJUFQfcudUb23NZB2h1syUt4_wpUeOr74m1JN5YrDbhpN0Ic0K2QjwTeXxVQOFdIY4XZ1CjdpLldf-XmpSU&loadFrom=DocumentDeeplink&ts=35.86) Any opposed?. Great.

Lucy: [00:44](https://www.rev.com/transcript-editor/Edit?token=NoojrogSYKFib2IiInsHRE9oXk0eANRCq_3W2_xBKB77lacGBpZgO9UA9-zH38yhWHF9C3smG_dM-Pfu69-KekntT_Q&loadFrom=DocumentDeeplink&ts=44.46) Okay. Public comments, any non-board members have anything that they want to share?. Okay, hearing none. We will keep moving. ED update, which I think we're substituting for some of these votes. Yes Guersch, this is how we're handling this?

Guersch: [01:07](https://www.rev.com/transcript-editor/Edit?token=faYcFKqxQwwypkE-pyjwHmiHpL1fyd8bI2h0i_yg98V2egUG08yQGlpe2EfvPLmb0HFSh2ziWAKOE5eEs2XJM6rdrjY&loadFrom=DocumentDeeplink&ts=67.18) Yeah, but you skipped the Board Chair update.

Lucy: [01:10](https://www.rev.com/transcript-editor/Edit?token=S-zFEoivDU-YPzKMkbrJpwxq8YPHaFvv_PjDd1iEd7Tj4XDVwzNuiHBQgiSgM9UsqLziwVj0HIx78YEYRfFwJANEUTc&loadFrom=DocumentDeeplink&ts=70.32) Oh, I skipped the Board Chair update. I'm going to cede my time on the Board Chair update. I'm going to speak a little bit to it, a little bit later before the election.

Guersch: [01:21](https://www.rev.com/transcript-editor/Edit?token=laJ5F17819vI43bXR_B4sB-kdrCTqe2Tz_nm0xKuN-wVV7p-R1kEwDQCMuaTplsFXuxqqtV7FntO0kFS3FJM2Ye5Rrg&loadFrom=DocumentDeeplink&ts=81.31) Okay. So then for my end, just need the board to vote on the Data privacy and security policy. So, I wanted to see if there were any questions, I sent an email about it about a week ago and the governance committee had a chance to discuss it at length during their either November or December meeting. So, wanted to see if folks had any questions about the rationale for the policy or what the policy is. Okay. I'm hearing them then, I'm guessing that folks feel comfortable voting for this policy to go into effect then?

Lucy: [02:09](https://www.rev.com/transcript-editor/Edit?token=qEVRz1Jnxt3eeEVCYlG5AGFQHR6EHlF5l3bqlDU8uQ1zG5wsy-ugYxZLC6umHJzUiBVQ7K11AU0T4vU2fntwbmwbEVw&loadFrom=DocumentDeeplink&ts=129.18) Yep. So, I'll go ahead and I'll motion to approve the Data privacy and security policy. Or should we do all of them together?, we probably do separate.

Guersch: [02:20](https://www.rev.com/transcript-editor/Edit?token=A-_QxPieo2zkFHyyiCw6xa8Q6JePP3KifknXN_l7XtXdpZUghBtUNlC5w1jrllDoYYlzjU-yk5pnqSeCUTLLjY3YVFY&loadFrom=DocumentDeeplink&ts=140.76) Oh, the vendor agreement is part of the policy.

Lucy: [02:23](https://www.rev.com/transcript-editor/Edit?token=YFLrA_ioe20sNQSCuVqQAGzdMjI3v-GHVPVPE_kCjL9CSZy6IiTisN0cg2L7SJeF9_vXfp3b0IzUDAAjP1IYZ_KNtg0&loadFrom=DocumentDeeplink&ts=143.83) Okay. So motion to approve the data privacy and security policy, collectively.

Guersch: [02:31](https://www.rev.com/transcript-editor/Edit?token=DP2ECPYP2rNlpNVybigNVErOvQ1Td2sjgxHNZI08ayikwL7Kuq7-GQJ2PHPCES6f9JrlJPnRZkslOTfodffRO_AZbkg&loadFrom=DocumentDeeplink&ts=151.39) Mm-hmm (affirmative)

Zach: [02:31](https://www.rev.com/transcript-editor/Edit?token=IQ0coUiBVtSmAt1iGuDf76byAxULiwY4rpY2yec9ckMwL_JcvdoAct5WJD36nj17nM_lNYrRHOpyu_fiHqeH-wWb5MA&loadFrom=DocumentDeeplink&ts=151.5) Second, Zach.

Lucy: [02:34](https://www.rev.com/transcript-editor/Edit?token=ncqvFSDxpUemt4kRJ_Larhi5yPRO96qdOfcWsuL5ztfGWMNWAIW4R4bAEsweFbmgTVec3F_hx4YRek1IZILRR0mN43I&loadFrom=DocumentDeeplink&ts=154.03) All in favor?

Zach: [02:35](https://www.rev.com/transcript-editor/Edit?token=mwgL_t4ryXsUhAlenaXKi3nDoOgvPk3yuyJewcJbAHRWO6WU_QFXS_vz4xyO6PbNcXpTNzAZvfzKhukYTDofEtYmiG0&loadFrom=DocumentDeeplink&ts=155.07) Aye.

Speaker 5: [02:35](https://www.rev.com/transcript-editor/Edit?token=AoK8HSm5xjQIkGT5wy5PxSpbmTV3SdOnV243TYcg3rDsDwskats_o8AQERD29AuI9MHQMLLoW-8zM31mF5WIaaeuD8k&loadFrom=DocumentDeeplink&ts=155.08) Aye.

Lucy: [02:38](https://www.rev.com/transcript-editor/Edit?token=aXM8ZnQGEP3ZoY17FGmXLFVLsLOtDYCU33JktbSjQPVQgEV5wBcXCssAwJ2ux6bkaLnJ04xLDJjeNdOF4AONi-P-igs&loadFrom=DocumentDeeplink&ts=158.45) Any opposed?. Great.

Lucy: [02:52](https://www.rev.com/transcript-editor/Edit?token=BwnaQlm9G2jej7BSxv9NY9ViGA6w15T-D0g-R_70nNVlbVeGt8cZKMacPbj8xwnhrHeIEoL-lt-V7rwt0kU2jcg5mFw&loadFrom=DocumentDeeplink&ts=172.53) So do we... Sorry, I can't actually see everyone we have now yet. Do we have Norah yet?.

Guersch: [02:58](https://www.rev.com/transcript-editor/Edit?token=oHHQu7AF31s55CIZxAJozxvHHSXrBiAMr1852M-uKOiCK_s7IInhl226E2RiCoaDCgn_SCxy-Acmgk5edGkTKMyXNc0&loadFrom=DocumentDeeplink&ts=178.67) No, we don't have Norah yet. Should we skip to finance and then circle back?

Lucy: [03:03](https://www.rev.com/transcript-editor/Edit?token=-YRtn34-371iFvdRNTK6TXaWqcN0xs4MmY3FUua1rXtNaS-r2XeTXGUmXAl9wWQLnkIDhFTIWCE5KRYZgpqNni8ASBw&loadFrom=DocumentDeeplink&ts=183.54) Yes.

Guersch: [03:04](https://www.rev.com/transcript-editor/Edit?token=6a9_55BRK5pnr_hcycBNdKWRzM4mPGmxXI2qU9zYf4XuKG9XEAupokQvQ-AEhYoi8dhZZPg6r7So3ZY7QaKSN9ltAWk&loadFrom=DocumentDeeplink&ts=184.27) Okay.

Lucy: [03:05](https://www.rev.com/transcript-editor/Edit?token=pn0-tR5NortUhqsZevSMkskAz1GYLH5QFjOrQKku25FW_Oqbwk2tVtQovjEntJLk6A4fFDlInou_ZlcV71emxUezaLo&loadFrom=DocumentDeeplink&ts=185.16) Adel, would you be willing to lead us on the update for finance?

Adel: [03:11](https://www.rev.com/transcript-editor/Edit?token=syGMkLmTSnxbrgV5ulDgTYGTnrqo7LlizslFG1dpc96o0q-oCmjz6s0yDY4eJgOK1gjgDaPfaLI5JY9IFJ2sNfZRnnU&loadFrom=DocumentDeeplink&ts=191.42) Okay. So, I'm just going to enlarge my screen here.

Guersch: [03:17](https://www.rev.com/transcript-editor/Edit?token=ZFevMCIg_nweO-D7csxOt1ggETLQLekSoh1f7_9r22POUCcHNvhSpuMVLnD_VCEBUDVuaReW1K8NFsFp9IPFKjsHdlc&loadFrom=DocumentDeeplink&ts=197.35) Can you walk me the Excel sheet?

Zach: [03:21](https://www.rev.com/transcript-editor/Edit?token=kjHy-0CLKsqCAUS8pIPG5c0gXXQZ0-yZMirTwvRUwBQWjMkjYuPoS8LIB5v-BhZ5kJZAUdrqMkbnqozUP6_I6Wc4Smo&loadFrom=DocumentDeeplink&ts=201.01) Yeah, if you could just blow it up a little bit Guersch...

Guersch: [03:22](https://www.rev.com/transcript-editor/Edit?token=1cf6f9O7GUWTUJz_8mxgAgruaulYVSgSaEUhkSWKtAjxrzw0u2N0hMn1ML5gqWH9tOJ6u9pAWNxUP53Y2qjCsgbzjqw&loadFrom=DocumentDeeplink&ts=202.25) Mm-hmm (affirmative).

Adel: [03:25](https://www.rev.com/transcript-editor/Edit?token=4PenRfeYKTWo1Vz8YBlqW87Aafq2J31img91T581rU3_cqxyroerYv7tOdVTuj6RXgIteGzlQpLMInHE9L_BNc0AndM&loadFrom=DocumentDeeplink&ts=205) Just move it up maybe 85... Yep. Yeah. Maybe a little bit lower. Yep. Okay so, what we're presenting here are the financials, actuals through December and the forecast for January, for the rest of the year. We are still, as far as the number of students projected, we're keeping it the same at 258 and our revenue has been forecasted accordingly for the student amount. I know every month you hear about the savings in payroll, that's ,again, due to the pending hires not made. So, we're showing that $35,000 or $36,000 savings at this point, based on the pending hires. The next line below of benefits associated with those pending hires or mainly taxes, that's about $3,000 we're saving. We also increased professional services by 30,000, the way you can look at this is we are offsetting this cost by the savings in payroll, just on a preliminary glance.

Adel: [04:38](https://www.rev.com/transcript-editor/Edit?token=FtSeo8hODVUOgKfcX8zKIFaY_mLNynFyF_QIVCkS1gE3cjCB9wBGEjb7f8St6lmvMsdGLv6yW1nv50qRTmFfnzMqiIk&loadFrom=DocumentDeeplink&ts=278.12) We will talk more about why we're doing this. It's a contract that we're going to enter in shortly, and we'll give you some context around it. So, we are still showing overall a surplus, again, this considers the PPP loan that's in place and being forgiven. If we end the year and it's still not officially forgiven, you could expect to see a 602 deficit and what the auditors will do is they'll make a note that La Cima really has a surplus, but there's this loan that's pending that hasn't been forgiven. So, there'll be this side note in the audit report. If you scroll down a little bit, there are ,basically, no changes for January, it's the same. The December numbers are the same as far as enrollment and special education. Any questions? .Okay.

Lucy: [05:49](https://www.rev.com/transcript-editor/Edit?token=fLTI7FgXgmlZ6d_76Rvz98qqqPQBTF4MUX3bKT2ld2fwrF3uI_MkWV6PfMyh3bk2Fo_IVLnzrBoFfM5Vpz0HJe482Ks&loadFrom=DocumentDeeplink&ts=349.26) So, should we vote on this, yes?

Adel: [05:52](https://www.rev.com/transcript-editor/Edit?token=-3iDRSBxNvM57562Vd3Ka1lcthL_ZgOzGDwbWRor_lkbvivtKqt8SZ-PZc_dq9mI3PUZimpIoT5DeSl5XCOt7tuLIBk&loadFrom=DocumentDeeplink&ts=352.29) Yes.

Lucy: [05:53](https://www.rev.com/transcript-editor/Edit?token=P9w8PmzIXQGyBl7vo2hpr8277N4ePpdPkkjLxPpnfo60DZC5hagkNxN3SnXnede2WH2BF964rkbSLj0CxmmEw_zOidU&loadFrom=DocumentDeeplink&ts=353.94) So motion to approve the December financials.

Norah: [06:01](https://www.rev.com/transcript-editor/Edit?token=aFpthjFmxsz3hdajGIt7540dN-WhsBLkpCGRc4rYD-QkVD9byS6lVvTRCiuZGYajILxj4BdC9SQnofj0AhHmSAbRuP8&loadFrom=DocumentDeeplink&ts=361.01) Second, Norah.

Lucy: [06:03](https://www.rev.com/transcript-editor/Edit?token=rNs6aexeioJlLAwnfZhQ_LcjTPiEt6SxcSmYxmTByXLAoDN7dD6K7GcFG-foIL8VHUCtNp5xMXDvnTRbVnyTpo8i4ns&loadFrom=DocumentDeeplink&ts=363.39) All in favor?

Norah: [06:04](https://www.rev.com/transcript-editor/Edit?token=tULGF7LQGYeBQyGjJoo0VyqykH7hrJ7d1wO17uu3HvFJGuI2JukPY1g1b4kP_aQ3qQwOw2xVOWM_H0-59f0K-v2bGyM&loadFrom=DocumentDeeplink&ts=364.91) Aye.

Zach: [06:05](https://www.rev.com/transcript-editor/Edit?token=6GOrFnaVPjefsS9bAKVLbpka3uIiMfmd5clEk_20pP2OHnru4-yloN-idheLxvpl7F2MmHd1v9xNX704Rus0iohNvuQ&loadFrom=DocumentDeeplink&ts=365.24) Aye.

Lucy: [06:07](https://www.rev.com/transcript-editor/Edit?token=Gu-_eNWWQZXaKrVtAhnSs2RjISCg16_wjHBXK-FSv7D7CsJgNCO5bD-vryrtg2ck1PUeR3-FhmBw4xo-lzfTa8jr7kA&loadFrom=DocumentDeeplink&ts=367.25) Any opposed?. Great.

Guersch: [06:15](https://www.rev.com/transcript-editor/Edit?token=JucrYhmGyNiSFzD_scRBlSonyUgsH3WGAQ7Rui2H1VxTNIPwpLBC0mvilBOmfbh8dihDAKp7sksgqyJ8TfCYd7RZICo&loadFrom=DocumentDeeplink&ts=375.65) And you all can see the agenda again?.

Zach: [06:19](https://www.rev.com/transcript-editor/Edit?token=Nf_DBOaxnDJi3fgo5grV-734Taj2gBvvNCZgnHjaHkauFytPdN-DlQNy4p-WBThE93Jp-ob-LaGQvTKvj5TP4tM6J6g&loadFrom=DocumentDeeplink&ts=379.18) Yes.

Lucy: [06:19](https://www.rev.com/transcript-editor/Edit?token=VhYzZJ3R5Hz2A5bPw9sjjwB3Ogb_8wLrYohb6rg4ZGj-GBzeP2Y5_zeQPr5r3MKAQzOsibysRK84gA9LojcIIvPDoTM&loadFrom=DocumentDeeplink&ts=379.72) Mm-hmm (affirmative)

Guersch: [06:22](https://www.rev.com/transcript-editor/Edit?token=lrNPT3Uu07LzXHZuAWS3jnfppyCjv8Aca8RJxyINJE0E-gy72vixtoj3_9sOawWlH99evDKQAJoFDpBrt4Ect-TZjJU&loadFrom=DocumentDeeplink&ts=382.06) Great. Perfect. So, the piece that Adel just mentioned ,in terms of increasing our financial management services fee, is because we have some exciting news, I guess bittersweet really ,is that Adel has decided to transition from a La Cima this year. And so, we are excited for him to go on to new adventures. We are sad for ourselves since we're losing Adel but in my conversations with him over the last several months that we've been discussing this, we talked about how we might provide coverage to the school. So, we discussed the possibility of backfilling the role and what that backfilling to we might look like, right. And so, we've actually thought about this through the lens of efficiency.

Guersch: [07:14](https://www.rev.com/transcript-editor/Edit?token=5pSW9pJiDbIAi23fTkqKSs4AcO3doAo3Oaow2ab_M-SkfA-1uWULCBwFLyIqCSO4BKw3hWYH88r94lsYjWQ-KoDUQzs&loadFrom=DocumentDeeplink&ts=434.19) We thought about it through the lens of talent management, right and retention of strong talent. And where we landed was that we have a Director of Operations Darlene, who's on the call, who will be stepping in to support the operations side of the house as well as overseeing some of the financials but then also bringing on of finance management company. So, many of you may have heard about CSBM or BoostED or FMA, those are the folks that we took a look at. And so, I will share with you the proposal for BoostED. After talking to each of these organizations and telling them what our current needs are, it looks like BoostED can really help support us and essentially be an outsourced CFO for us.

Guersch: [08:03](https://www.rev.com/transcript-editor/Edit?token=Yjih5DVfJhsRNRkro2FkIf1Qmejxl4MsbSiPTdeE5-jMHLsXGM624CvMeQwvBye1_LZimNPubEuXhfzsOnKbie78F2U&loadFrom=DocumentDeeplink&ts=483.93) And so, we think that this is going to be beneficial for a couple of reasons. Number one, BoostED is really a learning institution and so, they helped to build the capacity of staff members around finance. So, we think this will be a great learning opportunity for Darlene. And then also the amount of support that we get is a fixed, guaranteed rate and so, we don't have to worry about like this rate going up, depending on how many times we're calling them, things like that.

Guersch: [08:35](https://www.rev.com/transcript-editor/Edit?token=JUKd87ZS4Dq9f-cu3wJjPfp46ycIfryVi_Z_fQbDlMiSskxBh8mzyx3PXzUuJbT3coH9S_YuPldeUn_b4LS2oG-3emU&loadFrom=DocumentDeeplink&ts=515.69) So, what you should see on the screen now is the proposed service fees. So that fee would be $82.5, so about about $7,000 per month. And so, what you see in the budget that $29,000 would be for the support that they're providing for this school year, through the end of the school year but our hope is to be able to start working with them as soon as we get the vote from the board. The other proposals were more expensive. One, I believe, was of the six figures that was FMA and then CSBM was not too far off, I think they were somewhere around $86,000 or so. So, we are going with the more economical option but we also feel like they can support our needs. So, I want to pause here to see if folks have any questions about what I've shared so far.

Guersch: [09:43](https://www.rev.com/transcript-editor/Edit?token=ifyzUIyBDoBbYs29MTvTrFDZy_ZvQM5XwE-ZLCPKyFcgwnTv03ClFNWXD71XcHwM72_af-G7XUUf74jLvXfZJF0e_Ac&loadFrom=DocumentDeeplink&ts=583.93) Okay. Hearing none, I do want to send my congratulations to Darlene for, number one, all the amazing work she's done so far and this really great opportunity that she gets to step up and continue to lead quite honestly. But if there aren't any other questions about the proposal, Lucy, I'll pass it over to you to take a vote on this.

Lucy: [10:06](https://www.rev.com/transcript-editor/Edit?token=AAlLXweU6Io98wDg-gzGsgQiPlqUlNUhHNJyqmtDd2c1u-cPTGSZ-oEDK8uOqrwHJzVBELVcB5Z3zknxVjdap32BE3k&loadFrom=DocumentDeeplink&ts=606.46) Yes. Well, I'll echo Guersch's wishes to Darlene and also her enthusiastic ,sort of excitement for Adele but also the appreciation of what it means that we'll be losing in all of the so much institutional knowledge and just a lot of time working together, Adel. So, we'll certainly miss you and appreciate everything you've given to La Cima...

Adel: [10:29](https://www.rev.com/transcript-editor/Edit?token=OdUsTHMe1QivNpv7G7Kl22lQoLugYk7uyA1M4xnveMgfd8Y4qwgIF9nJGvbJrLLZ2tONVKCUTohKe_dj6Jof7Lu1BZ0&loadFrom=DocumentDeeplink&ts=629.51) Yeah.

Lucy: [10:29](https://www.rev.com/transcript-editor/Edit?token=m02coE_r7YfdBtosymgwGixznvK-jUDrRro8T_l_XwAuGZZG-J6Hug6zmhd67lVMh2csfN-rrxxugDvVahB6JLNukQw&loadFrom=DocumentDeeplink&ts=629.53) Over a long period of time.

Adel: [10:30](https://www.rev.com/transcript-editor/Edit?token=ub7njoTSDCwA8ZyiQ20BZ9IJgmRQo-agPMgfjmUCLLJcyJcIkzqQvYDkQPnhB4SQR3DrGP2duw-eOFA2a3kWlTRZYIs&loadFrom=DocumentDeeplink&ts=630.72) Well, thank you. I just want to say, I appreciate working with you guys and many of you for a few years, and some are just getting to know. I value this partnership, we've all had and the things that we've been through, and we've come out a little bit stronger. So, I'll always have good memories here and keep you guys in mind, and the school mind. And hopefully, we connect someday-

Lucy: [10:54](https://www.rev.com/transcript-editor/Edit?token=YIqFVyQnNyeG4Li2ZqQlz4FUaQQYnFnNF0U1XAt_qX2dDwCU5Yey8Z_1qkdIKfQCQ4WzGWmp521zDG43ipWC-K50DW4&loadFrom=DocumentDeeplink&ts=654.38) Yeah.

Adel: [10:55](https://www.rev.com/transcript-editor/Edit?token=-rb0PNQVaKI91eUCK8HA4oijK0L4QH_GGyAT8Nh0CbWw9SQ5CXYXK8TfqyKiRSHLjSzs-PvP1YqPrwTnhISAr6lfWZk&loadFrom=DocumentDeeplink&ts=655.02) Altogether.

Lucy: [10:56](https://www.rev.com/transcript-editor/Edit?token=LfBgEnkbiDCcCTNo7iT29Ipqd55uukuDSPgYFtA7DCk9cy5XsjiVh4Pf5clKB5zljc0zUlBwIyZUbe4WgmnIoIasruw&loadFrom=DocumentDeeplink&ts=656.97) And this isn't goodbye because you'll be with us next month too, I think, yes?

Adel: [11:00](https://www.rev.com/transcript-editor/Edit?token=GHsL9qWGq4DnhE_qxDc6UbSzxzFND0DZyvDoI9MTbZJax6B2q-NnSSTlEzopJDCZhwdsiats-kEXKTj3DePTImKXzQE&loadFrom=DocumentDeeplink&ts=660.31) Yes.

Lucy: [11:01](https://www.rev.com/transcript-editor/Edit?token=YfuIzp0zeO28Rqx1EC16LCdaAvB_a4VYyC1MwnRNBzN_eYPi2CsR4dxhoSyDXGrpPPKMpf4twAC4rVNKd5V56C3K0p4&loadFrom=DocumentDeeplink&ts=661.52) Okay. So everyone can holdback the full range of goodbyes for now but it's good to have that runway. So thank you, Adele. Okay. With that, I'm going to motion to approve the boostED contract.

Norah: [11:20](https://www.rev.com/transcript-editor/Edit?token=FbKX4JjuHaBjw64z5N_Z5wiF604GLh_uE4IgLXQt-6dNT-1OO63nBZuGNrjA8VXYdRK23-ZyKBUlOiixsJqwfKcISlM&loadFrom=DocumentDeeplink&ts=680.78) Second, Norah.

Lucy: [11:22](https://www.rev.com/transcript-editor/Edit?token=3nGf63BRQxBeSs2KjsEUUhVHHD3_kFCrKPwr3tl_gVDeyCBlbLja3oZ8U4l6Jxp6R8w2kNebq5Spa4whb5snnNKPhL4&loadFrom=DocumentDeeplink&ts=682.95) All in Favor?

Norah: [11:23](https://www.rev.com/transcript-editor/Edit?token=8hJ8yuGHd9vcjfX8_4fF5o-5IOild05ZpwlebKOZBC9T2v6XR61esgLGnopQsuA8xrlMXZtsn8UyjPJBR-7F2oHHYY4&loadFrom=DocumentDeeplink&ts=683.96) Aye.

Zach: [11:25](https://www.rev.com/transcript-editor/Edit?token=ZipPBY5mvf8_KMiHEY3YxwUAiET-sQVsQVS06gPIEDjCv5z4dYXxFNMqR83liVGcQSJ538-iYJtjFyfCjgvFl5MrwZc&loadFrom=DocumentDeeplink&ts=685.09) Aye.

Lucy: [11:26](https://www.rev.com/transcript-editor/Edit?token=13yGGvTldK7ltSDZn-MG4wSU-JuzZX0acMmJdIYkR-P3IPPKZ8Zjz7U5MaXrtZUfF0A0v7tFUFA-qNvsBj5PPhs35_4&loadFrom=DocumentDeeplink&ts=686.8) Any opposed?

Lucy: [11:31](https://www.rev.com/transcript-editor/Edit?token=jaUiAkotcfiGxG8KdAh0E-eLfiyXKq9XeETGc_fXbUM8y8NkIOK4auO9iFOcOar0wsmTipv5PHDOFKrixS8mP8RAs-4&loadFrom=DocumentDeeplink&ts=691.49) Okay. Norah, we skipped over Academics. Do you want to do a speed update there?

Norah: [11:42](https://www.rev.com/transcript-editor/Edit?token=qrKXQVqwKQM_c6M20B_kTXUjSOTz6Ee2rvPyOWna33Rl7D4EtUO-l481Q4Wg4Su3swlf05Auhhbv8OTyc9hAzweRvT4&loadFrom=DocumentDeeplink&ts=702.61) No.

Lucy: [11:43](https://www.rev.com/transcript-editor/Edit?token=Z2yjzwc3KlY6_T7qMdhYgwowNJDDntfbbeCWCKBQuS1GFEwF2cjwdB1apfg9xVLR2gpxkHLru1Zo9VacLF1KQObCbfg&loadFrom=DocumentDeeplink&ts=703.02) Okay.Norah cedes her time.

Norah: [11:47](https://www.rev.com/transcript-editor/Edit?token=fPBAZ2eESqrsFrerR_JbSGwUmza2dN8g6RTd4zREVAKkoYdToZ_Al0iDOXfLzbKf4fR_s2vTYmP7_DtqWdPmoEeqHaQ&loadFrom=DocumentDeeplink&ts=707.21) We're going to do a deep dive next month right, Guersch. We have a lot of information that I don't feel like can not be condensed and we want to really make sure everyone gets their full breath. We know a lot of people care about what's going on ,on the academic side. So, we're going to do a deep dive for the whole board.

Lucy: [12:04](https://www.rev.com/transcript-editor/Edit?token=KRkRbrgIBPcElkOr6-WHYFe3LYMY2DRyC8t8nlkVex-7pNuvW9zP9m2nyURSLsMTIAEE-IWWxpGGTXFg8jxlgnJ60bo&loadFrom=DocumentDeeplink&ts=724.98) Great. Executive Committee, all I'm going to say is that if you've not filled out your survey, the most votes that we have so far is for tomorrow night. So, it would be really helpful if everybody just goes on right now and fills out the survey, if they haven't already, just in case tomorrow night stands, in which case I'll be stealing an hour from you guys tomorrow .Okay. So with that, we'll go to governance. Can't see her. She nodding her head?-

Guersch: [12:42](https://www.rev.com/transcript-editor/Edit?token=nu3GmQ02Nj8E8e8cV2ZqXyeY9dXu4oeO1BuhefLRFW5tVvV-79tbuJz84znUSFtg-TMWGOYCzrGANeuPnhVGuVeZP9Y&loadFrom=DocumentDeeplink&ts=762.29) Yes-

Lucy: [12:42](https://www.rev.com/transcript-editor/Edit?token=DTRvofmuc8ZAe5cFOpZWvCy5a6VYQIbUybMyYREJ5OpJjgsNfwX1eieqls7GPbbGdYFwh5Qv6IXyS3B7zyYvYt0tQAk&loadFrom=DocumentDeeplink&ts=762.76) Yes.

Guersch: [12:43](https://www.rev.com/transcript-editor/Edit?token=tG8D6LrSmkYGl5EElAiFo3a6MZuTzLqmnoRDI-CGogKUu6QEUHm3L0eBR7Zl295rsk1MpMwUKAh30MdtEafrdxhJkJY&loadFrom=DocumentDeeplink&ts=763.09) Yeah.

Lucy: [12:43](https://www.rev.com/transcript-editor/Edit?token=EOofbpwOQXloIO5-b1xzso_GGp5WhO3XwURUHwiBA8RnOAWlUg5pwG1Z3PszQAQxZNYHtTWA9i-W2kXaYZBkqrGIZZc&loadFrom=DocumentDeeplink&ts=763.29) Okay. Could you take us... Can we go to regular or everybody here?

Guersch: [12:47](https://www.rev.com/transcript-editor/Edit?token=jcOoiTtV19eUvHrKNFqsRRAY-EKPRxA96xZX50RE1n2JmuHdrHnVmUCsSOrbyfItHE0U1j9jQ8VPmdymRheHFmKVAFk&loadFrom=DocumentDeeplink&ts=767.38) Oh, yes. [inaudible 00:12:48] yes.

Lucy: [12:49](https://www.rev.com/transcript-editor/Edit?token=PcvljikZh36yurfs1c895pDEuJF3jZ_ISdNAjxT35UTdw9oNtTJSl8htvMtalKhQkHPe7HRfYJibEXsEPLEgijrxrBc&loadFrom=DocumentDeeplink&ts=769.48) Okay. So we're going to do board elections, as all of you know, but I did want to cede back one minute or two minutes of my time for my Board Chair update because it actually hit me this morning that it means that this is my last board meeting as Chair, which I have been doing for four years. And that was a moment and it led me to think a little bit about how grateful I am for all of you, everyone who's based at the school and all of you guys who are members of the board. And I talk a lot at my team, I talk a lot to my team at work about the context of our work, right. And in ways that felt very similar to hear because, well, I think it's really easy to get lost in the details of the day-to-day of what we're doing, right.

Lucy: [13:51](https://www.rev.com/transcript-editor/Edit?token=5WJG9RDaH4h_UIYF8STOQXOWeHuKmJob2TIHlLit69qxYwtxJG8mlvtnEjYQ9fQu5yPR027I190HZUX6g3QTeDYTzv4&loadFrom=DocumentDeeplink&ts=831.19) And they're here. I manage a wonderful team of so many people, who got involved in the work because they care so much about policy and change and making a difference in the lives of New Yorkers but through the slog of the day-to-day of all of our work, just like here, sometimes it's easy to lose sight of that and what each vote is about or each spreadsheet is about and so I think it's really good to always come back to that. And a lot of people are talking tonight or today about Amanda Gorman and how amazing she was and I've seen a lot of the quotes that people have picked up on, but the one that was really significant to me .and I actually already shared it with a couple of you, is not one that I've seen talked about quite as much but she said, "What just is, isn't always justice".

Lucy: [14:45](https://www.rev.com/transcript-editor/Edit?token=Ckj3b6fTqY3tluXqKqya48K898ROG9__tiXz-kCvaSOWWFlx1-TYs7S28kXUXHtXOeGNmy2RgL5b58JnOoqv1VvexL0&loadFrom=DocumentDeeplink&ts=885.23) And to me, it resonated so deeply with why we're here and the commitment that every single one of you guys has made to our community, to our scholars, to each other. And so, it's easy to come to board meetings, it's easy, I'm sure it is, to go about the day to day work at the school and forget ,momentarily, about the bigger picture or the bigger difference that you all are making and the choice that you choose every single day, every single year to keep going with it. So, I just wanted to note that in how grateful I am for all of you, for having allowed me to do this work ,at times, forced me to do this work and I am so excited to hand the baton off to somebody else. So thank you.

Guersch: [15:38](https://www.rev.com/transcript-editor/Edit?token=WW9Y0K6sgdk6th-mK7CLMceAM9ansVn6SxojXHlZ7YTIgTMP-m93RRKOORYUrxj1STEYaZpB1EnU9YCvMzOl94hz3uM&loadFrom=DocumentDeeplink&ts=938.67) Thank you, Lucy.

Lucy: [15:41](https://www.rev.com/transcript-editor/Edit?token=HqPR3WjXJ4EwkhbOUA3abi36E3NAQEQ6HYQFFF19GKv26AdTfOBO-WSqiKxzYbXTcjutVpxwicnLB4mPl5baxAvB-qA&loadFrom=DocumentDeeplink&ts=941.46) And with that, let's elect some people. So, we've got four possessions. I also want to note that Ray is a [abmascooping 00:15:57] Ray, because he is intending to reach out, I think, but it's also want everyone to know that he is going to actually take that step that he's been threatening, promising us for a long time and he is going to roll off. So as we think about transitions, we'll work with him on that but he'll make sure that we have smooth transitions, but he is no longer going to be on the board.

Lucy: [16:22](https://www.rev.com/transcript-editor/Edit?token=rN9f6cSYQkwz5ZY493QEZSfwxWwsBwqEjTq0t-7jIbU-1oyXsW_Z3s5s4A973gLsCzY0JOjtJM2J7DUip-RAmkpml4s&loadFrom=DocumentDeeplink&ts=982.25) Okay.So, my process folks and I have conferred a bunch. I think I'm going to get this right. So, we'll start with nominations and we'll just go through each of the offices. So, do we have anybody who is putting themselves forward for Chair?. It's an awkward way to say it. If you are interested in putting yourself, floor is open for nominations for Chair.

Kristen: [17:01](https://www.rev.com/transcript-editor/Edit?token=S6GQySrzj9SWUbG6QKtbBgTfxPM-SnakxhhRNA1q5VpHcm11r-_gU3aJyOeMJ8zQITJ8KzSCjlwiBsrQze1GPgEnRuM&loadFrom=DocumentDeeplink&ts=1021.06) I'd like to put my name in for consideration.

Lucy: [17:04](https://www.rev.com/transcript-editor/Edit?token=Wp96L-3UTbulM3FpG-BGLqaRmOHSv38mhp9UFPZPddlcEvw4FxozxDGuGIc3h_bSnj-ozugnVZXAZk6yjVC8HI_-PDA&loadFrom=DocumentDeeplink&ts=1024.5) Great. Okay. Hearing no others, I am going to... Now Guersch, I've already forgotten what we agreed. We're doing the votes at the end or after each one?

Guersch: [17:15](https://www.rev.com/transcript-editor/Edit?token=J-IEcGSFvLyur6ou7oY02CxjPdcCFIDbivXZPM69PTYirGhZo5SZwZ__ixydvuTvK13wcV1hJliPAkN8EaBY1XJJaiw&loadFrom=DocumentDeeplink&ts=1035.04) We can do it after each one.

Lucy: [17:17](https://www.rev.com/transcript-editor/Edit?token=z2lYhSOJqg46aS5IEZ4eBDrc9IMLC6WA2fB9C7WHNLunJ6DvQzLZtT4zAyYrnDerprRXU8EtcRGJG0lhc7SuDeM_RdA&loadFrom=DocumentDeeplink&ts=1037.46) After each one, okay. So all in favor of Kristen as chair, say aye.

Len: [17:27](https://www.rev.com/transcript-editor/Edit?token=8wkIjyR0kkjL2eE3cT-TA2-ffTmEtoyBqYfVNyvWN4LJ4Zg7NUxAdO5hE9i6QtwGsxocvADBa0iIQMVhQ4zkPsZwLdI&loadFrom=DocumentDeeplink&ts=1047.93) Aye.

Speaker 11: [17:27](https://www.rev.com/transcript-editor/Edit?token=3v93ah1j9uESNvFFti9AB1H0ckCN8J-kIrGe18c5J1UQFDGMB2680e0PaiLt8R1fAzf-BMMEmILJjV6yJQwsv1tuRWk&loadFrom=DocumentDeeplink&ts=1047.94) Aye.

Norah: [17:27](https://www.rev.com/transcript-editor/Edit?token=IuZ07lGIzKHkK8o6sZ4jRSyUO_5TAEX8fTFIqvVA7E71VYuKqj3wBeiHsFE2KNEdrNiBKiD69hKzjWTbRbAA4k1rZgc&loadFrom=DocumentDeeplink&ts=1047.94) Aye.

Lucy: [17:30](https://www.rev.com/transcript-editor/Edit?token=j3898NoSqL8sGMqja_S5mqZmH7Lbz1STrgJgTMwo-ELWMbI305yQ7Dca9vz73FjQjmefh0oA0bzP79jaL_gKXxAM4HE&loadFrom=DocumentDeeplink&ts=1050.33) Aye.

Lucy: [17:31](https://www.rev.com/transcript-editor/Edit?token=5MKGFiBXJQWSmPnILgxTpXKUCcmaU4Ycff-29v3_GCYzMOp3rcu6LaUyEJQwagabL3W5QbRX0ewuWPMvLgQvPba-Cao&loadFrom=DocumentDeeplink&ts=1051.81) Any opposed?

Lucy: [17:43](https://www.rev.com/transcript-editor/Edit?token=zEMF92wQXZ1yXdcxEjrkK-TdOVv8FYd_GR9S_mwt1j6zeGw86Y728LnXsa_zyMiRBbJQOBwh9kRut2E8ln04gKgvkxQ&loadFrom=DocumentDeeplink&ts=1063.7) All right. Let's go to vice chair. Anyone want to put their hat in the ring for vice chair?.

Norah: [17:51](https://www.rev.com/transcript-editor/Edit?token=7ecB92ODu8AkJ7zUlOkeXbD53cfTEpRO8TobM919PrzMSzwT0alvktE288-yrWWRM3_5OKTsC4F8tAb90wYKCouRoeI&loadFrom=DocumentDeeplink&ts=1071.61) I will put my hat in the ring for Vice Chair.

Len: [17:54](https://www.rev.com/transcript-editor/Edit?token=CzWi6TRB3yVWwBTyjc-g4XsVTt-TeLs-i7bs4u7qUAQTB5zBHCWivCd2BPqIVPl7Ldn3Bq5Q7FAUDaKMLPA7TsJGoMo&loadFrom=DocumentDeeplink&ts=1074.78) I will also put my hat in the ring for Vice Chair.

Lucy: [17:56](https://www.rev.com/transcript-editor/Edit?token=BCeWdZZHbxmlPoEHpM2pw-EfdEg_T2KD6m3DTjXcZAXHK9VJQfcr0dzryiRudcNfQuthqOimfogwwskh4ikDTJMkeko&loadFrom=DocumentDeeplink&ts=1076.82) Okay. So, we prepared for this moment because we're not in person. There are no blackboards. We are going to use the poll feature, right Guersch?.

Guersch: [18:11](https://www.rev.com/transcript-editor/Edit?token=GdfYKcIl4YbK1E4H-ZREJcH5mAJDsBWZVkSVTB2NaI8Zp6tFh3WMOEAHGCfq75a9qqjfkK7gsKQCxJZMHxTeVrA9NtE&loadFrom=DocumentDeeplink&ts=1091.69) Yes.

Lucy: [18:11](https://www.rev.com/transcript-editor/Edit?token=mCSILFa12MuscjEI1e0KvtQLlm4Lcvj-IjCQSvqobWAJ6SdhDp4qRZ2S9JqmQceRpL7J3axDLU_XQxe5-cGFJCK2ArA&loadFrom=DocumentDeeplink&ts=1091.73) Okay. No Guersch going to... Oh, it's pretty self-explanatory. Did you figure out how to only do that for board members or did it go to everybody?

Guersch: [18:32](https://www.rev.com/transcript-editor/Edit?token=XPvY3zQ_wCJvMSXaRVyGzfRImAhCyLl9jQlDLdPfVe3FdeQAfVUga2XesRMkV1vMPJLOjwJAyNQSIPK_Sud9PfuVN6k&loadFrom=DocumentDeeplink&ts=1112) [crosstalk 00:18:32]

Lucy: [18:33](https://www.rev.com/transcript-editor/Edit?token=tdF_LWdiusw_EK1I2tseFvD5F8jjvMXuIoUOcPb7dOdOz_RnCnpIaMSbqLzbe4XY33vG72jzUUXyKjgc9aqLcWxx86o&loadFrom=DocumentDeeplink&ts=1113.32) Everyone got it, only board members can vote.

Guersch: [18:35](https://www.rev.com/transcript-editor/Edit?token=w67lzo1dSa5Qbr7ARZG6V6dO4tXQbEFVaPFD61EnjAa5HpoGLIuTf8GbLL14OqR9SHTuge43O2UaF5038BMFQXPc1iI&loadFrom=DocumentDeeplink&ts=1115.16) Yes. Everyone got it and my folks know that they're not voting so... Okay.

Lucy: [18:42](https://www.rev.com/transcript-editor/Edit?token=03H6wDrhBh0AXHVz5B_Uoa2Weg2GUWZyz2K_BlLYJsX2tpjV7dVp6Hpl2PpxznByeC77GMIjetW7O6itSmhfmdpwmuQ&loadFrom=DocumentDeeplink&ts=1122.37) Oh, yes.

Guersch: [18:43](https://www.rev.com/transcript-editor/Edit?token=bdl6VYuH7a0K9F-7zzvCLuv21BspqliMtoHIC2VNtx45zU65KbZ8gUEokpYx25xG5pSgLq_dfRiXKStd1JLr--Mc5Hg&loadFrom=DocumentDeeplink&ts=1123.26) Okay. So, did everybody have a chance to put in their nomination or their choice?. Okay.

Lucy: [18:55](https://www.rev.com/transcript-editor/Edit?token=_bMHOLmOBli-JaQ0NYQlB3jk6sgzbB1W1UOrhjNyhPD8cdUGWi1QMcq3Yq97VyeWeuDkyR7fED7VMLgx1yLJVrB9cIY&loadFrom=DocumentDeeplink&ts=1135.15) By the way, let's all acknowledge this moment. This is great. We have never had multiple people go in for a position. This is a Testament to how wonderful it is to be an officer on La Cima's board. So, thank you both for this.

Guersch: [19:12](https://www.rev.com/transcript-editor/Edit?token=aavbUy4H95DzHVdtUlpeoqkpEOcpLbuvecRzerLrB8TYK4S3IppDftMmtdDsouVeJM29K1yYJvsDSLhbir6P4mabeGc&loadFrom=DocumentDeeplink&ts=1152.34) Yes, democracy. All right.

Lucy: [19:14](https://www.rev.com/transcript-editor/Edit?token=xAis_AqxDUf-XAYCqkCVIZ0j7Dea9_V6Y3Xw1Vss2W4zIm1yAP9PGeI6JcrDjVzAvXMWjP9_hm8nz_Y1LVO-RHHbgwo&loadFrom=DocumentDeeplink&ts=1154.47) There will be a smooth transition.

Guersch: [19:20](https://www.rev.com/transcript-editor/Edit?token=Dl9CC0vFCT5MwUirEpSTcbZss2KYOZKnuH-1Ak1hy-NPH0Gx5Xid2gdD3RXolEf1hpwPw8HMCtpLfCbIMcHC4Oi0P7c&loadFrom=DocumentDeeplink&ts=1160.37) I will share-

Speaker 11: [19:21](https://www.rev.com/transcript-editor/Edit?token=6nxzRKN3LlkfIB9Wuf7_t0aXNDffsqZ72_T-KParg3Fs6Q71az8LgR_StP3fFas6mANNHWGaDcVDvH1DcJaAiWOFlQ0&loadFrom=DocumentDeeplink&ts=1161.46) [inaudible 00:19:21].

Guersch: [19:23](https://www.rev.com/transcript-editor/Edit?token=47KmDiIdlbJXvdMOPAQiW36faoa4TJw3BYO2h8FanKgaKP6bgnSuviuL9VB95X4ZUhpwdiXCpppMPQqtgsfYpE6WWLc&loadFrom=DocumentDeeplink&ts=1163.76) Can you all see?.Okay-

Lucy: [19:28](https://www.rev.com/transcript-editor/Edit?token=rxRxCF8tzL_oE9PFh6F_kuLaAV8aQBBsiPQEwCd9eCRufk8FP1km2jtvXUQugQV0UhEfCDYIdrWN1GcX8YAEQb_BuQA&loadFrom=DocumentDeeplink&ts=1168.5) Okay.

Guersch: [19:30](https://www.rev.com/transcript-editor/Edit?token=qtrj6qjsIcC5IGphBmxJMLyqhiyFjF279vntfl2690vzeeoiUhYyvKVBcjH-pN2rniPSNYSa_94o4nfcf2yjd_QWRH8&loadFrom=DocumentDeeplink&ts=1170.12) So, at this point then we would vote or-

Lucy: [19:33](https://www.rev.com/transcript-editor/Edit?token=xNosTP2dS2R9sH6_zVuCzMrqVVVlmyKE-Jk4Zzc3pr1_7S35Mowu_a6O2Gg3nc0a9mVgi861k5yq0qQEgi4jqHz5HSs&loadFrom=DocumentDeeplink&ts=1173.75) Okay.

Guersch: [19:34](https://www.rev.com/transcript-editor/Edit?token=lhqDq4mvGkQvBDXxYSmcuDJjhj9sjRghfzuARZu0C6mvTDjrEOibzIzPrCFhdygmugRQrM3T8tva7HCJioR4Hq3tkRU&loadFrom=DocumentDeeplink&ts=1174.88) Mm-hmm (affirmative)

Lucy: [19:35](https://www.rev.com/transcript-editor/Edit?token=LgSTtgKMs2Fu2W-m3dE7QdPQt_wCwWX_1RIvEQ2rtGKIq567JEn7hob5pJee3SQPHvssgzmEWPqekBUNhwNjEMW90no&loadFrom=DocumentDeeplink&ts=1175.87) So based on this, I'm going to ask for a vote on Norah. All in favor?

Len: [19:42](https://www.rev.com/transcript-editor/Edit?token=5HRW4FBhCtnZQByqayw44dx8h0VBc6M5dM8NpmG9pBp4--V3DUv9NDmTMgNRksFqyQpL8GgTZrQ9YXMS9HPc9UP_Axg&loadFrom=DocumentDeeplink&ts=1182.35) Aye.

Norah: [19:42](https://www.rev.com/transcript-editor/Edit?token=8Sb7MuCQgNes5o_GwCohS1uqb5E2XVgc1Iq11IbfdjIv2dUk2xibztLcBTJC6i_xF87Uwxf56BX65EVvQdaTEH9Cv-E&loadFrom=DocumentDeeplink&ts=1182.36) Aye.

Zach: [19:43](https://www.rev.com/transcript-editor/Edit?token=N9_GHS2waonlkhe8N4Kvsr0IsmKu19HCEklLox3snLEpyuFSg9Im5tN-JF6ZqqLm15MR3FMp4y7MNbrkRA3cVcy_N0E&loadFrom=DocumentDeeplink&ts=1183.94) Aye.

Lucy: [19:43](https://www.rev.com/transcript-editor/Edit?token=USY2PMNHYG5aWFiisEWTzO4B6AgpdtJHUnsiudr7jeAIFZ4Isin_PIIt3XsP8OhTsRmdqFI4E0Y6yCTQcRH9bKa_l9w&loadFrom=DocumentDeeplink&ts=1183.95) Aye.

Speaker 13: [19:43](https://www.rev.com/transcript-editor/Edit?token=PlN4pb22hcWLvwtGeUpboVLwCEl9msPIz1-B7bqCRD-3pRP0cWyFw9jlnDb3ibhsKHLTjIH1TYpk5Y9eyL0xmxyoxp0&loadFrom=DocumentDeeplink&ts=1183.95) Aye.

Kristen: [19:43](https://www.rev.com/transcript-editor/Edit?token=2GuUi4xJVIHGddGvT90QZYXYetQoDmQxm5Zg30YP_7dd1ADwkMmBquFl2Az2bEwAhJVBjA2oVH41BRpjYig4gqS564I&loadFrom=DocumentDeeplink&ts=1183.95) Aye.

Speaker 14: [19:43](https://www.rev.com/transcript-editor/Edit?token=gQRCzr2FJO7kUKulkuyOcOGUH6jma288fCxtZIZR3WAnM7mXNXD3LWIgm8yDDpag-6b2RcRs34WwZKaaAJ7pM2obGsE&loadFrom=DocumentDeeplink&ts=1183.95) Aye.

Lucy: [19:45](https://www.rev.com/transcript-editor/Edit?token=_9lgNu-Y-CNhhHZkm5l0scyUYyNHtRvg5WKAypmGXwu1rdlYUA7PDizhATRzp0ZwryL4rnFmRvpwsJn5hPoQrRTHA_o&loadFrom=DocumentDeeplink&ts=1185.55) Any opposed?.Okay.Treasurer, treasurer. Will anybody put their name in for treasurer?

Lucy: [19:57](https://www.rev.com/transcript-editor/Edit?token=gUHF4XEAFsZcvc372RwpUJgaunKhlgtnUt_ukmEbw5MXzZGsNM43gujg3fmnGkRSnmC2JXkf-EyFc5550ThRUOAALBw&loadFrom=DocumentDeeplink&ts=1197) Is anybody having trouble with the mute button by chance?

Len: [20:13](https://www.rev.com/transcript-editor/Edit?token=VjfufTMU5Lw4sAQAlgdlK8DLw_5ey9w1zxtt88AKcu0XlQL_xzqgRW62Rd9b1ajTzeuM1E2rTQt9p_mg_d_RKlVV7sM&loadFrom=DocumentDeeplink&ts=1213.5) I'll go for Treasurer.

Lucy: [20:17](https://www.rev.com/transcript-editor/Edit?token=zDxB2v7nZLEOG6-C_TutOLD514w3pGkMnnPW0ypPNrOUu-4v-KAOFShwz-F9s0zgHrwaGrQM5vZhBYrbYxdmT4Vsb3k&loadFrom=DocumentDeeplink&ts=1217.62) All right.

Lucy: [20:21](https://www.rev.com/transcript-editor/Edit?token=TxDAZIx9_YcvHbow6VCwbhMgADZ8X2ifGeK0yCNhmlvlcNHxh7aYz6zg6Exlh2Uf5DtJ3CGhhilcQqaIVRe09GwHl4s&loadFrom=DocumentDeeplink&ts=1221.55) We didn't clap after... Okay. Anyway, we're getting confused with the clapping. Okay. So Len is willing to put in for treasurer. So, motion for Len to be treasurer, all in favor?

Norah: [20:32](https://www.rev.com/transcript-editor/Edit?token=5j-IgaRrJVJE_HtxGyJ_LzqP1z9fBcsTS2YEjs9rge6BrAHhW0iydfdt7jXg_G_mcvTGy1zDzVLTHiXVQCc9l5TcKEc&loadFrom=DocumentDeeplink&ts=1232.82) Aye.

Zach: [20:32](https://www.rev.com/transcript-editor/Edit?token=BNG8cpJWDdOnTwtxyZsqrykPFk1VV6gDpyR2_n332fOowQydkWX5GbTuYfd81k57NHvCZOiCrWMDPbgqKQ8n1g26qbY&loadFrom=DocumentDeeplink&ts=1232.83) Aye.

Speaker 14: [20:34](https://www.rev.com/transcript-editor/Edit?token=bnLPQMlhraC2hgeue0L6iwh0EFYSBQ0K83jaxfs9zWy5nxaF6Z1qAlsZdadPjUVuhaRlYXgyYXHmwtcKyIGmzpe_r2M&loadFrom=DocumentDeeplink&ts=1234.74) Aye.

Lucy: [20:35](https://www.rev.com/transcript-editor/Edit?token=G_YelZN_-wbaleRY04ZxwwuI4V9dfvYs_CCxr_-OmrjupFihWlx34p3cw4jAMiwj7kZiT771JL269ROVuRbKGdjS2wY&loadFrom=DocumentDeeplink&ts=1235.79) Any opposed?.Okay.

Lucy: [20:42](https://www.rev.com/transcript-editor/Edit?token=wxVcV3T5m5Gt6vs3NOnJTChkYBh2aiRhuVMIkVD4oM03Tf2N2FkTtg98Aim423hW0MAOam8kjuB5-OOB7OeRAit4ugI&loadFrom=DocumentDeeplink&ts=1242.53) Now we're going to go for a secretary. Who wants to be secretary?. Could we run through all the great reasons why secretary is so good?

Guersch: [21:14](https://www.rev.com/transcript-editor/Edit?token=Ql3BWq9FivWrr5U4u3koaQDAPas9gQ2-sshB5OsElr6wWPndk6JnnQ-5UMCOEN9huc3RT7AYs5MM6uquhtfVMF5lJV4&loadFrom=DocumentDeeplink&ts=1274.38) And the only one that's required by law for us to have...

Lucy: [21:19](https://www.rev.com/transcript-editor/Edit?token=UUDLwwyZ55fj-yAdpsbJ9AcGnDTt0GAGOuKe7frIPKuuqBZJCtmbCu5TejkauB5Js3jF2nPiVcZfapHpdxMbAv8JSaE&loadFrom=DocumentDeeplink&ts=1279.39) We should have started with this.

Guersch: [21:20](https://www.rev.com/transcript-editor/Edit?token=yu1T4N_hW4xj0C0uztjhxlSxxbUY2VTfPasP0HE5ZWxhmf5fE0FtTKLIs313ifbC8-LVvzlhHLGYgIviGYhnLec-zb8&loadFrom=DocumentDeeplink&ts=1280.7) Yes, we need a secretary.

Lucy: [21:25](https://www.rev.com/transcript-editor/Edit?token=Gz3-OBgblJRri2VJZjUUwSlqhbJ9G1__D5xwblqye3m1-kgjzFAticuyDiNCEj0yEdW9Wo-ZqHyadxITpsT6E7N8_2E&loadFrom=DocumentDeeplink&ts=1285.82) Nobody on secretary.

Len: [21:27](https://www.rev.com/transcript-editor/Edit?token=J4dULm8bYfs9hYo7mNbCQ70y9XMDT8EWIVhlgc7i9f793BQk37gGUj832ejr-UQpLEdYqZLe5DleCKyQVwhnWwWUtS8&loadFrom=DocumentDeeplink&ts=1287.87) Just in case, I'm not drinking on the job , want to make no one thinks it's a [Stripe 00:21:33] or anything else, All right.

Lucy: [21:36](https://www.rev.com/transcript-editor/Edit?token=TH41RyOcUESvsgR58zlxGMbIuh5_8wh-p2R4kS8kYzOrUnK4t8uyk2tia68334L7cUZ_6ticbpekiZ8XObW6Tu1Db74&loadFrom=DocumentDeeplink&ts=1296.42) Thanks for clarifying Len. Okay. So, we did prepare for such an occasion and we are not going to be late for our point made work just because we can't have a secretary, don't have a secretary yet. We will have a secretary which is required by law. So, be prepared that the peer pressure campaign is likely to start very soon or whisper campaign. So, we will have a secretary. We're just going to adjourn decision-making on that. That is what we agreed, right Guersch?. If necessary?.

Guersch: [22:08](https://www.rev.com/transcript-editor/Edit?token=RAXcFf9bzL3jyJ7OqPZLIsIq_r2jOQOyZ9TUNdUloeneHodjfk-X_YG99qYBb-VnxRZtKwhbIw6nL2oV-1e0kMgfz2I&loadFrom=DocumentDeeplink&ts=1328.31) Yes.

Lucy: [22:08](https://www.rev.com/transcript-editor/Edit?token=pNbNK8_qBbaghHkq3mWF7U44BgTALeiDAJRFrDF5yr7CbH2p_V8G9hx01dj922g-Qe3P52CABp_tWzPjYUPw_OsKz4c&loadFrom=DocumentDeeplink&ts=1328.57) Yeah. Okay. We will be back but a huge congratulations and a really big thank you to Kristen, Norah and Lenton for stepping in as our new officer team. We'll coordinate on all of the transition work between finance and also just your new roles as executives. So, stay tuned. Okay. Anything else Guersch?

Guersch: [22:43](https://www.rev.com/transcript-editor/Edit?token=o4cuNMpdpv1X1VcbTtxY1n7mWN8eKaSsc22T38lA5lkUjQjvTTgQFUbSvs3vW1Z7Eqr35xTYgZBIAJ2GIXg9foBplos&loadFrom=DocumentDeeplink&ts=1363.06) Nothing on my end.

Lucy: [22:47](https://www.rev.com/transcript-editor/Edit?token=12yAdzr9QrbuN64nJZw1pTSSqgQRFGpqhnLD5MBtH9oKkA_GkxMzx19SzNc3pE1kTMQSSnuYzylW8rPprPyS-6wcMBc&loadFrom=DocumentDeeplink&ts=1367.92) So, we can say goodbye to our folks who will not be joining us for our point made work for the evening and give everybody else a three minute stretch break before we get started?

Guersch: [23:03](https://www.rev.com/transcript-editor/Edit?token=2IpRAC2DzGD_iOpcQ2uoicL23LqGjKgYOiwqeu_lLLNAuNbejT5aZ92hRgwMmJWSOyaK0CTHGHjGThMUc-aRXvQGIbA&loadFrom=DocumentDeeplink&ts=1383.08) Yes. And the thing is... It's a different link. So, folks can actually just hop off of this link and then get on the point-made work link in a few minutes.

Kristen: [23:11](https://www.rev.com/transcript-editor/Edit?token=YNjH62o2UA9UPRGbqLyCJwnVF3hsXecvIgp-9gu1QnL2NSnqqWksanDVHJNmYGGMPHn-E8PIOW0EVZUS31Tzer0i4h0&loadFrom=DocumentDeeplink&ts=1391.84) Look at you. Out here giving people breaks, okay.

Guersch: [23:16](https://www.rev.com/transcript-editor/Edit?token=jFtYVtCHkAVrutn-0_sKER_D1wProalMJFdx28Suwotep7S_4Y7a7sWUpz3aGvkwFQBMNQrKQFjUQ_082FuiRqSjfzo&loadFrom=DocumentDeeplink&ts=1396.98) Come on 2021.

Kristen: [23:17](https://www.rev.com/transcript-editor/Edit?token=GfVGaJT5trw88rethXbzYPlk31iMsubKEb3XXsAiK5lHZVmDYqkFoLCuIWimAirk8K6V-NsDBfdEwsNoHkAGWg9dvxE&loadFrom=DocumentDeeplink&ts=1397.97) Come on 2021.

Norah: [23:20](https://www.rev.com/transcript-editor/Edit?token=LkZtH-gV7VEL4JAfhPD5NhgKM_m0bl0RBGkEUzWxexBW7wmPfOxbyV-1bTTpESPD3oGe8j8mp1JPQE9MPvD0gHPqe-4&loadFrom=DocumentDeeplink&ts=1400.9) Can I ask for the other link?

Guersch: [23:24](https://www.rev.com/transcript-editor/Edit?token=g94uospfE4DUwvZQm90ilV-Rpa7dx33N1gSKenrciwWe0MWS5s7BSGkgeeyd7GZ6NEbi59gkVv4niO4mSDcmhHLPLOI&loadFrom=DocumentDeeplink&ts=1404.88) You should have received it because I sent it to the full board. Did everybody else receive it?

Guersch: [23:31](https://www.rev.com/transcript-editor/Edit?token=DuZxYfmpOsj0UepL4DWf1A4k-PQd4s_q42jWxRyHvrJBX__0xlaJv3w0ScyX-s9Bm_egDBuS7WBoN9_KneaS2VK93CM&loadFrom=DocumentDeeplink&ts=1411.73) It's the second invite that you have in your inbox. So today, the board meeting should look like it's only 30 minutes and then you should see another invite. No?

Norah: [23:45](https://www.rev.com/transcript-editor/Edit?token=u8r1k2RfuWlcghyyRDSnISHykjBApULtf-70MbAUoNIkSRMUzrRg1bp0YEvz53Vyzvqzk2RGjTofKHwvuG5fsxvgkJ0&loadFrom=DocumentDeeplink&ts=1425.41) That is not how it looks for me.

Lucy: [23:47](https://www.rev.com/transcript-editor/Edit?token=3FHKnfLIKTxSIgCtPAyXfWRwr3-IhVP6AyN0iQ99O6bADsXe3a4CRngrEpsnldkYPjOwtzYyC8L1H8NCEqEXS4paYhs&loadFrom=DocumentDeeplink&ts=1427.34) Board meeting says 6:30 to 8.

Kristen: [23:49](https://www.rev.com/transcript-editor/Edit?token=t1M10jqXHPJHXjdBbgzcKp5xh2vzQfrJF6ir-chGyprJdKCpxVPeW9pRKAGauuHjBDjaMi6xQIFtV1L2p8RwvKz5YiE&loadFrom=DocumentDeeplink&ts=1429.44) Yeah, me too.

Guersch: [23:50](https://www.rev.com/transcript-editor/Edit?token=SNJbIY0BD5oAkCec45Ts75C3DT6tYptGIuAkS5wx8e1_f9EqzjsOFT-XhKMHl8YyRzx6dM-prCVjhWuCQDtpfmVMW9M&loadFrom=DocumentDeeplink&ts=1430.33) Okay, I'll send it to you all right now.

Norah: [23:52](https://www.rev.com/transcript-editor/Edit?token=20nHMbml1G2F3dkZBuh0CRbDQh3q898v8Kl5n3B8N4rNSQXNY5gliSeGOjw6611hoaAKOKdOBqZSgB77s8qC_VrAB5o&loadFrom=DocumentDeeplink&ts=1432.64) Thank you, Guersch.

Guersch: [23:52](https://www.rev.com/transcript-editor/Edit?token=CxiktJV2trNbNsRV3uLNXZzVaa4cOqx6m1WsbKX4mEu_KUUxo1zRCQ5hWgnAE85sq7HBMxQ1E7X7DwGhIPri50WDXPA&loadFrom=DocumentDeeplink&ts=1432.87) No problem.

Lucy: [23:54](https://www.rev.com/transcript-editor/Edit?token=o8-HmRLzFODVgE_o8aFWIkkDxcwCU5_nq4meRGIeCg9m9qPbZKMfPLjHQ18V4AI269lQ5kYueKXyL7PYE2AnMRl2G5Y&loadFrom=DocumentDeeplink&ts=1434.52) Okay. And thank you to those of you who filled out the survey. If you didn't fill out the survey yet, please do that. That convening or scheduling that meeting will be my last official act before passing the baton to Kristen. So, see you guys in a few.And thank you, everybody else. Have a great night.

Adel: [24:12](https://www.rev.com/transcript-editor/Edit?token=pTBghtmUH1Yu7lpVp89veXPv_C6jcR9Svlf1y4CZ0GET1EcbbPHf_Gyf40XDt7Xof70XcwSawc6Cqg59Sj0JdtfjGdk&loadFrom=DocumentDeeplink&ts=1452.7) Good night.

Speaker 8: [24:12](https://www.rev.com/transcript-editor/Edit?token=WgodgSh6b41mLGUSbyFE562zVCNz2Dba1vqL0jJY8OrRBVe4I7-yt6T6tn74gOV6s829MN5cwrNQ2JsL_ArU-dt2fG0&loadFrom=DocumentDeeplink&ts=1452.7) Good night.

Speaker 15: [24:12](https://www.rev.com/transcript-editor/Edit?token=ezRNg9C7g2XO_b6W0cTb0gY-eZPuy-TIGu5FOY24AmdEgJRBFTzHZVYiJUZlSaE7NA88scBTC54JgqrwjED-CGjl674&loadFrom=DocumentDeeplink&ts=1452.7) Good night.

Speaker 16: [24:14](https://www.rev.com/transcript-editor/Edit?token=e0M3r__Gz5k2dlP7KuBUWd430ErCCK-D5GbpusRxIOstQRtPSGXhaiiSTxSj3-486pjALNgQnhmh-CDQJgPJFCzPSIY&loadFrom=DocumentDeeplink&ts=1454.26) Congrats everybody. Good night.

Adel: [24:15](https://www.rev.com/transcript-editor/Edit?token=R73SbkX3x125Y5y6TpE-sQo3FT1v7n2jJ47CKlb7MUblOdGDVwr1sXSHJe7UeeBH1X6Ee523IU6d7vwxW1kpANce6v4&loadFrom=DocumentDeeplink&ts=1455.75) Thank you.