welcome to you are in the meeting now. There is one other participant in the meeting. Good morning. Hello, Jason whiner here.

0:47

We have Jason Glenn and John Kovacs on our end. crank That you sent me anyway, sorry. Again. This is Sandy Schumaker.

1:06

I was just trying to see who else. We are waiting on. So early we can give it a couple minutes here. Yeah.

1:51

This is Sonia. I'll be taking notes in store in the record of this meeting meeting now. That's my virtual media assistance. I can take them off that take notes for us.

2:07

That's Kurt Yes, actually turn on 488 note to transcribe them and it's summarize action. I guess listen, I have any of that and you disconnected your calendar and they will pull an automatically log into Zoom calls and phone call. It is Bow Wow. It's wonderful.

2:30

So when I take when I you know, I just I can send notes filed link and it will have an audio recording of the call too. So anyone with the link has that audio recording as is either public meetings. Anyway, I assume it can't hurt. What does that cost free free?

2:47

Yeah, nothing freeze that the data is probably being stored somewhere in survey La so keep that in mind, but it is a public meeting so I can get it. Anyway exactly. Chris just lost the job Chris. Alright, this is a 10.

3:05

We we have to have a short. Every line anything in here I can I cure you all good. How are you? Very good.

3:20

Thank you. couple others were waiting on Hey Balin, this is Stephanie Christian. Did the technology were for everyone? good pickup great.

4:07

Who are we waiting for Amy? Amy and is grapes We have a Google doc that is standard that my team set up so we can do roll call in and put it in there if you want to like use that to keep our notes. Hey Trey. I also have a virtual meeting assistant that's on the call taking notes recording and I can send that around it's also public meetings.

4:39

So. That'll that'll help. I can send the notes around afterwards you want me to do you want me to physically record the meeting to Jason with that be helpful. No need okay.

4:53

Hi everybody. This is Amy. I just got on. Hi Kenny.

5:08

I think you're up your our fearless leader. I know unfortunately, I left my notes at the office and I'm working from home today, but I think we were trying to come up with a vision or purpose. What was the big big thing on our agenda? Didn't know is anybody given that some thoughts are about that.

5:34

We came up with something that we at the very end. That was you know, cuz I hit how much of the point I know that was the purpose of the mission. Did you write that that I can't remember who was taking notes on that? I know I wasn't taking know.

5:50

I know what I'm afraid. I was setting up my sister real quick here and see. Hey, did you all get the document I sent around with some general thoughts. Okay.

6:02

Yeah, I thought that was really great Jason. Thanks Jason you better either so maybe we should have maybe what we should do is the intake form that we gave you we could meet we working needs it typed up and and give it does happen in Sandy that you're talking about having left at home. We were going to type those up and give them to you. I can't remember who's back back to you on the commission.

6:34

Hi, Dr. John, John. Yeah, that's right. The charter we drop off your charger.

6:41

Yeah. What is the when we finish typing up our Charter? I'm just want to know who to give it to. Yeah, give it to me.

6:51

Yeah, definitely. I know I was supposed to. Please responsible for Charter typing that up. If I can do that, just just so that to me.

7:06

We'll get it. Okay, I think we had almost everything filled out filled out on it, but I keep asking for a some notes on it as well. So maybe we should somebody should maybe consolidate that with Sandy's. Dave where are you taking up on it, too?

7:27

I don't remember. I don't think I was okay. I'll get that we'll get that typed up or yeah, if I if I have a lot of some basis, it's good that typed out what we did if if I didn't get the call notice for today, but if you could put me on a call notice is going forward. That would be helpful.

7:49

I'm going to be sitting in on all three sub committees what I did for the policy in finance sub committees. I just created a common Google Drive Doc and check that link to the sub committee members. So I'll do that for us as well. So everybody can kind of just work on one Doc and you know, we'll have the most recent version.

8:10

I think that'll that'll be helpful. Is there anybody just to as a point of this is Stephanie Griffin. It was my assistant that organize this meeting ran. Is there anybody else we need to include on these meetings while I'll send Randa a note right now that includes you John?

8:28

Yeah, I think we're good. Okay. Alright, so maybe maybe two maybe what we just need to do some that we were kind of rushed at the end is just me to do it take off with okay, the things that the the the clean up that we just need to do from the end of last meeting and then I think Jason's notes as a great way to kick off what our purposes so I think we need to just give the charter completed which has you know how to Rolling leadership ideas that had the mission that we came up with and the meeting frequency so we can get that done and and and off to John. And then should we take off with Jason memo?

9:21

I think that's a good place to start great. so, yeah, so I think that we were Trying to Define. What what our product is Edition use a good job of summarizing this And we've got a couple different. Way to look at this year.

9:46

Guitar something do we think we need to get we're trying to come up with just kind of a one paragraph This is what Toyota ship is so that so that we can communicate a common. seem I think it'd be nice to have a couple format. But at a minimum, I think we probably do need you know, even $0.01 to send a blur and I was just talking to John and Glen before this meeting and I think to have some sort of quantify able metric in there, you know something that at least X percent employee owned that may not be the technical definition. We want to adopt but I think it can be clarifying to have some you know, bright line in there.

10:36

So we should probably have a couple for math the longer one may be useful, you know his contacts, but we probably need a blower. And I think something that really can resin 8 and include in my opinion include the range of format. We see employee ownership P stops coops option Equity plans all the rest. I think that would be good because I think that's something that that we can complete use that consistently.

11:06

It's become part of the brand. Yeah Brian. I'm down the wrong address of the Colorado employee orders of the CEO of concept or not, but I think that that Nothing, we can attach to what we're trying to accomplish. So it's all fun Jason in the different items here.

11:43

I guess my question is so I agree with the elements in the principles. I think that they're spot on so how do we how do we turn this into you know action, whatever you going to do with this? I think that's the that's the next step we talked about. Will it's Lee.

12:13

I guess I'm thinking about sort of the elements and the principal when I look at Jason's document. I look at those and then I kind of look as a things above and I think it would be good to be a little bit clearer about how how one relates to the other and are we I know like the idea of having multiple documents that we might use to put out. I'd like that idea but just for our cells are we trying to Define? You know like under alimon this what is a definition of broad based employee ownership, right?

12:53

Is it 30% of the workforce? Is it more than that? Like do we need to really drill down on that definition a bit more? So this is Glen back up for just a second.

13:09

I think the Cigna comes the blind of when you look at employee ownership of this kind of like a product this defining the product is we're going to get question. What is an employee ownership company and I think this place we're going into what Jason said. It's that one sentence that defines it followed by end Advance narrative or short paragraph that further goes on the details of what that $0.01. Does that make sense?

13:38

And then that way when we're looking at it, it's kind of like the employee ownership Commission of Colorado to find the Polly ownership pass and that question that's going to be answered. Does that make sense? Yeah. Yeah.

13:53

Yeah. I had a bad a\*\* more specific level. I'm not a fan personally of adopting threshold of how much it company needs to be out by 2 boys, but rather what percentage of the work for us has been offered employee or to whom it's available because we have we see lots of cases where companies offer her ship probably but only a small minority reporter ality end up buying in but I still consider them. So I think we should Define again those characteristics of who's offered ownership.

14:31

Who does on it for for who's benefit at it? And if it's a nice off? So we can use we can be subtle, but I think we want to put in capsule it some of those Concepts and we caught something employee owned. Killing Jason when you think about that what percent offered me what percent which specific percent are you thinking about?

14:55

This is my presentation. Yeah, I think I'm going to try to be kg. I think something more than a percentage. That would just look like a management by a management offer and something less than a majority at think of majority is to strengthen is standard.

15:12

I mean, I think it's a 10 at all. So probably I saved offered to no less than 30% of non seasonal workers. I mean, we can really since like this by getting into full time part time seasonal not seasonal employees contractor. So I think I don't know how far down we want to go.

15:31

But when I think of broadly offered I think offered to more than 30% I like to think of part time in full time. I could see someone reasonably drawing a line at seasonal and depending on the business. I can see them offering 2 employees in our contractors, but we have no employee owned firm that are all independent contractors. I think we want to be more acceptable and plane and not so technical at Laura Lee that coming from the lawyer if you can believe it was working.

16:03

So I've got it is fun of an eight with with somebody that doesn't bill doesn't know anything about employee ownership. Yeah. Alright and I agree with the concept. It's got to be something Beyond management that that was kind of my my first threshold that I think about this if it's just management the Nets just are the Compensation Program versus trying to trying to I don't know.

16:30

I don't know about it and set up. I don't know if that's the right word but it's it's tree create a culture it has to you know, as the opportunity create a culture of ownership throughout the company. for Beyond management I also think we need to to to provide an opportunity for the fact that this is a rapidly of all the space and if we're having this conversation 5 years from now and 10 years from now, they'll probably be a lot more different a lot of new structures that have been developed that we haven't anticipated. great point So if somebody wanted to get a bit driving or definition of ownership.

17:29

I can try. This is Jason. I think you've got a really good template here. Yeah, I'll I'll see you later.

17:36

Yeah, I'll circulate something. I think the percentages in specifics and things like that our Kitty's down until we start to look up What legislation fax bye. Yeah a certain percentage before you get back tax break. However, I hope this was helpful to know I was curious when the group that we needed to become a specific.

18:05

My preference is not view digital are sold yet. So it's okay. That's good input you go and I'll circulate something and it and it'll be completely open for packing. So it'll just be a starting point and then 12 some feedback and edits.

18:24

Yeah, let's let's start pretty broad pretty pretty. plain plain language, I guess I think we're I'm not sure this relates to our purpose, but it might be nice. If we as a group if we're defining the product if we want to provide input into what the big picture purposes from a marketing standpoint for the employee ownership opportunity so Qui inform of commissions. Yeah, Moon shot or vision.

19:04

Do we have any sort of marketing perspective on what that should be so I think our purposes maybe even wrapped up and not just to finding a product. But what's the what's the vision for how that product? Is offered and and he'll probably in you know, what's the opportunity we want to we want this initiative to go after? Jason meeting we need to do that first before we did find the product or do you think it makes sense to stay?

19:33

You know, this is what the product is and then go that this is how we want to go without and the resume that makes me the latter make sense to me. Detail. Yeah, me too. I have a clarification question and I think I know the answer but I just want to confirm because there's so many new hybrid tandem organizations from going are we not thinking of a a similar analogous thing for the non profit Community or dealing with the tandem hybrid structures.

20:08

Does anyone have any thoughts about that? Can you give me an example what you mean? What do I need? So I was just I just had a phone call today for a social Venture and she's technically a non profit right now and they're providing essentially Refrigeration units to get local safe food to food desert and she asked me do I need to start a for profit to connect to my non profits from that perspective and I said increasingly your seat contractual relationship, but we're subsidiary relationship Blake Newman Newman Zone Pizza Company and spaghetti sauce comfy Zone by Newman Zone foundation.

20:52

So I think there's a lot of us that are playing in this tandem hybrid structure that are figuring out. Hey 2/3 or 2/3 of us to serve in the nonprofit world. There's 1/3 to 2/3 of us of our end to be doing for profit work. How am I doing the combination and if I want to incentive eyes employees and worker ownership know I do that to my non-profit armoire my for profit arm.

21:25

that's something I just haven't seen so I mean you don't know. I see you know when you see it, so if whatever the application is meets the criteria. Then it can work. I mean I think you know friends if we say that employee ownerships about actual or beneficial ownership.

21:48

And that's at the dividing line and this probably doesn't include it but you can design it in a way that does meet the definition. So Depends for what purpose? I mean if it's like a bright light standard like the corpse certification that maybe that matter it but if it's more of a brain that it's about different concepts that benefit employees that maybe it does so I think generally it probably have broad concept that could include those things but it depends on the details. Yeah, I think if we try to create something that we would be sure and everything, you know in today's world.

22:23

We're going to get two specific in and I think we lose our audience it make maybe I could talk about rolling it out is who who's the movie Bonnie ups for this is going to be receiving a message. Is it for this is our general public? Is it more companies that you want us to physically go to so Porsche it's under the condition. This is this is our Toyota cycle we can use it in any form or fashion.

22:56

Maybe it's the line there. Linda sorry, I I'd be willing to drop it off all up with you Jason offline. But part of the same from Kent cannot profits do profit sharing essentially or have you know, Phantom stock given that non profits are owned and your now see non profits basically fell goods and services that are aligned to Mission. So is there a pathway for the non profits to do this to that's my question really, you know.

23:40

Maybe what you and I talked to the details and surface. some potential I think my cat is it sounds like it's two new and Abstract in this conversation to Define to say one way or another but there's it was maybe some promise there. I want to go back to To how this walls out of that was that was the last question of the table. there I thought we were going to sit Scott decide how we were what we were going to do with this product for said men with the rollout was going to look like alright Yes, but yeah, okay.

24:31

Yeah. Yeah, so you maybe this is probably a good topic for us to discuss in person. So maybe what we want to do is use the time to decide you know, what we were face to face next week for 2 hours. You know, what do we need to be prepared for to start talking about what our product but that makes sense.

24:54

I like that. Yeah. Any I'm curious as to you know, what what how do you put your you know, the products of the Rocky Mountains employee ownership Center, so and have you see this being you know different or an alignment with what you do? Yeah, I need a lot of I would think a lot of our product as information.

25:25

And so this is I think this is just super helpful and very much and Alignment to get more information out specifically the business owners and the people who work with business owners about what is employee ownership. So, you know III see that is having a kind of a platform as as really important. Yeah, and I I'm just sort of thinking about I mean, I you know, most of the calls we get our from Individual business hours. But I've also been getting more recently that are just from you know, somebody in a smaller town who knows part of the business Alliance the knows lots of other business owners then so they're looking they have been approached by friends of theirs or colleagues or Neighbors about what to do with their business and they're looking for information.

26:23

Yeah, I got I think I've been in that way. Yeah, I think that's probably a good way to describe. I know you were thinking through some sort on hold for marketing image occasion is they're one in the same. I mean, is that is that really what our product product is amera like the one that you used and the meeting last week around 5:05?

26:48

Yeah, so we don't want to recreate the wheel we want to educate it amplify what's already out there and then probably affect policy going forward, you know, once we have some specific goals around members into employee ownership. So, you know would be all agree. The our product is an education package that has you know, various components to it. Looks like we talked about last week before whatever was with.

27:24

You know, we've marketing material we reach out to you, you know Chamber of Commerce. So the recognize development to host. education sessions things like that part already existing organizations such as the rocky mountain employee ownership Center or NCO things like organizations like that. We already have programs, right?

27:53

Yeah, cuz I guess that would be the second part of it is then You know 1 people have the information then where do they go? And what is that? I do. Yeah.

28:04

I'm so talking about what is that look like in terms of whether that the referral Network and you know, who is a part of that how we get that information out there too. So I would suggest that we should be our product should be more concrete then an information package. That sounds that's not to me kind of a persuasive or compelling product. I think our product is actually a framework for thinking about XYZ business owner shift succession planning and employee engagement or something.

28:44

So our product is a framework at a framework includes information is include all the other market segments that build from a framework to an application. I think we'd want to shy away from being too political or idea logical but the framework we want to appear pretty Universal. Happy Anthem much better way of putting that much more articulate. Thank you Jason.

29:09

So for my marketing perspective as well, this is going on. I think the other thing is 2 of this week to find the product. The next step is the problem. You know, what problem does the products off?

29:26

And then we start to get into you know, benefits and features because those become the way that we can really promote c\*\*\* that's been when we start to talk about education and things like that. We're talking about the Key activities, but when we start to look at defining what the product is because I mean right now we're now looking at you know, it's not a physical product. Right? But we have to Define what the product is without it being physical which is more of a challenge once we come up with a good definition of that then we start to talk about the problem that it solves and it's benefits features so that we can go out into the market.

30:03

We have a marketable fraud and I think we have a lot of this done. It's just a matter creating that white paper to do that. Then if we have consistent messaging or cross, you know, organizations employee ownership that work and everything. We can put all the guys do that.

30:21

So that way we have consistent matter messaging. I think that's really great. But maybe we should just refers that water. That would that would help us as what problem are we trying to solve right wet Gap are we trying to fill and then we determine what that product is because I think that that may be a better way to to approach this as we're putting together.

30:45

What what Cavalry trying to fill it's not there now. Goes back to the original motion. Yeah. Yeah, you know there to the EO identifying in moving barriers building robust Network and marketing and Outreach.

31:02

Okay, perfect. If you need us to point thing and I just want to have them in my notes sure. So it's identifying and removing barriers to employee ownership building robust network of technical expertise to assistance orders looking to convert and then educating the public and business community on the benefits of employee ownership. Thank you.

31:31

I think we should just have that front and center. Yep. Jared's going to do a video on employee ownership. I've written the script and I'm told him the next few weeks.

31:46

They're going to get us some marketing folks. So he's going to do about 1/92 or so video on on the importance of employee ownership and we're obviously didn't use that in your whatever campaigns we develop and also as an intro to any webinar training or anything and in place of speaking request that he gets So are we are we clear on what the barriers are when company with 2 million dollars in Revenue has a person leading it and they're like, let's explore employee ownership. Are we do we know the 20 steps they take from start to finish and where they get stuck. Between us we do.

32:35

Maybe that's my baby. We should just brainstorm. Maybe that's what we should do in person with a big white board just password style. What are the barriers?

32:43

We have seen an experience one of the one of the gaps like you said Kerry, I think that the great white board exercise great. Okay other weekend Clump and split put them in the categories. So think about that and come with come in. Because I you can feel like I feel like a little video series but I'm an employer group of employees thinking about this how to restart security and your break the journey into the custom a customer mapping that they do with these or marketing.

33:22

I was actually really I think that's great Stephanie. I mean if we said that what are the barrier what are the gaps that need to be filled and then let's walk through what that process looks like if we can get that documented. I think that it was a see the foundations for us saying okay. Here's our product.

33:39

This is a product that we need to hit the point one of the problem. We're solving identify and removing the barriers. But anyway got that the building a robust Network, you know, we've already got a team working on that so we can just pull that in and then once we have, you know, this identify new moon and barriers, then we can put together to the education piece of it on the public in business set up. You can either public in business on the benefits employee ownership.

34:12

Yeah, that's loans really. Well Desmond. I think Sarah the other I know we could do that on a few hours session face to face next week. So I figured identify the Gap that we need to fill in build the jury math.

34:24

I think that would be a great start to this. Yep. Yeah. So we'll need comfy clothes white boards a lot of coffee.

34:36

Yes, and we and pump last meeting last medium. We talk through a lot of what those barriers are. So I think there's about 2 minutes from the first the first meeting that we had Glen do we do we have I couldn't hear what you were saying. Do you have a like a running list of the different barriers that you've heard from people who have gone the employee ownership routes?

35:06

We can a gergely time. Yeah. Yeah, I mean one is service providers. There's not enough and some of the ones you're marginal that's one that's come through loud and clear.

35:17

I'd say another is lack of awareness of the option. Who do I call so they got the idear they hear about it from somebody in the steam room. And then what what do you call what do you do? If you could maybe prior to our meeting next week and Indiana you have you know already like documented that we can add to I think that would be helpful so that we don't have to recreate all of the list that you know, we discussed in that very first meeting and anything that you all have heard.

35:47

Scenario a barrier, you know, I will ported barriers document that we can use will do great. To the point doesn't have a customer Journey mapping template the play love that could be like the outcome of this. I can come up with some paint. I just did a big Journey not being process so I can provide a document for us to be able to use it.

36:17

Maybe you have or could you create a process map or even at work flow that that you guys do we we have something in in our heads but it's not very standard but I would actually think are muses is really good cuz it's got a lot of examples. Yeah, I could I could we I wouldn't say that we have it totally down in written form, but I can definitely come up with something. Yeah, maybe just even if it's a step by step that you that you go through but it was not. Yep.

36:53

You're completely flipped out. I think that would help. All this is good. What what is the from?

37:03

I'm just I'm just pulling this is Steph. I'm just I'm just going to put a conscience Google if you Google customer Journey mapping in Google and get some images. I'm just going to put a couple up there cuz I know some of us don't even know what we're talking about in this conversation. So you soft.

37:22

Sorry. Okay good. So it's a it's a template. Yes.

37:26

It's a template of what like the outcome would look like if something nice. Yep, cool. Yeah, I kind of got the concept of December students in action. That's why I figured if we had a couple examples where we can see where we're trying to get to that would.

37:48

That would help. Do we feeding this committee meeting come up with? I know these are first step, but ultimately. Hey man, trying to get in gold or invalid more better the three three items are but they have more employee ownership throughout Colorado.

38:15

So do we also need to come up with what we think are some of the the modem delivering the message or if I think it a marketing strategies. Sorry, go ahead. I would agree. Yeah, I want to watch we have the the product Define would have identified the barriers but you know, we have the message.

38:39

Yeah, what's the best way to get it out? Into Kumon, I think that's where we can begin to provide input to the broader commission about what the vision is it what are moon shot was talking to Glenn and John about that earlier? I think we would all be compelled and well organized to get behind a moon shot. And I think marketing is an essential has an essential role to inform what that is and we can do that again with whiteboard pretending for a moment that we're on board to either the tactics to get there or the Practical limitations, but something that we can mobilize a lot of resources in energy 4 and that will that trickle into a policy strategy and you know education resources, but I think we can play a role in devising the compelling vision.

39:40

It's okay. I think that I think we need to be explicit about which markets Aikman's we're going to end sub Market segment. We're going to go after because each one of them has a different strategy. Yeah.

39:55

That's another one. We could potentially set another maybe action item for one of our upcoming meetings is to define the market segments separate apart from the journey mapping. Just kind of begin to slice the market up. yeah, I think we have access to quite a bit of data from what you said go on and on so getting specific about who we think our our warmest audiences so that we kind of we know what our construction out there we can kind of start to so try to hit warm up front and maybe we can find Subway.

40:42

So let me throw this out there cuz I think next week and 2 hours. We do you the agendas pretty robust. And there's a lot of content is the follow that up with another meeting. Maybe a couple weeks later and introduce the business model Campbell's.

41:00

Where we can actually map this out as a business model segments our customers identify the Key activities in resources that we need to go after and then just like Jason said that so that I'm from the kind of school or marketing is everything and I think that this marketing committee is obviously going to drive the education because that becomes one of the key resources that has to be develop in the policy and find some it. He's in a structured way. I think it would be a really good thing. So to have the visual representation of a business model campus so that we can kind of show and guide everybody in the direction that the committee wants to take everything to the commission wants to take everything.

41:43

There's a makes sense. Yeah. I like p\*\*\*\* Yeah, how many people have not been on the business model campus? I'm here Brighton already.

41:59

So next week John and I'll bring some sample and campuses the smaller ones in a book so that we can kind of read up on it be on the same page. It's pretty easy to map out the business model in a group activity, but we could do that after we start to get some of this data and get a clear definition of what the product is and then start to identify some of these things and then start to look it really when you look at the the commission or you know, as a business model campus. We look at as a value proposition, but then also lived in the commission and what is the overall goal of the commission and kind of the movement around what's happening with Apple the ownership in, Colorado? Hi, Donnell, I guess.

42:48

Great. Or be on the moon. We're going for Mark Marcia. I'm willing to for the meeting next week to run the white boarding session.

43:10

I have terrible handwriting, but I'll be providing the journey map. I can give us a little tutorial on how to do it. And I don't mind taking the lead on on the agenda and and getting this initial face to face meeting kicks off. Great.

43:33

Jennifer yep I left our Dina. It's a one of my favorite things to do. So and Glen Glen to see in John just so you both know we ice. I can't remember how many meetings where we have scheduled out, but I think we already have at least 3 meetings if not 4 meeting scheduled out.

43:53

So we just need to get you both on the meeting invite. Sounds good. I think so. I got the one for the 19th.

44:07

and I also have the one 4. The 26 so yeah, we'll make sure we're included on those and then I'll make sure John has up to but that'd be great. It we'd go out another cake with 101 more. I've got the 19th, but not the 2 or after that.

44:30

I think just the 26th after that. I don't think we I've got the 19th of the 26th and 12th. And that's it. Yeah, that's fine.

44:40

Awesome. Should I have should I should I have ran the way Google? doodle poll to get follow up meetings after that Yeah, that be great. Yeah, okay.

44:56

I'm also John and Glen I told you I had to introduce you to Brian Lewandowski at the BRD research division about getting access to the data set that might have access to the 8000 people that they were interested apply owners know so I can I'm a send you a message. Yep. Show so you're getting access to they did The Economist is going to share it up having to make an introduction to you for us to have the Converse that you when you plan to have the conversation. Yeah, that'll be good.

45:26

It'd be nice to know where those 8266 people are. Requiring a fishing group here or 5 minutes and I'm like, is there anything else is on our appointment? We had a sudden now. I like the fact that I mean our Visions are a lining we when we discuss this a little bit before John and I have done a little bit of due diligence filling out blocks on them on the business model campus mostly around key Partnerships and the people's of the table, but I think having that as a comment template understanding it bring It Forward.

46:13

I think we're on the right track. I think this is a great where we need to go. And then the other thing is to is we'll just have to after we download the beating the other committees are moving quite as fast as this one, which that's fine, but we'll have to give away there give the take-aways that we have so that we can start to drive education policy and finance around this that was on a thought. We thought we needed to get ahead of the Curve.

46:39

So that policy with designing around this product Envision. So we kind of felt a little motivated to come out of the gate with something the rest of the other committees could use and maybe they said that if we're not on those communities you can let them know the scope of what we're working on so that they're not Reinventing the wheel and so that they know that they can rely on some input from this group. And that's what I'm going to go to wall the sub Commission meeting so we can keep everything kind of tied together and keep each other informed outside of the regular monthly meetings. Perfect.

47:22

Okay. Well, I will work on I'm all get it I'll get the the templates that I think we'll just use an agenda set up and sent out for everybody probably over the weekend so that you have time to review it and maybe I'll do a little give you like a little heads Toria on how to do that that mapping process in preparation for next week. I know the groom short blurb definition of employee ownership, which I'll have by the end of the week hopefully by tomorrow. Jailbreak, the business model campus in the book.

48:06

schedule Dougie Yeah. And I'll have them available next I'm going to be gone next week, but if anybody else wants to call her and and we'll see if we can have them available for the car off or whatever. It is of a long distance. Okay, we'll make sure we get her set up for video right and then the class I might ring I get Flip Flip chart and markers.

48:41

Just leaving the church. Okay, all that down there. We should have it at the office already. I'll perfect.

48:51

Alright cool. Alright, whatever. Thanks Dean. Talk about it.

49:01

Bye. Bye.