

Date: January 11, 2014

Participants:

Meeting starting and ending times: 9:07 started, 6:15 ended

Meeting location or format: UC Santa Cruz

Facilitator(s):

Note taker: Lewis Luartz

Agenda Item	Notes	Action item(s)	
Roll Call	 San Diego AS (p) GSA (p) Irvine AS (a) GSA (p) UCLA (p) Riverside AS (p) GSA (p) 	• 11 Present	



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	 Santa Barbara AS (a) GSA (a) Merced AS (p) GSA (p) Berkeley AS (p) GSA (p) Davis GSA (p) Santa Cruz AS (p) GSA (a) San Fran AS (a) GSA (a) 	
Agenda Approval	 Move 10 am to 10:45 funding request and proposed bylaw change requested (funding request first); seconded; point of info, passed by vote Move UG committee elections to UG committee, seconded, passed by vote Possible grant proposals by board suggested; need a motion; motioned for 9:30 am, 	 Passed 6-0-1 Passed 9-0-1 Passed 10-0-0



	seconded, passed by vote
	Motion to approve agenda; seconded, passed
	no vote
	Motion to approve minutes; second, passed no
	vote
Reports	President: Retreat – productive; will be giving
	board recommendations; conference calls with
	leadership from fossil free; joint lobby day; called
	in for by-law discussion; topic of switching banks
	at budget
	Board Chair: been talking to Louise a lot
	regarding updates to personnel policy and
	bylaws; put agenda together for board meeting;
	Google docs for purposes of sending out less
	PDFs
	Secretary Finance Officer: working on the
	budget; there have been some changes since
	we last spoke (and more changes since the
	budget presentation for which I was sick), those
	will be out tomorrow. I will be attending an online
	education conference



		ASSU
	Campus reports:	
	Berkeley – members of state government and	
	rolling back tuition; funding the UC through fact	
	finding and determining what tuition would be	
	Merced – passed resolution	
	Staff reports – Sean hired; Julian out on medical	
	leave; admin assistant left for full-time position	
	Clara (CSF) – planning to meet at UC Irvine on	
	student service fee; want a better	
	Eric Heng and George Samora (UCOP) –	
	Introduce George Samora; Napolitano meetings	
	with undocumented students; Google Hangout	
	with Napolitano for students to write in and write	
	questions; on undocumented initiative UCOP	
	sent out funding info; university revising sexual	
	harassment policy – lot of news on students in	
	regards to policy; transfer student committee	
	met to provide Napolitano with transfer student	
	information; proposed governor's budget will be	
	discussed at regents meeting	
Grant proposal	Research on possible UCSA grants	• Passed
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- Weingot Foundation: small grant and general grant – they fund education foundations (we qualify for both; requirements are organizations with budget under \$1 million)
- Wayne and Gladys Valley Foundation for educational institutions that have demonstrative performance and effectiveness; would have to give periodic narratives, and most of money is unrestricted, except for using money for personal benefit (we do not have direct self-interest but rather constituent interest)
- Alfred P. Sloan Foundation would be specifically for Jobs! campaign; we would not necessarily ask for the maximum, but rather a couple thousand; cannot be used for lobbying
- Ford Foundation higher education for social justice grant would be good; we could use it to establish an endowment
- All of these have a 4-6 month turnaround, so we would be able to use this to supplement budget for next academic year rather than this year

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STUDENT ASSOCIATION	

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	(perhaps)	
	Questions:	
	Send presentation out, approval for	
	organizations?	
	Letter of inquiry process for most of these is	
	important as it includes for what money will be	
	used; could be a slow process; only small grant	
	has population limit; discussion on	
	restricted/unrestricted funds – could be more	
	work than we really want, but at the same time	
	funds could be used for exactly what we want to	
	do; any additional questions? Motions?	
	Point of inquiry.	
	Motion, second, no objections, Passed.	
SLC	SLC coming up; numbers for SLC; rates seem to	•
	be \$150 per person, associations costs for hotels	
	should be about the same as last year (about	
	\$105 a night for two people)	
Issue with violation	Violating bylaws with 3 UG campaigns	Passed 9-1-2 (motion to
of bylaws	Moving CMED to Fund the UC or Fossil Free UC	consider CMED as Fund the
	Idea is to get the various UCs as a whole to divest	UC campaign, with UG
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and pool funding

- Reason for not having 3 campaigns in bylaws for UG is pressure from 3 campaigns
- Bylaws were changed last year to drop to 2 votes
- Would adding CMED to Fund the UC make it institutionalized? Safeena: No.
- Vanessa: this came up at Exec Retreat; in favor of doing this, as it seems to fit mission of Fund the UC
- Updates on CMED standing now? Will attempt to put campaign posters from yesterday up right now with information on CMED; we want to come up with language on what bill should say
- Caution on adding it to Fund the UC
- Prop 13 goal not realistic this year
- To clarify: 1. move Fossil Free to joint UG/Grad campaign; 2. Move CMED to Fund the UC; 3. Do both with understanding that UG would still steer CMED
- How do we know that CMED will continue to move in the right direction? Louise: suggested

understanding that UG much of the groundwork of CMED)



		ASSOC
	that UG continue to take on CMED and Fund the	
	UC remains a board campaign	
	Jen: would support CMED becoming Fund the	
	UC campaign; motion to consider CMED as Fund	
	the UC campaign, with UG understanding that	
	UG much of the groundwork of CMED,	
	seconded, no objections, voted	
Recess	Entertain motion for 3-minute recess. Seconded.	• Passed
	Passed	
Chief of Staff Hire	Eliot Shouldn't attack Napolitano if she hasn't	Passed. Next Agenda Item
	done anything bad	
	Regardless of what we decide today it won't	
	affect reality on individual campuses	
	Maryssa: She did appoint someone from	
	homeland security	
	Jason: Bringing someone from old job to new job;	
	why is this an issue?	
	We've already expressed how we feel about	
	homeland security; redundant	
	Jen: Echo of previous comments; she can	
	choose who she wants	



- Ivan: Similar concerns of hiring someone from homeland security; perhaps additional research on possible options would be better, such that they are brought to the table by the board
- Safeena: what matters to me is the results
- Tanay: shouldn't oppose just because previously in DHS; should investigate first; we should be more informed; largely administrative position
- Alex: who asked us about this?
- Safeena: Council of Presidents
- Alex: what do they want from us?
- Safeena: to understand our position
- Alex: express there does not seem to be a consensus on chief of staff
- Kareem: yielded to Eric Heng
- Eric: Chief of Staff has worked with Napolitano
 and knows her well enough to get the job done
- Ivan: what is the old chief of staff doing?
- Eric: now advising
- Louise: all presidents bring in new chief of staff
- Motion to move to next item

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Fossil Free UC	Kareem motion: Fossil Free to UG	Passed
Presentation		
Budget (Closed	Motion to table Jason's motion until tomorrow.	Passed
Session)	Passed	Passed
	Motion to recess for 5 minutes. Passed	
Lunch/Systemwide		
Committee		
Re. Janet	Reconvene 1:12 pm	• Passed
Napolitano	Vote to remove Re: Janet Napolitano letter from	
	site. Seconded. Passed without vote.	
ED Policy and	Section 8: Health benefits and time off.	Passed Personnel Policy
Personnel Manual	Added line that gives ED flexibility to take days	Passed HR Staff Policy
	off for the time that they worked following board	Passed work schedule
	meetings and conferences	changes
	Made to allow for flexibility	Passed Information on UCSA
	Vacation hours section; none of intent changed,	events
	just made to read more clearly	Passed UCSA conference
	Chair entertains motion to approve personnel	information
	policy changes. Seconded, no objections.	Passed UCSA Process Manual
	Passed.	Board of Directors changes
	ED director is responsible for administration and	Passed UCSA Process Manual



- updates of the policy with permission of the board; what credit cards to be used were stated, along with necessary reports; specific accounting categories for staff; this is how we do the budget, but never official; updated language so it refers to present and voting members
- Asking for approval as an official HR Policy for staff.
- Motion for this with the exception of the edit including the present and voting board members. Seconded. No Objections. Passed.
- Work schedule indicates hours and locations for all members of staff
- Only eligible for optional 1-day per week working at home option after probation period.
- Motion for work schedule changes. Second, no objections passed.
- Information on hosting UCSA conferences,
 retreats, etc. (events) documents were added.
- Motion to approve the information change on

- Executive Director changes as amended
- Passed UCSA Bylaw amendments for the finance policy, as amended



- UCSA events. Seconded, no objections, passed
- UCSA conference information for EDs added.
- Motion to approve UCSA conference information for EDs. Seconded, no objections, passed.
- UCSA Process Manual Board of Directors changes; hiring process not dramatically changed; executive staff section changed in terms of increasing hiring committee
- Motion to approve UCSA Process Manual Board of Directors changes
- UCSA Process Manual Executive Director changes; minor changes; staff retreat and staff days noted here
- Motion to approve UCSA Process Manual Executive Director changes as amended; seconded, passed.
- UCSA Bylaw amendments for the finance policy

 associations worried about passing a budget in
 December, so being rolled back one month; split
 reserves into special projects fund plus
 emergency fund. Amended



		AS
	Motion to pass UCSA Bylaw amendments for the	
	finance policy, as amended. Seconded, no	
	objections, passed.	
	UCSA Board Policy Funding requests for outside	
	travel – has been policy for at least 3 years at	
	UCSA, and is now being added. Amended. No	
	vote needed.	
Communications	Update based on what happened in October.	
Update	Phase 1: Focused on systems and processes in	
	the case of reporters and media, including a	
	system for incoming requests	
	Fixed glitches on home page and throughout	
	website	
	Working on media list excel sheet for national	
	contacts	
	Added campaign press to website, fixed toolbar	
	to make application more accessible, social	
	media to keep things updated as well	
	Rise in FB and social media followers.	
	Phase 2: alumni engagement and contacts list,	
	UCSA branded newsletter, plan for how and	



	when to send out newsletter on a regular basis;	
	as campaign goals become more clear, we're	
	able to do more of this stuff, when we get closer	
	to SLC get media placement; want to improve	
	campaign specific content and social media	
	outreach, video footage and campaigns, new	
	UCSA website messaging, expanding to new	
	platforms, style guides for internal/external	
	documents	
	Will be sending out a survey monkey quiz for	
	more information in the coming weeks.	
Recess	Recessed until tomorrow morning at 9 am.	



Date: January 12, 2014

Participants:

Meeting starting and ending times: 9:30 started, 12:20 ended

Meeting location or format: UC Santa Cruz

Facilitator(s):

Note taker: Lewis Luartz

Agenda Item	Notes	Action item(s)
Roll Call	 San Diego AS (p) GSA (a) Irvine AS (a) GSA (p) UCLA (p) Riverside AS (p) GSA (p) 	• 12 Present

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		Added
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Agenda Changes	Move to amend agenda to resolve budget update after the AFSCME presentation. Passed with no objections.	• Passed
AFSCME	Report on strike; historical as it is largest strike in	•
Presentation	the UC	
	Made an impact and proud to have grad	
	student support	
	Effective due to movement in their proposals	



- after the strike; however, not sufficient so we are continuing contract campaign
- In negotiations with other unions, so other issues include: safe staffing; represent 12k patient workers and 8k service workers; stress that patients are being underserved (may affect their health outcomes as a result)
- Registered nurses in CA association (CNA) has asked for additional protections for workers, and likewise they are asking for similar
- Pensions are also a topic; very important to low wage workers, who often live near poverty line; average pension payout for our workers is 19k a year –asking to hold onto that, not increase that
- UC has mismanaged this pension plan, and in 1990 they decided not to contribute to it for 20 years
- The UC has been working on a 2 tier system since then; older workers on one pension, and younger/newer workers on second, lower pension – a conflict on social/welfare resources



- Brought up again because one of the major unions at UC has negotiated their staffing ratios
- Negotiations have allowed some associations to have their workers pay more into the pension plans and allow newer workers the opportunity to keep some of the new benefits; however,
 AFSCME has not been allowed this position
- Hoping that Napolitano would have negotiated with AFSCME, but this has not happened; going to be moving forward and calling out UC on how workers are treated
- If associations would like to support AFSCME, they can contact them; same with UCSA
- Several groups have joined up Take Back UC coalition on prop 13 and oil severance tax reforms; want to work on tuition accountability
- Questions:
- In terms of bargaining, what has been said/talked about with UCOP?
- They have not liked the position workers currently have and are striving to move forward



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Budget	Motion to move to Bank of the West be lifted	Passed for discussion
	from the table and into discussion. Seconded, no	• Passed 11-0-1
	objections, passed	• Passed 12-0-0
	Quick books download not necessarily available	• Passed
	1 hour drive to the bank is a problem	
	Possibility of no online transactions is also a	
	problem	
	Motion to move to Bank of the West moves into	
	vote. Passed.	
	Motion to approve the budget. Seconded. No	
	objections, passed by vote.	
	Motion to support the ED in making any	
	unforeseen changes to the budget insofar as	
	they are minor. Seconded, no objections.	
	Passed.	
Fund the UC	Prop 13 reform; would have to go forward to	• Passed
	ordering them by approving amount and	
	discussing the target	
	The campaign as a whole	
	Target Budget numbers: 10k postcards would run	
	about \$1k including tax	
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- Kareem: Target should be Jerry Brown or Speaker Perez; given comments by Governor Brown, he seems to want to fund Higher Education but does not have the support; may be more beneficial than Napolitano who is following regental orders.
- Eliot: What are the administrative costs (postage)?
- Kareem: We have that number
- Louise: We can bring them to them in a meeting so they do not have to worry about postage costs
- Vanessa: Prop 13 reform with Napolitano would be more appropriate in a meeting; she is not accountable to those postcards anyway, but the legislature is
- Tanay: important how we present these postcards, and how the budget fits our needs
- Safeena: approved design; idea was to review content of postcards; if we change the language to include Governor and asks of



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	budget, we can move forward with approving	
	budget for them pending content	
	 Louise: Language for Wednesday or Friday? 	
	Sean: By Wednesday, for approval Friday	
	Motion to approve the value amount,	
	approximately \$1k, for postcards pending	
	approval of content. Seconded, no objections.	
	Passed.	
Sean's Budget	Overview of Governor's Budget	Passed \$2k for UCPD
Update	Money's coming in; first time in a while that we	
	have a surplus of any kind	
	Increases spending using fiscal restraint	
	Proposing a \$1.6 billion rainy day fund and to	
	pay down "wall of debt"; this has been proposed	
	since 2007, but it has always been cancelled.	
	\$125.1 million General Fund increase to both UC	
	and CSU; the first installment of a four-year	
	investment plan to provide a steady and	
	predictable state funding increase through 2016-	
	17, thus keeping tuition flat at 2011-12 levels.	
	Proposed budget total funding reflects an	
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increase of 4.2 percent above 2013-14.

- Only other thing in budget we would get in the budget, if we wanted, would be to show they are completing governor's mission to promote higher education, they could get a portion of a special line item (extra money)
- Assembly Democrats Blueprint highlights the middle class scholarship act; verbal agreement to increase funding for community colleges, CSU, and UC to keep fees from growing, enable enrollment increases, and improve quality
- The budget will begin to get messy now that the budget has been proposed
- Around May 14th, the Governor issues the Revised Budget based on new information; after May Revised, it goes back into committee hearings and legislature, and then approval by June 15th.
- Messaging:
- Regents budget assumes a 10% increase, meaning they get it or cuts and tuition increases are on the table.



		The state of the s
	Higher education budgets were slashed over the	
	past decade, students deserve a larger piece of	
	the budget to alleviate financial burdens	
	Questions:	
	Send this out to everyone?	
	• Yes.	
	Tony: Saw one proposition (rainy day fund act);	
	how will this play out? If approved, will this be in	
	addition? On top?	
	Sean: Governor feels that is more conservative,	
	so hoping people will drop the campaign for that	
	ballot measure; should that be put into law, it	
	would supersede anything the Governor does	
	Kareem: Did CSUs make request as well?	
	Sean: Yes. Over the last 4 months, 1 billion more	
	has come in than expected; less into reserves,	
	more being reallocated	
UCLA Funding	Maryssa: Funding request; had to move things	Passed fund of \$2k for UCPD
Request	around and so it is higher than the November	line-item on extensive budget
	request; understand it is a large amount, so	from reserves
	maybe a partial request would be available	• Fails: 0-7-5
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- Kelly: how much do we have to use?
- Louise: \$30k cash in hand, \$145k total but \$115k emergency.
- Kareem: how much cost can UCLA take?
- Maryssa: None really; tapped out all sources of funding except administration; from own office, if sacrificing certain things, then \$1-2k; would have to go through certain channels to get this available; many students have been paying out of pocket to take care of these costs
- Tony: figured out prior November fund requests?
- Maryssa: yes.
- Eliot: was a balanced budget presented prior to this one? How did it change?
- Maryssa: what happened was that some costs went over as time went over
- Where did swag costs come in?
- Companies want the money; they are making an effort to give more time but it is getting pressured
- Jefferson: With reserves, what are costs

- Passed: to go into closed session.
- Passed: to move out of closed session
- Passed: motion to discuss
- Fails: motion to fund UCLA \$1k
- Fails: motion to fund \$4,800 into 8-5-0
- Passed: motion to fund \$3,000 into facilities, 13-0-0



- associated with switching banks with the current cash on hand?
- Louise: there should not be any costs with changing the banks
- Kareem: point of information; we may be unable to do more than \$7k; really pushing it at \$10, but should not happen
- Tanay: more explicit budget restrictions and information for budget in the future
- Lot of things happened out of our control
- Number discrepancies
- Jefferson: more line item breakdown of expenses
- Maryssa: should have it; bringing it up; food had
 9 different vendors; 7 line items on "swag"
- Brianna: how much originally budgeted for SOCC?
- Maryssa: \$91k
- Tanay: echoes Jefferson; want line item breakdown
- Eliot: Budgeted \$91k according to speakers in the past, but paid \$84k, so there should be \$7k



discrepancy.

- UCLA: original quote, but with taxes, licensing, and marketing, it went up \$6k
- Brianna: the difference between the \$91k
 budgeted, but \$84k was paid; the discrepancy
 was money assumed to be coming from the
 Rosenberg Grant
- Jefferson: how many students went to students?
 How did conference go over in amounts of students and the costs of hosting them?
- Maryssa: thought the conference would be much cheaper
- UCLA: this increased significantly for food
- Maryssa: at time the bid was put together, staff turnover occurred so there was no institutional help
- Eliot: For clarity, assumed that would have received \$7k from Rosenberg grant; what was this predicated on?
- Maryssa: from conversations with Louise, and although it was said that this would be a board



- decision, that it would go without saying
- Louise: reiterated, and clarified that this was true and that the board would have final say
- Discrepancy on costs in conferences issue; SOCC and Congress
- Kelly: swag costs just as much as food on conference; do not want to criticize too much, but if we want a low cost registration fee, we should not be spending as much on swag
- Ivan: talking enough with repercussions on the budget; like idea of looking at budget for future conferences
- Tony: Motion to fund \$2k for UCPD line item on extensive budget from reserves.
- Tanay: objection and discussion that would prefer to fund supplies item.
- Kareem: we could fund go up to \$10k
- Vote on motion. Must be unanimous (12 voters).
 Voted. Passed
- Motion to pass the \$6,651 for supplies
- Lewis: information as proxy



- Rules for hosting the UCSA conferences must have UCSA logo; a result of the conference
- Safeena: reason this is difficult with conversation is that AS policies are different apparently; line items are unclear, some are missing, some are unrestrictive; it is confusing because stuff has been changed and money has been spent; difficult to fund something our organization
- Eliot: should have seen beforehand that it would have gone over the costs
- Motion to pass the \$6,651 for swag line item voted on now.
- Safeena: are there any new motions?
- Tanay: could we do silent ballot on highest and lowest.
- Rebecca: what is the total UCLA has already gotten?
- November funding came out of Rosenberg grant?
- Louise: yes, \$5,128 total for conference approved
- Tanay: should we disclose who chooses what



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	value?	
	Louise: yes, must include organization name	
	Maryssa: when Kareem made this disclosure as	
	maximum total, this should be on the \$18k	
	proposal total.	
	Motion to go into closed-session. No objections.	
	Passed	
	Motion to move out of closed-session. No	
	objections. Passed	
	Motion on the floor to fund UCLA \$1k. Vote. Fails	
	 Ivan: motion to assign \$4,800 into facilities 	
	subsection of the budget. Fails	
	Kelly: motion to assign \$3,000 to facilities. passes	
	UCLA: point of information, funding for SOCC	
	needs to be more specific in the future; needs to	
	be prioritized in discussions; grad students	
	seemingly do not appreciate SOCC as much as	
	undergraduate students	
Proposed Bylaw	Motion to pass proposed bylaw change. Vote.	• Passed. 9-1-3
change	Point of information that it can be amended	
	and, if necessary, bylaws can be suspended.	
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USSA Update	USSA working on 3 different campaigns	•
	California is not taking an active role in it as	
	much as other states because we seemingly	
	already have shared governance	
	Education at a Crossroads teach-in; who wants	
	to participate?	
	Will be starting a Facebook campaign	
	Working on recruitment, getting different regions	
	on report, including with different systems (CCs,	
	CSUs, UC)	
	 Leg-con is coming up; March 14-17 	
	Aja will not be there due to finals, but will send	
	delegation	
	Rates: \$195+tax per room discount; email Aja;	
	must be booked by February 17 th	
	Early registration has begun	
	Individual registration forms must filled out on the	
	website for diet accommodations	
	David: addition for Leg-con, everyone is	
	responsible for setting up lobby visits for House of	
	Representatives.	



	Aja: want to improve communication for each	
	campus that is not a direct member; we are in	
	constant communication	
Agenda Change	Alex: Motion to move Bill and Solidarity before	•
	Communications. Second, no objections. Passed	
UC Berkeley	Resolution modeled after UC Berkeley resolution	Passed: amend the bill,
Resolution	Bill asking to stand in solidarity with Black activists	adding a thereof clause so
	at San Jose against institutionalized racism	that the President will write a
	Representatives at San Jose State University.	letter in support of San Jose
	Incident: "During the 2013 SJSU Fall semester,	State University black activists.
	residents of Campus Village building C dormitory	 Passed: amending the bill to
	#704 antagonized their roommate, Victim [name	add a thereof clause so that
	blocked for privacy]. The antagonizing directed	the UCSA President will write a
	at [the victim] included racial name calling,	letter in support of San Jose
	attempting to lock a bicycle lock around [the	State University black activists.
	victim's] neck, forcibly holding him down while	Passed: addendum for 7 and 8
	trying to place the lock around his neck a	and remove the police report
	second time, the posting of a Confederate flag,	from the resolution.
	and the writing of racial slurs in the common	Passed: support maintenance
	area of their apartment"	of African American Studies
	Campus climate has been this way for some	department.



- time; been attempting to get the legislature to change these problems
- Has list of demands been presented to administration? And if so, what was the result?
- Receptive, but not necessarily taken in full force
- Motion to amend the bill, adding a thereof clause so that the President will write a letter in support of San Jose State University black activists. No objections. Passed.
- Motion to addendum for 7 and 8 and remove the police report from the resolution. No objections. Passed
- Motion to support maintenance of African American Studies department. No objections.
 Passed.
- Motion to fix Student Regent's name. No Objections. Passed.
- Motion to amend first therefore be it resolved clause to add "and discrimination." No objections. Passed.
- Use of wording with age of Obama

- Passed: amend first therefore be it resolved clause to add "and discrimination"
- Passed: "even in the age of Obama", instead to read, "even in a moment when an African American sits in office".
- Passed: add therefore be it resolved that each UCSA board member will take this resolution back to their respective associations in collaboration with their black community leaders on each campus.
- Resolution passes unanimously.



	Motion to read "even in the age of Obama",	
	instead to read, "even in a moment when an	
	African American sits in office". No objections.	
	Passed.	
	Student Body President of CSU Sarah: stands in	
	solidarity with the victims and the group.	
	Taking a stance and supporting the people on	
	this issue are different; we should really support	
	these communities.	
	Motion to add therefore be it resolved that each	
	UCSA board member will take this resolution	
	back to their respective associations in	
	collaboration with their black community leaders	
	on each campus. No objections. Passed.	
	Motion to pass resolution as amended. No	
	objections. Passed.	
	Move to recess for two minutes.	• Passed
UC	How do UC students communicate? Council of	•
Communications	Presidents? EVPs?	
Platform	Current status: trying to gauge interest at other	
	UCs – website needs to be created	
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		ASSU
	Solicit of people with experience creating non-	
	template websites.	
	Question: who would take ownership of project?	
	Alex: depends on what it would look like; still in	
	early stages on what it would take to get this	
	done.	
Kareem	Coming from last year's board there was a large	•
	divide in the board; we did not start divides on	
	the board, but we should make sure not to move	
	onto doing that.	
	We go through a lot each board meeting; be	
	respective, be engaged in these spaces	
	We are all here for the same reason and benefit,	
	and we are a team.	
	You all are amazing	