

2024 - 01 - 11 Indigenous Association Startup Meeting 2

 Thu, 01/11 15:09PM · 45mins

Summary

The meeting discussed the formation of an Indigenous radio association to represent and support Indigenous radio stations across Canada. Key points covered included proposing an organizational structure with a board of directors and a support committee, gathering input through a survey on roles and skills people can contribute, identifying funding sources like the Sustainable Development Goals program, aiming to give Indigenous broadcasters a voice at the federal level, and determining next steps like setting up working groups and planning future meetings.

Chapters

Introductions and Meeting Purpose

The meeting facilitator Alex welcomed attendees, outlined the goal of discussing engagement opportunities and next steps for an Indigenous radio association, and noted the session was being recorded for sharing.

Background on Indigenous Radio and NCRA

The National Campus and Community Radio Association (NCRA) is supporting creation of an Indigenous radio association through consultations. There are about 45 Indigenous radio stations in Canada, 10 of which are NCRA members. The NCRA has poor Indigenous engagement and is seeking to improve.

Proposed Organizational Structure

The facilitator proposed establishing a board of directors for Indigenous leadership and decision-making, plus a support committee for drafting policies, research and providing input to the board.

Survey to Gather Input and Interest

A draft survey was presented to capture contact information, personal characteristics, skills, and roles people are interested in regarding the board or support committee.

Potential Funding Sources

Possible funding sources were discussed, including a Sustainable Development Goals grant the NCRA could apply for on behalf of the Indigenous association, as well as other government funds.

Next Steps and Meeting Wrap-Up

Next steps involved sharing a meeting summary and survey publicly to gather more input, then scheduling future meetings for the proposed board and support groups to determine direction and begin work.

Action Items

1. The corresponding content was not found in the given text.

going. So thanks everybody for joining. I'm going to quickly just use the slide share process here to assist in making sure we're following along on all of this. So we did a quick welcome and said hi to everyone before the recording started.

Feel free to jump into the chat if you have anything else you'd like to add as well. Quick discussion around the association, some of the next steps. What are some possible engagement opportunities at the NCA and where we go from here.

As noted, we are being recorded and it will be shared to everybody that's participated. Very quickly, the NCA were a not -for -profit radio association, 12 Indigenous stations, 25 campus, 72 community.

This is our mission, vision values. We've been authorized by the board of directors to help to try to form and empower Indigenous voices through an Indigenous radio association. And that's being done through meaningful consultations.

And this is the second sort of meeting of that time. We met December 1st, had a chance to introduce ourselves. I have some early discussion. My hope is that this meeting will progress and you'll see where my hope is going.

And from there, the group that comes together, there'll be hopefully sort of two leadership groups. One specifically for an association, maybe as a board or an executive, and the second as a support group to be able to help with developing those steps.

Just very quickly on my history, I have launched an association in the past two and a half, three years. So over the pandemic, I launched what was called CIDR Canada, the National Association for CIDR producers.

That was my pandemic project, one of my other passions beyond radio. And that organization. is actively working and involved, has 120 members, has been very successful in lobbying, and is right about to step into its own national conference and a couple other areas.

So I do have some experience in running and getting started associations, but my goal is to be able to be a support for this process as we go forward. So we did a quick introduction already there. I'll ask right off the top, is anybody interested in sharing the session here?

I'm happy to do so. If somebody would like to take that opportunity, that would be great. As I said, I'm not wanting to be, and I don't believe it's appropriate for me to be a leader in making all the directions.

My goal here is to help support bringing people together, but somebody does have to start the conversation and I'm happy to do that. Move forward. So... where we ended up sort of leaving off on our last discussion is thinking about what are some of the next steps and how are we able to organize ourselves.

What I'm proposing our next steps in the structure here is to launch a board of directors, an Indigenous leadership group, with many individuals who identify and who would be sort of on if a formal board was created, with the potential of having some non-Indigenous support on the board for operations or ideas, things like a secretary position to be taking notes and coordinating, etc.

Often there are non-voting members when it comes to things like a treasurer and so on. We are still very, very early in these discussions and those roles would need to be defined if they are and how all that works.

But essentially what I would be hoping is we can get a couple of people that say they want to sit in this leadership sort of board of directors elements. The second part to this process is sort of the support committee.

The idea behind the support committee is that maybe you're either a not interested in taking on that larger leadership role, but you are interested in taking on some of those next steps when it comes to like drafting policies, completing research, providing input and supports.

How I would envision this is something along the lines of the board of directors would like to come up with some sort of strategy and mission and maybe a value statement. The support committee would be the one that's drafting that work.

They're the ones putting pen to paper, putting all the ideas down and providing the information back to the board. board of directors who then has the ability to make decision on what works, what doesn't work for that group.

So it's essentially the working, the stronger working element that is there to support the board. And on that group, there would be a mix of different qualities and skill sets and people as long as that group is dedicated to, you know, individuals on that group are dedicated to helping to grow and develop all those sort of next steps as we go forward.

So those are some of the suggestions that I have with regards to what the next steps could be. I do have a draft survey, which I put together just a few moments ago around collecting some information.

Can I just get a head nod or a thumbs up that people can see that survey? Already still seeing the presentation. Okay, good. And we can change this right now. And what I'm suggesting is I can share this link to the group here and to everybody that's registered as well as put it out.

And this is really an expression of interest to capture some information, to get some contact points, and to decide some of the who might be interested in what groups and what capacities and so on. So just to run through this very quickly, I was asking for the name, their station or the organization they're with, email location, describing your personal characteristics.

So this is self identification, you know, things like gender, ethnicity, abilities, other characteristics that we think are important to be sharing with the group. It won't be shared with anybody else, but it's good to know the type of diversity and mix that we're looking for.

Obviously, I would assume that the leadership group would like to be focusing on primarily indigenous individuals. And as a group, as a collective, because it's that's what the idea behind the association is, is bringing people together with the like minded elements of those community stations to be able to help grow and develop the sector.

But again, up to the group committee, where they want to be would be the board or the support committee and anything else. They want to add into this. And what I can do is I can then take all this information.

And what we would do here is we would put everybody that's expressed interest in the board, put them into a discussion group. And that group can then start to move forward with making some ideas and discussions around what it may or may want to do.

And then the same idea with that support committee, bring everybody together. Maybe that support committee could have a meeting either separate or together with the board and brainstorm some ideas of what needs to go into starting off an association.

Things like policy by laws, et cetera, or if we need more research finding out who else is missing in the group, that type of thing. So I'll just take a moment to pause here and ask, there's any objections to this sort of plan of gathering information?

And is there any information that is being missed that we think would be important to capture from those who are interested? I was thinking maybe we could add a section on skill sets, any specific skills that people could bring to the group?

Francine? Yeah, I think that sounds great. I think it's good to capture this information and filling out a form shows that first step of commitment in being involved. I think as far as the skill set, We have a lot covered here.

It would be good to know prior board experience and what activities under that board experience. Because some folks may have a board experience, but not necessarily establishing a board or working on bylaws because boards don't always work on their bylaws.

And establishing one is a very rare and unique opportunity. So I think that's what I would add. Great. So I've added specific skills. For example, prior board experience, other activities under the board.

And hopefully these are open -ended enough that we'll be able to capture. And if someone says, oh, actually, I believe this is something of value. We do have the other information to be able to add as well.

Is there anything else that people think might be sort of the top for information purposes? Callie, I see yourself. Yeah, I have a couple of questions. And I apologize because I did miss the first meeting.

Is this proposed organization only open to Indigenous stations that are members of the NCRA? Or is it open across the country? So how I would answer that question is that is to be decided. And that is to be decided by the leadership group.

It's not my place whether or not to say it needs to be part of the NCRA. I would assume from my understanding is there's approximately 45 Indigenous Native Type B radio stations in the country. And around 10 of them are members of the NCRA.

So I would think that in order to make sure that this is a Indigenous run group, self-focused and so on. that it would be probably a standalone organization. The NRA is here to provide that support and information and whatever else it is and determining what type of collaboration and cross membership or whatnot is all still open to be discussed.

And I know our board is very open to again, helping to facilitate and grow sort of those types of things. Alex has just confirmed 55 native B type license stations. And also there are obviously a large number of native exempt or A type stations anywhere from, could be 200 to 600 across the country.

So there's all of those other types of potentials as well because in the eyes of the CRTC, if you are not broadcasting in competition our licensed radio station, you only need to be registered with ISED on the technical parameters and there is no governance or oversight by the CRTC itself.

And we also know there's a couple of renegade radio stations around and we'll leave that at that. And it would be up to again, this group to determine what membership is and so on. And I would think that that would be again, something that maybe the support committee would draft some ideas around policy and then the board or the executive

and leadership group would then say, actually we like AB and D and let's change C to something else.

And again, determining what that organization's values are going forward. Francine, you suggested social media profiles. That's a good idea. I can add that in there as well. I'll add that as a bracket to anything else.

Thank you. I just had a question here. Someone that saw my post about this meeting asked if it would be recorded because they couldn't make it, but I know we are recording, but I wonder the only way that people can access that would be through registering to zoom.

And then that would and then this form is only being sent to the people who registered on zoom. I have no issue with expanding this open more if the group here is happy that the expression of interest for people participating a summary of our meeting is made available publicly and we start to generate more interest.

I think that's a fantastic idea. It's obviously incredibly early and time is not always available for everybody, especially when. We're doing this in the middle of the work week as well, right? So I would assume if there's no objection from anybody else that we'll be able to summarize this meeting, put out the expression of interest, I'll put on a couple of questions about a potential meeting date for the next round in this board as well.

And then we can utilize and start using that as ways to coordinate for another meeting. That sounds good. Could I suggest perhaps if there's another press release that this form could be part of that, and that way we can share it with our networks, that press release, and let people know this form is in there.

If they miss this meeting, they can still have a chance to sign up. That'd be perfect. Okay, great. Thank you. I'll jump on the comment that you made there, but I do want to ask very quickly, if anybody else has anything they'd like to...

add to the form here or what we've talked about for that sharing. Not seeing anything. I was approached by a reporter at the CBC who was very interested in the work that's happening here. My response back to that reporter was, I shared the original documentation that was sent and they were hoping to be able to speak with someone about what's happening here.

I'm happy to speak with them. Again, it's not necessarily my project or my organization. I would like to offer that extension if anybody else would like to do that. But based on sort of the comments that we just made, a quick little summary of what we've talked about, some of the generalized goals going out as a press statement would be a good opportunity as well.

And maybe what I'll do is I'll follow up with an email to everybody that's registered and say, if anybody wishes to sort of make a statement or reach out and speak to the CBC on either behalf of themselves or someone who's interested in being a part of this organization, that they can go ahead and do that as well.

I think it's a good point if we're getting more people interested. Just a quick... Yeah, David, go ahead. Just a quick question. Is Francine the voice of the association right now? I'm just not clear on who's the bullet.

I would say right now there is no voice and nobody has sort of determined any sort of leadership elements at this time. What my hope is that we can get this expression of interest and those who want to take on that leadership, bring everybody who has expressed that together and let that group come to sort of...

Even if it's just designating a... spokesperson, designating a couple of small roles, doesn't have to be formal or not, but just enough information to start moving things forward because right now we're really just in the gathering and discussion phase.

And that's one of the reasons why I wanted- I missed the first meeting. I'm sorry, I missed the first meeting. What is the goal of the association right now? Is it seeking funding or what is the primary goal?

I would say that the primary goal right now is to bring people together to create an association or a grouping of people in order to make those decisions. And that association or that grouping of people which in theory would become an association would need to set up their own plans and aspirations and so on as well.

Does that make sense, David, to you? David, if I could just jump on this. Yeah, yeah, it does. So I mean, sure. No, I just, what I wanted to say, I'll just give a quick example, Dave. So, 2007, CCD, Canadian Content Development Money is made available to community -based campus broadcasters.

There were representatives of the NCRA who supported community and campus anglophone there were Francophone stations and they all got around a table and they split up this pot of money and none of it went to Indigenous broadcasters.

And from the beginning, as I've began to engage at a national level with the federal government, there really is no organization and Dave, you and I had this conversation with Burt, what, two years ago about how there really isn't an organization that stands up in lobbies for this.

So again, not going to be my organization and I'm certainly not going to be the leader, but I would see that as being a primary goal, ensuring that Indigenous radio stations have a voice at the federal table.

And as we look at C11, as we look at C18, there's going to be a fair amount of money coming out of both of these processes over the next year. And if there isn't a voice that can represent your stations on a national level, there's a gap and it's very easy for Indigenous broadcasters to get left off.

The fund that I represent has been ensuring that that voice continues to be at the table, but as a non -Indigenous organization, we really don't feel we have the authority to stand up as that voice. So that's just my thoughts on your question, Dave.

Okay. Thanks, Alex. So what I've done is in the chat, I've just... Yeah, I saw a hand, somebody else had a question. If anybody else says, please go ahead. If not, what I've done is in the chat, I've sort of grabbed the form that we just sort of did and dropped a copy in there.

When the meeting is over here, as I said, what I'll do is I'll put that into a little bit of a statement that goes on our website. Make sure everybody that has signed up for this has a chance to get a copy of it.

Make sure that that form is public and the next steps would be spending a couple of weeks. I'll set a date towards the end of January to sort of have early expressions of interest and sort of just filling out the form.

And then what we'll do is, again, I'll fill out the form a little bit more to add some time so maybe don't fill it out quite yet. And we can potentially select another meeting time for both the leadership group and the support working group after it to fill out.

what the next steps are and see if anybody wants to take any sort of those leadership roles as well. So for that sort of standpoint, again, there's the structure which I had shared once again. I'll just quickly reshare it back here for you to see.

If that's, I'm happy to speak to any ideas, of course, if we think something is missing, maybe there's something else that needs to sort of be presented or spoken about. Love to hear those ideas. If not, I don't really want to keep everybody for too long.

I do have a couple of open discussion options as well. Go ahead, David. I was just going to say some organizations are representatives of youth are usually important to look at on some boards or committees and also elder as well.

If there's an elder or elders and then two -spirit people as well. So it's just to keep that diversity within the community represented for sure. So older people, older representation, and specifically if those seats are designated seats, not just, this is kind of, oh, this person wants to apply it.

You have to search out some people sometimes. Absolutely. Very important things. And as noted, part of that self-disclosure and the discoverability of people's characteristics makes for a much stronger group of people for decisions being made.

A lot of people get that some people still don't which is unfortunate. So being able to make sure that we're capturing the opportunity for all different groups to have their voices is I think incredibly important, especially with so many unique patients.

Yes, and male, exactly male female representation and regional representation so it's multiple fact but I mean you could start with you could start with the basics and then develop it further as it goes on but yeah those things should be kept in mind I think.

Great, does anybody else have any other thoughts or comments around that? If not, I'll also mention that when I started the other association that is operational We agreed to follow what was called the 50-30 challenge put forth by the government of Canada, so that's at least 50% of the board is not men, at least 30% comes from diverse backgrounds and abilities and characteristics.

Obviously something for the leadership group to think about. The NCRA follows that group and we actually have an extended version. We have a leadership profile and candidates. So we also speak to location and a couple other areas to make sure that our representation across the board is covered.

Those are slightly challenging to get going right off the bat, especially when what you're looking for are passionate individuals with some skills to sort of start the organization. But I think it's incredibly important that they are adopted as soon as possible when it makes sense to do so.

What I would be thinking that initial leadership groups main focus is understanding that their job is to set up the organization for success. Doing exactly what you said. Figuring out what are the leadership roles, what are some of the strategies, what are some of the structures that are being followed, what are the things that we need, the mission, the vision, the values, the objectives of the organization.

And then that group might have some people leave as others come in and see what those decisions have been made and say, yes, that's something that I can now step into and help out. So I found it was quite beneficial when I started the CIDR Association to have people understand that the first sort of leadership board was really about preparing and organizing, and it wasn't about bull on execution.

I'm going to put as much effort as I can into it over, it happened to be a year process before the turnover was handed off to new, new, new individuals. So, you know, if there's, if there's some sort of interest in that side of things, I would simply be saying, if you're signing up for a leadership role or a support role, you're not signing up for this to be your lifelong passion.

I would say it's probably the opposite that you're signing up to make sure we're seeing a strong start in an organization in a group of people. And you're bringing some of those skill sets to make sure that decisions can be made in a strong manner.

With that being said, I would like to sort of open up some other discussion. Do people have comments that they'd like to say around what the role of the NCRA is. My understanding is we're trying to get things started, then we're gonna take a step back and provide some additional support, resources and so on and let the group of self-identified leaders take a larger role and help out to sort of manage and support whatever else is happening.

That's what I believe the role of the NCRA should be. Happy to hear any thoughts around that. I don't know if we really need to talk too much about the needs for an association. We've got a lot of people interested in trying to bring people together, but again, another area that we could talk as well.

We sort of identified that, or at least I've recommended that some of that leadership role would be doing is figuring out what the association work is, what the goals are. Alex made a mention, of course, that there's currently a variety of things when it comes to things like federal funding, when it comes to participating at the CRTC in hearings, having those voices together.

This is an opportunity to speak about some of those areas, but again, the leadership role is probably going to be the group that's going to break down what there wants to be a focus on. And again, the NCRA support that I suggested was maybe that support committee on the side.

So is there anything people want to talk about or speak about here before I propose sort of where our next steps are and move forward? Hey, not hearing anything? Yeah, it's Dan David here from the dog a Southern Quebec, and I didn't introduce myself to begin with, but I'm Mohawk long time journalist, recovering journalist.

I feel like it's necessary to say that. I think given the time and there's a certain imperative to get things off running as soon as possible. And given the fact that there's a wide range of people with huge experience to very little experience in this area, would it be something that you could create a caucus within the NCRA, an indigenous caucus that could then build with the sunset clause aiming at becoming independent.

I mean, a very firm sunset clause, like I said, eight months to a year or something like that to be able to develop that kind of cohesion that you might need for an organization, develop the bylaws to develop the relationships.

Is that something that might work rather than simply jumping into the deep end of the pool? So to answer for that, the challenge that we've had at the NCRA is we have a structure, and I'll preface it, I've been with the NCRA since 2015.

We do have an Indigenous representative space on the board of directors, and the structure that the NCRA has put into place before I arrived here and hasn't changed allows for that to happen. There is a rep with a committee that comes together and makes those sort of ideas and decisions.

The problem is that that position is very tokenized, and the expectations that are put on to that group are outside of the abilities for any one person to be able to manage. So it is something that's actively being discussed, and actually is one of the reasons why this proposal was put forth was because internally we don't have enough capacity to sort of start that work.

As a result, because I've had some experience in the past with starting an association, the board has said, yes, take a little bit of a leadership role on trying to move forward. So again, it might take eight months for an organization to formalize.

What I think the steps are that we're starting at is close to what you're suggesting, and again, it's not necessarily an association, it's a working group of individuals who are coming together to determine what the best path is kind of going forward.

So I would say how I view this is sort of between the two comments of what you said there. But again, completely open to those ideas. All of this is going to be shared back with our board of directors.

We do have an NCA board of directors retreat where we're talking about strategy and all of those types of things as well. So capturing those types of ideas and comments are incredibly important for us.

And that's one of the reasons why I had this sort of slide up was we have had poor engagement and representation on our board and we are looking for somebody to join the board to be that rep to help us make the changes that are needed to be a bit better supporting of the stations and the viewpoints that are coming from indigenous groups within the MCRA.

Any other thoughts or comments? I just had a comment. How much potential is the pool of money that might be available? Any idea? I know it's, you know, just to have an idea. Sure. So the NCRA as an organization runs through its own membership programming and so on.

So we are essentially self-funded based on the organizations that support the NCRA. For your reference, membership runs either between \$200 and \$2,500 depending on how much money you make on the year.

It's a range. It's 1% of total revenues. And when you end up with 120 or 130 radio stations, that provides the NCRA with about \$150,000 of working capital. And that plus grants and funding and other stuff allows the NCRA to operate at about a \$350,000, \$400,000 budget.

This organization, there hasn't been anything set aside from the NCRA because we don't necessarily have funding for it. There are possibilities and opportunities that could be applied for. One application process is this one here.

I think people can see that on the, it's the Sustainable Development Goals Funding Program. And this is something that I was planning on putting together an application on behalf of the NCRA for this group with the goal of specifically providing core funding to help launch the association of Indigenous radio stations with money to be able to hire whatever it is to put the funding.

And then we're going to put the organization together. So that funding application, like many groups is due in two weeks. It just got extended. It was supposed to be due tomorrow and it just got extended.

I was going to work on it tomorrow and get it sort of submitted on behalf of people. with the hope that, again, it would be essentially whatever was generated here would be directly hived off and going only for this project.

This contribution available for the application is a total of \$300,000 per year for a total of nine for three years at a maximum. So if this as an application was to be approved, we would be able to then bring people together and have a bit of a base funding in order to start those steps.

And that's where I think the sustainable development goals that are available on the government of Canada's website are actually incredibly valuable because of exactly what this group is trying to do, which is not just bring people together, but the work that Indigenous radio stations do at the local level and regional and national levels is really critical and ties into what a lot of these sustainable goals are.

Environmental, language protection, ability to communicate, share information. These are goals that are uniform and around the world and that's why they've been adopted by Canada from the United Nations to try to move forward.

But again, I think a lot of them are really, really tied to communication and sharing of information, which is what radio stations do. So my hope is to put this application forward and if it comes through, then there'll be some funding there.

There are other funding opportunities and I believe part of the role for either the leadership group or the support group would be to try to identify other funding sources and put together applications to be successful.

So whether or not Canadian Heritage through the Northern Aboriginal Broadcasting Fund might have some possibilities. We've heard a little bit earlier today about language revitalization and maybe there's some funding that could go and shift to help with startup and so on, especially if, and I would assume language would be one of the key pillars of what the organization is working on doing.

Then there are other grants as well that might be project specific that could go and still support the association as a whole. So there is some funding out there beyond this

specific idea. I don't have anything that I've identified as applying for, but I do think that the sustainable development goals and if you as an individual organization have a chance to look at it, you might find it's beneficial, but they are very large and what they're looking for is like huge impact.

And that's why I think an Indigenous radio association can provide a huge impact to a lot of people. Yeah, the people who have input that are helping formulate, are you giving people honorariums for that work?

At this time, the NCA doesn't have any money for that. I don't know how that process works. I'm only mentioning that because I've known a few committees where people are given not big honorariums, but because you're taking people's time and effort, and sometimes there's You know, it's good to recognize that.

And yeah, I'm not expecting to be part of this. I'm just, I'm here basically, it just is a viewer today, but I just think it's good to honor that work with an honorary man. I don't want to bring up money as a thing right now.

Maybe I am, but I just know I've known a couple of successful committees that have done that, have in their budgets like this to honor and recognize the people having input with it. Because within our community, there's a lot of people being sought after for information and not getting recognized for it afterwards or during the process, right?

So that's, it's just a way, and this is what I've heard with two groups. It's just a way of honoring and recognizing that work with, because people don't want to bring it up. And when you walk into it with a plan, it's just respectful, I guess, yeah.

It's how the community and many indigenous communities operate and pay honor and tradition to those who have provided information to help move forward, absolutely. I wouldn't know what the best process would be for that.

And I would think that that leadership group, that would be one of the points to have as a discussion. And now that we're talking about it, it'll be noted in the minutes. And it will be put forth of something to speak about as that group grows as well.

So that's a great idea. Thanks, David. Yeah, yeah. I'm gonna, is there any other comments before? Cause I think we're looking closer to wrapping up here, actually. If I was looking at where my next steps are, I have the survey.

I have a small statement that will make based on this information. information in that survey will also have potential dates for next meetings. And that will collect people who want to identify as being involved in one of those two roles.

Hopefully at that time, that group of individuals in both areas will be able to bring them together and determine if there's somebody sort of taking a leadership role on where those next steps are. And it also provides an opportunity again to share information about what's happened here and see what other interests there is.

So those are how what I propose as sort of the next steps. I'm happy to sort of create a little bit of a summary and make another response to this. And I'll follow up with the survey with everybody that identified as wanting to participate, look at a copy of everything.

And we'll also put this publicly on our site for people to put more expression of interest in in a more formal way. Does that sound like a good next steps for everybody? OK, excellent. Does anybody want to make a I'll put a section in for an option for a statement.

Does anybody here as an individual have interest in speaking to a reporter from the CBC who has said they wanted to kind of cover what was happening here? Not seeing anything. I'll follow up at the moment and let them know that we're moving forward with things and we'll share what was publicly discussed here.

But we're not really in a position to to make any comments or statements at the moment other than we're looking for people to be involved. Dan, is that you? I think you're muted. That's the answer. I'm sorry.

What part of CBC? What station? What region? Let me find that information out. The individual. Is named Oscar Baker, the third. He is the Atlantic Region Reporter for CBC Indigenous. We have anybody from the Atlantic here.

No, I don't think we do at the moment. Be nice if you have that kind of regional background to respond to questions. Like that. Absolutely. OK. Thanks everybody for those. I'll move forward with those sort of next steps as we have talked about here.

I will stop the recording and stop the screen share. And I just wanna thank you again for your time today. I think this has given us, at least I have a strong feeling that there's some real good interest in what's being discussed here.

And I think we have hopefully a path that we're gonna start to see a little bit more through the trees and get to an area where, you know, more and more people are able to share and talk about that. And thanks again for participating today.

We'll leave that, bye now.