



Indiana Library Federation Board of Directors Meeting

Thursday, June 9, 2016 at 2:00 PM
ILF Office Park

Present: Robyn Young, Beverly Martin, Dr. David Peter, Jason Hatton, Stephanie Davis, Kevin Petsche, Emily Ellis, Edra Waterman, Michelle Houser, Diane Huerkamp. Guests: Tisa Davis, Susan Smith, Lucinda Nord.

Teleconference: Amber Arnold, Kelly Ehlinger, Heather McNabb, Laurel Setser, Beverly Gard.

Not Present: Tara White, Steve Pearl, Cheryl Blevens, Ex-officio members: Jake Speers

President Robyn Young called the meeting to order at 2:05 P.M.

1. The agenda was reviewed. A new subcategory was added: 7.4 The employment package for Executive Director. The agenda was approved by consent. Officially welcome Lucinda Nord.
2. **Introduction of Lucinda Nord:**
Robyn Young introduced Lucinda Nord, welcoming her to lead ILF into the future. Lucinda thanked the Board for the opportunity to serve as the Executive Director and to join the team. She is excited to make connections with the library world. She posed a question to the Board asking what they envision in the next 3-12 months. She shared some of her strategies and vision.
3. The **minutes** from April 14, 2016 were reviewed. A motion to accept the minutes as presented was made by Emil Ellis. The motion was seconded by Stephanie Davis. Motion carried unanimously.
4. The **minutes** from May 12, 2016 were reviewed. A motion to accept the minutes as presented was made by Dr. David Peter. The motion was seconded by Michelle Houser. Motion carried unanimously.
5. **Correspondence**
 - 4.1- Support Letter for Appointment of Carla Hayden to position of Librarian of Congress. The appointment has not been made.
6. **ILF Office Reports:**
 - 5.1 **Treasurer:** Kevin Petsche and Susan Smith, **Finance**
Statements of Activities and Assets reports were presented. Net Assets continues to show that we are fiscally strong. The 2016/2017 budget was reviewed by the ILF Financial Committee and unanimously agreed to present it to the Executive Board.
 - 5.2 **Retail Sales:** Susan Smith, ILF Financial Services Coordinator
No report on Retail Sales this month.
 - 5.3 **Communications:** Tisa Davis, ILF Communications Manager
Tisa is working on the preliminary booklet for the ILF State Conference to be published in the Indiana Library Journal and working on a new design.

Tisa reported that ILF has 2 new followers on Twitter during the month of June, bringing us to 456. The website had 2,064 individual visits during the month with the most visited page being the Eliot Rosewater page with 778 views.

SAMS: September 15 & 16 in Alexandria.

District Conferences Attendance

District 5/7 36 in attendance District 1-

83 attendees

District 2- 114 attendees

District 4- 48 attendees

District 8 – 72 attendees

District 6- 179 attendees

District 3- 108 attendees

Very positive feedback that IPLA was represented at all districts~ thanks to Edra Waterman! Robyn, David and Beverly also attended.

5.4 Membership: Megan Zanto, ILF Membership Coordinator

Megan was absent but Bev Martin included this in her Interim Executive Director. As of June 1, 2016 153 libraries had renewed membership. Additional information in 5.5, Comments from Bev Martin, Interim Director.

Robyn extended her sincere gratitude, leadership was invaluable. The Board extends their sincere gratitude. Bev expressed how much she enjoyed working with the ILF team.

5.5 Comments from Bev Martin: Report submitted.

Membership/Administrative

- Continued regular telephone conversations with Robyn Young to discuss concerns and set action plans
- Met regularly with staff to address issues and concerns
- Met with Search Team for initial candidate interviews and with ILF Board to choose the new ILF Executive Director, Lucinda Nord
- Met twice with the Finance Manager and ILF Treasurers to fine tune the final format for the monthly Financial Reports and to establish 2016 – 17 Budget for review by the Budget and Finance Committee and the ILF Board.
- Worked with Megan Zanto on renewal letters of public library dues. I sent personal notes to over 30 of the library directors who had not renewed the library's dues. Result has been positive with several libraries rejoining.

Advocacy/Leadership Development

- Met with Legislative Committee at their March and June meetings
- Participated in meeting of IPLA Board to begin discussion of ILF Fall Forum
- Worked with Terri Rheinheimer to solicit thank you letters and prepare packets for distribution to congressional offices during National Library Day in Washington, DC

Continuing Education/ Events

- Attended the District 3, 6 and 1 Conferences and gave ILF welcome at each

- Completed walk through at Fort Harrison State Park with Megan Zanto for 2016 Fall Forum
- Assisted Megan Zanto with ongoing planning for 2016 Annual Conference
- Participated in update meeting of the 2016 Annual Conference Program Committee
- Met with professional development committee of ISL to set final agenda for the “Difference is You” conference and to set calendar for submittal and review of applications for the 2016 Indiana Library Leadership Academy

Leadership Development/Scholarship

- Conversed with in-coming chair of Community Outreach Division re: revising focus of committee and recruiting leadership for the division
- Recruited members for the Insurance and Benefits Committee

2016 Membership	
153 libraries as of	June 1, 2016
Total members	
By Association:	
AISLE	206
IALA	96
IPLA	637
ILTA	1071

6. Discussion Items:

6.1 Leadership Handbook Committee Report: Heather McNabb

A report from Heather McNabb restated that they had uploaded a file to the ILF Group for all to review. The Committee shared general thoughts and determined that there were many areas of concern. She recommends that the committee review the handbook and suggest changes then submit recommendations to the Board.

Discussion included that the ILF staff can begin with the first phase correcting the typos. Lucinda will have an active part of this process working with the Leadership Handbook Committee. See attachment for submission from the Leadership Handbook Committee:

6.2 2016 and 2017 Annual ILF Conference:

- Dr. David Peter shared his talents and time – he is offering his quilt to be auctioned at the State ILF Conference.
- Bev Martin shared that the ILF Conference will be an outstanding conference; a wide variety of topics.
- Petting zoo for maker space this year (2016 conference). Bev Martin explained there is a new silent auction activity that will be part of the Conference, including all the divisions. The Silent Auction

Committee members will be marketing more and promoting more Indiana made items for the silent auction. Items will be available on both dates. Beth Yates is chairing that committee.

6.3 ILF 2016-17 Budget- Kevin Petsche

- Susan Smith has prepared a 2017 Budget and the Finance Committee reviewed and it on June 3, 2016.
- During the ILF Finance Committee meeting a motion was made by Dr. David Peter to accept the 2016/2017 Budget as presented to present to the ILF Executive Board. It was seconded by Robyn Young. Motion carried unanimously.

6.4 **ILF Fall Forum-** October 4 and 5, 2016 Fort Harrison ~ it is the hospital is converted into the lodge. Garrison Conference (ILPA conference on the 4th) the Legislative form is October 5. Board meeting for October 5 at 3:00PM or immediately following the Legislative Forum.

7 Action Items:

7.1 **Appointment** of Cindy Wenz to Insurance and Benefits Committee Chair.

- Laurel Setser: No report.
- Bev Martin stated that the ILF staff members are receiving calls regarding insurance options.

7.2 **Approval of 2016- 2017 Budget-** a motion was made Stephanie Davis to adopt the 2016-2017 Budget. The motion was seconded by Jason Hatton. Motion carried unanimously.

7.3 **Indiana Gaming License- Define Operators:** A motion was made by David Peters to authorize ILF staff members to be appointed as Defined Operators. Motion seconded by Emily Ellis. Motion carried unanimously.

7.4 Lucinda Nord accepted the terms of the **employment agreement:** Annual salary of \$72,000, four [4] weeks annually of paid vacation, three percent [3%] retirement and eighty percent [80%] health care package. The Board authorized two [2] weeks paid vacation days during the remaining half of 2016. The employment package will be reviewed and re-evaluated and adjusted if the Board determines Lucinda has increased revenues. A motion was made by Dr. David Peter and seconded by Stephanie Davis. Motion carried unanimously.

8 Association Reports:

A] IPLA: Edra Waterman: IPLA was represented at all District Conferences. Edra shared that a goal of the IPLA Committee is to re-design its logo. They also surveyed membership with such questions as 1. How can IPLA better serve its members? What are the barriers keeping members from attending IPLA? A survey is forthcoming.

B] AISLE: Michelle Houser: Next meeting June 17.

C] IALA: Amber Arnold: Conference in April. July 12 next meeting.

D] ILTA: Bev Gard: No report aside from encouraging Trustees to become more involved and offer training.

9. Report for ALA Councilor: Jason Hatton:

ALA is in Orlando – There is a new resolution about chapters and how that feeds into ALA. ALA will look more to the Chapters and their concerns. No agenda regarding this resolution

10. **Ex-Officio Member Report:** Indiana State Library: Speer ~ No Report

11. **Report from ILHB:** Setser: The hearing for the Library Certification June 10 at 9:00 A.M. Update on what the certification / meaningful ways to keep staff up to date.

12. **Discussion Items**

a. **Old Business:** Bicentennial Newspaper needs to be sent to all libraries to see how wants to purchase a book, book is \$10.00. Given to every elementary libraries: sell the book at conference. AISLE and IPLA

b. **New Business:**

Beverly Gard- She wants to start the process for election of new officers. Bev M and Lucinda to start. It is IPLA's turn to nominate a president.
Date for Leadership Retreat: December 8 Hamilton East or Library Services. TBA.

Lucinda wants to celebrate 2016 as ILF marks its 125th anniversary. She seeks engagement within the library community, a valued membership attitude, redefine/evaluate communication, become more unified, she sees the larger picture.

13. **Adjournment:** A motion was made by Dr. David Peter to adjourn. The motion was second by Stephanie Davis. Motion carried unanimously. Adjourned at 4:10 PM.

Respectfully Submitted,
Diane Huerkamp, MLS ILF
Board Secretary

Next Meetings: August 11, October 6th [Annual Conference November 8-10], December 8 at 2:00 P.M.

Executive Session and meetings of ILF Finance and Budget Committee convenes prior to regularly scheduled Board meeting as needed.

Recommendations/Ideas for the Leadership Handbook

General thoughts: All fonts and layouts should be consistent. Also, Board of Directors is capitalized in some places but not in others. Some officer titles are the same. All items that should be proper nouns should be proper nouns throughout.

Sections 5-8 should come earlier in the handbook, in my opinion. Also, Committees section shouldn't be before Districts and Divisions sections.

Section 1

1. **Page 1.1** Units is said to be defined “below” but is everything listed under that truly considered a “unit” for how the entire rest of the handbook uses “unit”? Unit budgets, unit leadership, etc.
2. **Page 1.2 Insurance Program**
This section could be clearer
*“The Federation provides **library members** with access to:*
 - *An insurance broker, R.E.Sutton*
 - *Directors’ and officers’ insurance program through Dezelan Insurance Agency?*
3. **Page 1.3** - In Section 2.2 Non-Profit Purposes subsection b. Wording about “attempting to influence legislation” seems out of sync since we later discuss our lobbying and legislative goals.
4. **Page 1.5** - Section 5.2 - “Except as many” should read “Except as may”
5. **Page 1.8 Fiscal Year**
Change membership year
“The membership year shall begin on January 1 and end on December 31.”
6. **Page 1.8 Financial Matters**
Part of the section is missing.
7. **Page 1.9** Article IV Section 1: change “on” to “upon” payment of dues.
8. **Page 1.9** Article IV Section 4: Clear up this language and possibly make one sentence only. All members are on a calendar year now. No need to have “will continue to be” in the second statement.
9. **Page 1.11** Article VII Section 1: INCOLSA is now MCLS, that wording needs changed. BUT do we still offer ex-officio spots to MCLS and to the Office of Learning Resources in the Indiana Department of Education? If those positions are not still part of the Board those two organizations should be struck from the section.
10. **Page 1.12 Elections**
I do not think there is anything wrong with the section. However, I am not sure the process is adhered to. I did not sign a written agreement to serve if elected. In fact, I was asked to run, I emailed my willingness, and then was left off the ballot. It was a real mess.
11. **Page 1.12 Districts**

Section 4 lists positions elected on for each district, but the position of Chair is not listed as one of the Officers. Also, I'm not sure that this section is being adhered to in the districts. I do not think that every district has each of the listed positions. So we may need to look at this section to see if we want there to still be a Membership Chair in each district.

Section 5 discusses that district officers are responsible for planning annual district conferences. I feel that we as the Board need to see if annual district conferences are working and/or feasible.

Perhaps some districts do conferences every other year. Also I feel that since we have had some years that districts did not do district conferences we should write that into this section somehow, leaving that possibility open if the district membership approves. (I.E. when PLA was in Indy and several districts did not plan conferences.)

12. Page 1.14 Financial matters

Section 2 Needs changed to reflect the change from paper checks to electronic payment. Treasurer should probably sign a list of claims to be paid electronically before the transaction is done.

13. Page 1.15 No numbering at the bottom of the page.

14. Page 1.17 - ILF Endowment Board no longer exists, so this should be removed. Also, I think this graphic is a little confusing, so might want to rework it to make clearer.

15. Page 1.20-1.26 – Does the Mission need to be on every page of this section? It's on some pages, but not all. I personally do not think it is necessary.

16. Page 1.24-1.25 – The Treasurer and Assistant Treasurer Job Descriptions are listed in numbered format while other officers are in a narrative format. Choose one format for all.

17. Page 1.26 – Is the title Director-At-Large or Member-At Large? In the Bylaws it uses Director, but here is listed as Member-At-Large. Consistency.

18. Page 1.27 – Liaisons are listed as being liaisons to “units” but there is no definition of what a “unit” is. If the liaisons are from associations, then change to show that designation. Units are listed on 1.28-1.30 as all sections of ILF, but not every “unit” has a liaison on the Board.

19. Page 1.33 – Typo under bullet point four “electronc” instead of “electronic”.

20. Page 1.34 – Under “Endorsement policy” fourth paragraph after numbering: should read “Directors with sufficient advance notice” not “advanced notice”.

21. Page 1.35 - Under Nominating Committees-All ILF Units, Number 4, Second sentence should change to “If the nominee elect is not...”

22. Page 1.35 - Under Conferences section, it reads that conference will be held in Indianapolis. Should change to allow flexibility of conference committee to select different venues.

23. Page 1.37 - Whole Salary section on the page seems weird and antiquated.

24. Page 1.37 - Under Participation in Indiana Library Federation Leadership, do we really hold people to that last sentence in the first paragraph (Any unit not in compliance...)? If we don't, then we should remove it. Also, in the next paragraph below that it indicates that you can be on the YHBA committee and not be an ILF member. Not sure if this is true.

Section is probably ok, but I guess I do not understand why non-members would be serving on our committees.

25. Page 1.49 - Under Charter #4, not sure we are funding a high profile promotion program for libraries.

Section 2

Page 2.1 – “Indiana Library Federation” does not need to be above “B. Financial Policies and Procedures.

26. Page 2.2 - Bullet point number 22 is incorrectly numbered. It should be #20.

27. Page 2.3 - In bullet point number 21, second bulleted subpoint has a typo at the beginning. Also in the fourth paragraph of this section, remove the sentence about the AISLE conference profit agreement as it is old news now. In the last paragraph of this section, I think we can remove some of this wording as it outdated and seems to read like it was taken from some past meeting minutes.

28. Page 2.5 - Under AISLE Fund, remove the last sentence in Number 3 (AISLE is strongly encouraged...).

29. Page 2.10 - This whole section may need some updates given a new budget formula.

30. Page 2.17

Last paragraph --- “comments” is miss-typed.

This page should include the link to the electronic forms. In fact that is missing from every page referencing the forms.

31. Page 2.18

Second printing of the title --- “information” is miss-typed

Not sure why the page titles for these forms are printed twice anyway.

Section 3

32. Page 3.3 – It seems odd that within a page about district conference there is a section about the ILF Vice-President responsibilities. This should be included within that officer’s job description not in this section.

33. Page 3.4

Financial Responsibilities #3 Out-of-district...

This section is fine and I agree that out- of- district presenters should not have to pay to attend.

They are doing it for free and many of their home libraries may not be supporting this financially. However, I am not sure that the ILF office is supporting this policy.

I have presented at several other district conferences and have never been asked to register and pay until this year. I questioned my need to register and was told that the district checked with the office and was told it was policy to register and pay. Obviously, I was surprised to read this.

34. Page 3.6 timeline

Year (2014/2015) needs changed. *I would suggest making this timeline generic, so the page does not need updated each year.*

I wondered how this timeline was established in the first place. I understand that we don’t want district conferences happening too close together, but there are provisions within the policies to keep that from happening. Why do we limit when each district can have their conference? What if a district wanted to hold their conference before their listed “Publicity/Registration Form” due date?

35. Page 3.25 Honoraria #1

Says the per diem will be set by ILF director, but later on page 3.29 it says it is \$30

36. Page 3.29 Why is the addendum even needed? Why can't that information be included in earlier pages?

37. Page 3.30 Use title and general information instead of staff name.

38. Page 3.1 – No page numbering

39. Page 3.31-3.32 Duplication of information earlier in Section 3. Figure out best place to put all speaker information. If it is its own section then refer to that section earlier instead of duplicating info.

40. General for this section – All forms should be last in the section. When there's information and then a form it seems like all that is left will be forms, but then there's further information. Also, I think all information regarding districts, whether leadership, financial, or district conferences, should be together. It's easy to miss information when information is scattered throughout the handbook.

Section 4

41. Page 4.1 – Under article format guidelines it starts by saying “thank you for submitting” and goes into what I assume is sent to people who submit to *Focus*. That paragraph has no place in the handbook. The bullet pointed list below is all that is needed.

Section 5

42. Page 5.2 - Article VI, Section 5 should say Immediate Past President in first sentence.

43. Page 5.3 - Under District 7, Davies should be spelled Daviess. Do the District breakdowns need to be in this section when it says that the districts shall be consistent with Federation boundaries? Seems like duplication that isn't necessary. Although... this is the first mention of the boundaries in the whole handbook. Should be something earlier in the binder, possibly within Article X of the Bylaws, page 1.12.

44. Page 5.5 - Under Article XIII, Section 1, we may need to take a look at these committees. I am not sure all of them are still in place.

Section 6

The table of contents for Section 6 is listed as pages 5.19 and 5.20. All other Tables of Contents are not numbered. Also, I don't think there should be a page listed that isn't within that section. For example “Committee Leaders” is shown to be on page 1.28.

45. Page 6.1 – The assistant treasurer isn't mentioned in the annual conference standing rules, but is listed as an ex-officio member in the assistant treasurer job description (1.25).

46. Page 6.6 - Under Purpose, Endowment Committee no longer exists and should be removed. Also under Membership, same sentence is repeated in the 5th line of the paragraph. Finally, under

Ex-Officio Members (Non-Voting), not sure what Consultant is supposed to mean.

47. **Page 6.12** - May want to look at the awards list. Not sure we still officially give all of these awards.
48. **Page 6.17** – Lists Assistant Treasurer as vice chair of Budget Committee, but that is not listed specifically within the Assistant Treasurer job description (1.25). On 1.25 it just states that assistant treasurer is part of the committee.
49. **Page 6.26** - Do we still have the Intellectual Freedom Committee and the mentioned endowment fund?
50. **Page 6.30** - I think we need to change Board of Directors in these points to Executive Board to match the wording in other locations.
51. **Page 6.40** – Do we have “membership captains”? I’ve never heard that anyone was a “captain”.
52. **Page 6.41** – The standing rules of for the nominating committee do not mention the president as an ex-officio member, but it is listed as one of the duties on the president job description (1.20).
53. **Page 6.45** – The secretary is not listed in the personnel committee standing rules even though in the secretary job description (1.23) it is listed that the secretary is a member.

Section 8

54. **Section 8:** In this section, in general, why do some Divisions call them bylaws and others call them standing rules? They seem to be essentially the same yet the headings are different.

General

55. *There is a lot of duplicated information in the district conference material on policies, procedures and planning. I would suggest streamlining this section and only giving information one time. If necessary refer to the section that the information is given. Repeating information makes it confusing if it is not stated exactly the same way and it makes it difficult to find all the references when you make a change.*
56. *I found the same duplication even to higher level in the annual conference section. For example, speaker information has a whole section on page 3.31, but it is also talked about on page 3.25 and elsewhere.*
57. *I noticed that specifics are sometimes mentioned that could be listed more generic to keep the manual from needing updating so much. As one example, Tisa’s name is mentioned in the publication section. If just her job title was used, the manual would remain accurate longer.*

Interesting Information

Membership Quorum Page 1.10 Section 3

In person: 75 members representing at least 30 institutions Electronic/Mail:
10% but not fewer than 100 members

Just pointing this out, because it is something I did not know and probably should. I also found this interesting and I wonder how often we hold ourselves to this rule.

Merger Page 1.15 Section 1

“The merger agreement may allow for a transition period not exceeding three years...No later than three years from the effective date of the merger all members and organizations resulting from the merger will abide by the same rules and operating procedures.”

This should be our reason for getting all the associations working under the same guidelines.

Meeting Attendance

	Registration Paid	Mileage Paid	Lodging	Food	Travel	
ILF President	Any ILF event	Yes	Yes	Yes		Page 1.2
	Legislative Day in DC**		Yes	Yes	yes	Page 1.2
	Out-of-state travel (not specific)		Yes	Yes	yes	Page 2.2 #19
ALA Councilor	Out-of-state travel (not specific)		Yes	Yes	yes	Page 2.2 #19

****Page 1.48 Charter #3**

“Support attendance of four or more delegates to National Library Legislative Day.”

AISLE Page 5.2 Section 6 & 7

AASL Affiliate Assembly Representative shall represent AISLE at all affiliate assembly meetings at ALA, ALA Midwinter and AASL Region III

Does that imply financial support?

ILTA Page 5.13 Section 1 & 2

Pay expenses of representative to American Library Trustee Association

Pay all reasonably incurred expenses by officers and committee members.

Committees for Board Members

	ILF President	Vice-President	Past-President	Secretary	Treasurer	Assistant Treasurer
Executive	Yes	Yes	Yes	Yes	Yes	Yes
Personnel	Yes	Yes	Yes	yes	yes	Yes
Budget	Yes	Yes	Yes	yes	Chairs	Yes
Annual conference	Ex-officio	yes				Ex-officio
Awards	Ex-officio					
Intellectual Freedom	Ex-officio					

Insurance	Ex-officio		yes		Ex-officio	
Legislative	Ex-officio					
Membership	Ex-officio	Ex-officio				
Nominating	Ex-officio		Chair			
Publications	Ex-officio					Ex-officio
				Validates ballots w/ Exec. Dir.	Participates in audit procedures	
Endowment					Ex-officio	

Member-at-Large Page 1.26

“Divisions which have an at-large director leaving the ILF board must wait one year to nominate a candidate.”

This is just something I did not know.

Places mileage is addressed

Page 1.30 #8

Units at any level can decide on paying member’s mileage.

Page 1.48 Charter #3

Supports attendance of four or more delegates to National Library Legislative Day. Does that mean “paid?”

Page 2.2 #12

Lists ILF rate – \$.44/mi Reimburses for 50+ miles but allows for mile accumulation

#19 Board approved out-of-state travel for ILF President and ALA Councilor – pretty open

Page 2.9 Budget Expenses b.

Units budgets may include travel expenses for board or unit members to business meetings

Budget Expenses j.

Associations may budget costs(registration, lodging, travel, food) for a **personal member** attending a meeting event sponsored by the unit’s national affiliate organization.

However, “budget expenses may not include any expenses which you know will be absorbed by an employer or individual.” (my comment – and how is that determined?)

Places addressing Program Funds

Page 2.2 #15 Reports

What is a quarterly financial statement and is this being done?

Page 2.4 This whole Part B may need to be revised.

Page 2.4 #2 Addresses the 50/50 split of **district and division** conference profits. Doesn’t mention **association** conferences.

#6 Fund balances

#8 Use of Rainy Day funds

Page 2.5 AISLE Fund

Was this section written as part of the merger agreement or after? Doesn't really fit with our new funding plan.

Page 2.8 Fund-Raising Activities C and D

Places addressing ILF Office Support

Page 3.1 the "Decide Cost of Conference" section may need changed – refers to \$6.50 for insurance and registration

Page 3.5 #4 at top

Places addressing other financial issues – places to address if changes are made to our policies

Page 2.2 #9 Investment Policy

Not sure if our new investment strategy will affect this.

Page 2.2 #10 Lobbying

I know that we get more than enough revenue from membership to cover lobbyist costs, but this is not how we are tracking it any longer.

Page 2.3 #21 Warrants

Needs to be updated to reflect the procedure now that we pay electronically and there are no "signatures" on checks.

Bullets 2 & 3 -- seem to contradict one another

How will AISLE "support ILF" if they have no conference profits to share?

Page 3.25 Speakers #1

Says speakers will receive \$20 off registration. It has been \$15 for last few years.

ILF Board may want to review the Personnel Committee Standing Rules---who is on it and the duties. I do not recall have a meeting on all of that.