



Sacramento Continuum of Care (CoC) Board Meeting Minutes

Wednesday, Oct. 9, 2024 | 8:00 AM to 10:00 AM

[Recording of Zoom Meeting](#). The meeting chat thread is below the minutes.

Attendance:

Member	Area of Representation	Present
Angela Upshaw, Chair	Veterans	Yes
Brian Pedro	City of Sacramento	Yes
Christie M. Gonzales	Substance Abuse Service Org.	No*
Darrell Rogers, Secretary	Person with Lived Expertise	Yes
Dawn Basciano	State Government	Yes
Deborah Hicks	Support Services	Yes
Deisy Madrigal	Social Services	Yes
Emily Halcon	County of Sacramento	Yes
Fatemah Martinez	Shelter Provider	No
Garrick Wong	Managed Care Plan/HealthNet	Yes
Haimanot Ashenafi	City of Elk Grove	Yes
Jameson Parker	Business Community & Street Outreach	No*
Janel Fletcher	Emergency Shelter Provider	Yes
Jason Winkel. Sgt.	Law Enforcement	Yes
Jenine Spotnitz	Mental Health	Yes
Jenna Abbott	Business Community	No
Joseph Smith, Vice Chair	Coalition/Network	Yes

Julie Davis-Jaffe	Employment Development	Yes
Kelly Bennett	Provider / Healthcare	Yes
Ken Cooley	Attorney	Yes
Lucky Santo	Youth Action Board (YAB) Member	No
Meghan Rose	Seniors & Social Justice Advocate	Yes
Monica Rocha-Wyatt	Mental Health	Yes
Nicole Piva	City of Citrus Heights	Yes
Tara Turrentine	Education	Yes
Troy Lynch	Housing Authority Management	Yes
William Pavão	Social Justice Advocate	Yes
Zachary Basler	LGBTQ Advocate, Realtor	Yes

SSF Staff	SSF Title
Ayanna McGee	Program Director, Systems of Care Integration
Geoffrey Fralick	Program Analyst - Youth Specialist
Giselle Escalante	DV Referral Specialist
Greer McVay	Policy & Communications Director
Jesse Archer	CoC Analyst
Jodi Weiner	Learning & Development Specialist
Kathreen “Nica” Daria	Capacity Building & Training Manager
Kim Winters	Community Impact Director
Marjorie Delgadillo	Family Collaborative Director
Michelle Charlton	CoC Coordinator
Michelle Reedus	CE System Manager
Niomi Del Rio	Admin Assistant

Quinn Jones-Hylton	Coordinated Systems Program Analyst
Peter Bell	Planning Director
Rachel Bereza	Deputy CEO
Rob Huff	COMMS Specialist
Roseanne Lopez	Chief Administrative Officer
Sarah Schwartz	Volunteer Coordinator
Shaitra Ken	Program Analyst "Housing"
Scott Clark	Portfolio & Team Excellence Lead
Theresa Bible	Coordinated Access System Coordinator
Tlaltzin Muro	Referral Specialist

Guests

Sarah Bontrager, Tammy Corbus, Rebecca Monroe, Kristy Smith, Mike Jaske, SacACT, Tanya Cruz, LaShunda Price, Yvette Buckner, Michael Butier, CDSS DSB Ya-yin Isle, Cynthia Aguayo, Next Move, Hanna Bloomquist, Dawn Angelo, AARP Kristin Kane, Kaiser Permanente, Yesenia Huamani, Melissa Liou, Yene Wolteji, BII Charles FXR Pfost, Genelle Cazares, Andrea Foti, Shelter Inc., Asya Anderson, Molina Healthcare, Erica Plumb, TGarcha, Shelley Sedenquist, Sher Singh, Mao Trina Davis, Adan “Z” Zubiarte, Shelter Inc., Dulce Delgaillo Santisteban, DPA Abida Hadi, AEsposito, Rolf Davidson, Robin Meggs, Molina Healthcare, Housing Specialist, Tanya Cruz, James Landreth, Sharon, Stephanie Flowers, ReStart, Program Specialist, Pamela Boss, Shelter Inc., James Randolph, Shelter Inc. Shayne Kaleo, Shelter Inc., Cfails, Eason Ramson Jr., Adriana Flores, CDSS, Alan Snyder, #Jialing-Chen, Jeffery Tardaguilla, Monalisa Santos, and Tammy Corbus.

I. Welcome & Introductions: Angela, CoC Board Vice Chair

Angela called the meeting to order around 8:04 am.
New guest introductions were placed in the chat.

II. Announcements - Upcoming Events & Recent Actions:
CoC Board Members, CoC Committee Members, SSF Staff, & Guests

CoC Board Members: Tara T., Joseph S., Joseph P., and Deisy M. shared job opportunities and placed details in the chat.

No announcements were shared from CoC Committee Members, SSF Staff, & Guests.

III. CoC Board Chair's Report: Angela Upshaw, CoC Board Chair

Angela shared:

- We're excited to share the [2024 CoC Annual Meeting](#) is scheduled for Tues, 12/3/24. Today, we will go over the meeting logistics and the agenda. Given this meeting lands on the first week of Dec. the CoC Executive Committee has agreed to cancel the Dec 11, 2024 CoC Board meeting.
- It's almost that time of year for the CoC Board Annual Recruitment. The application to apply to join the CoC Board, timeline, and additional details will be shared in upcoming months.
- The [CoC Board Post Meeting Survey](#) is available in the chat. We want to hear from your. Please complete the short survey today.
- Lastly, a friendly reminder to register to vote and provided details how and where to register to vote.

IV. Sacramento Steps Forward (SSF) CEO's Report: Lisa Bates

Lisa mentioned:

- She appreciates the support of the FY2024-2025 NOFO CoC Program Competition Review Panel and the Provider patience with the NOFO process.
- a reminder about upcoming CoC meetings, especially the CoC Annual Meeting.

V. Partner Updates:

Brian Pedro, City of Sacramento

Brian shared an update regarding the City receiving two Encampment Resolution Fund grants totaling over \$18M for Expanding Roseville Road Campus and Piloting a Street to Housing program. He discussed the “Street to Housing” grant that the City procured which will support 100 households in need. A question was asked, please see the recording for more details.

No updates from the County of Sacramento, MCPs, or SHRA at this time.

VI. Review & Approval of Sept. 11, 2024 Minutes:

Darrell Rogers, Secretary

- Supporting Material: [Sept. 11, 2024 Minutes](#)

Motioned for Approval of the 9/11/24 Meeting Minutes:

1st – Ken Cooley, 2nd – William Pavao.

Motion Approved.

VII. Consent Agenda as One Action Item:

- A. [Approve 6-Month Waiver of CoC Board Member Co-Chair Requirement for the CoC System Performance Committee](#)

Motioned for Approval of the Consent Agenda as One Action Item:

1st – Tara Turrentine, 2nd – Troy Lynch.

Motion Approved.

VIII. New Business

8:40 am

A. FY2024–2025 CoC NOFO Program Competition:

- Review & Rank
- Approval of the 2024-2025 CoC Program NOFO Sacramento CoC Recommended Priority Listing
- CoC Consolidated Application

Informational & Action

- Next Steps

Sarah Bontrager, PRC Co-Chair & Rachel Bereza, SSF Deputy CEO

Supporting Materials:

- [2024-2025 CoC Program NOFO Sacramento CoC Recommended Priority Listing](#)
- [FY2024-2025 NOFO CoC Program Competition SSF Webpage](#)

Sarah and Dawn, PRC Co-Chairs, introduced themselves, look forward to today's discussion as there has been a lot of preparation from the CoC PRC, PRC Chairs, and SSF Staff. First, we'll provide details about the Review & Rank process. Next, we will go over the Recommended Priority Listing. As a reminder for the CoC Board, today we're asking for your vote to approve the recommended Projects Priority List. After the vote, we will go over the status of the CoC Consolidated Application. We will close today's conversation by going over the next steps and opening the space for questions. Rachel went over the recommended priority list, shared details regarding changes to Sacramento's Annual Renewal Demand (ARD), the Tiering process for funding, projects that were auto-ranked due to high performance, projects that were scored/ranked by the Review & Rank panel, and the final scores for all projects on the Ranked List. She announced that Lutheran Social Service's new "440 Arden Way" project was approved for funding by the Review & Rank panel. Questions were asked regarding the Recommended Priority Listing, please see the recording for details. *Before the CoC Board votes, all "conflicted" CoC Board members should abstain from voting on the Recommended Priority Listing.*

Motioned for Approval of the FY2024-2025 CoC Program NOFO Sacramento CoC Recommended Priority Listing:

1st – Zachary Basler, 2nd – Monica Rocha-Wyatt.

Motion Approved.

<p>9:10 am</p>	<p>B. Continuum of Care (CoC)Builds NOFO</p> <ul style="list-style-type: none"> • Recent Efforts • CoCBuilds Grant Finalists • Next Steps <p>Rachel Bereza, SSF Deputy CEO</p> <p>Supporting Material:</p> <ul style="list-style-type: none"> • CoCBuilds SSF webpage 	<p>Informational</p>
<p>Rachel shared updates regarding the ongoing CoCBuilds NOFO including the applicants for this funding, the upcoming Review & Rank process, SSF’s role in this NOFO, and the timeline for completion before HUD’s deadline. Questions were asked, please see the recording for details.</p>		
<p>9:20 am</p>	<p>A. Community Standards Orientations & Updates</p> <p>Ayanna McGee, SSF Program Director, Systems of Care Integration</p>	<p>Informational</p>
<p>Ayanna shared a timeline on the upcoming 3 sessions in late Oct/Nov 2024 via Zoom, the collaboration with City and County, intention of these sessions (program performance reports, ask questions, review data and outcome metrics, etc.). If there are any questions, please contact Ayanna.</p>		
<p>9:35 am</p>	<p>B. 2024 CoC Annual Meeting:</p> <ul style="list-style-type: none"> • Logistics Update: <ul style="list-style-type: none"> ◦ In-Person, Tuesday, December 3, 2024, 9:00 AM to 3:30 PM, Rancho Cordova City Hall • Agenda Review <p>Peter Bell, SSF Planning Director</p> <p>Supporting Materials:</p> <ul style="list-style-type: none"> • 2024 CoC Annual Meeting Agenda • 2024 CoC Annual Meeting Webpage 	<p>Informational</p>

Peter shared the purpose of the 2024 CoC Annual meeting, the meeting logistics, discussed the meeting agenda, and that additional planning for this meeting will occur. Questions were asked. Please see the recording link for details.

9:45 am	C. CoC Board Post Meeting Survey Q4 2024 Results Angela Upshaw	Informational
Angela shared the purpose of the Q4 2024 report and that this report will be shared at the Nov. 2024 CoC Board meeting. In the time being, please continue to provide your feedback to the survey .		
IX. Meeting Adjourned at 9:03 AM. The next CoC Board meeting: Wednesday, Nov. 13 at 8:00 am.		

CoC Board Meeting Chat

08:00:41 From Sacramento Steps Forward to Everyone:
Welcome! Here is today's agenda: <https://sacramentostepsforward.org/wp-content/uploads/2024/10/10.2024-CoC-Board-2024-Agenda-Revised-10.7.24-Final.pdf>

08:00:43 From Monica to Host and panelists:
Good morning, may I be switched to panelist?

08:04:14 From Sacramento Steps Forward to Everyone:
Welcome! Here is today's agenda: <https://sacramentostepsforward.org/wp-content/uploads/2024/10/10.2024-CoC-Board-2024-Agenda-Revised-10.7.24-Final.pdf>

08:04:37 From Ken Cooley (Fmr) California Assemblyman to Everyone:
Ken Cooley is joined

08:04:58 From Giselle Escalante SSF (they/them) to Host and panelists:
Hello! This is my first CoC meeting. I am SSF's new DV Referral Specialist~

08:05:20 From Giselle Escalante SSF (they/them) to Host and panelists:
Happy to be here! My pronouns are they/them & I come from direct service at the LGBT Center

08:05:23 From Michael Butier - CDSS DSB to Host and panelists:
Michael Butier - CA Dept Social Services, Disaster Services Branch. Emergency Services Coordinator

08:05:24 From Sacramento Steps Forward to Everyone:
Thank you Ken!

08:06:12 From Emily to Host and panelists:
Can someone promote me?

08:06:32 From Joseph Smith to Everyone:
Jobs at Hope Cooperative:
https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=694e8a3b-d500-4418-ac78-37e581b3fee7&ccld=19000101_000001&lang=en_US&source=EN&selectedMenuKey=CurrentOpenings

08:06:39 From Monica Rocha-Wyatt (she/her), Sac Co BHS to Host and panelists:
<https://dhs.saccounty.gov/BHS/Pages/Employment/Jobs-in-Behavioral-Health.aspx>

08:06:59 From Monica Rocha-Wyatt (she/her), Sac Co BHS to Host and panelists:
BHS employment opportunities <https://dhs.saccounty.gov/BHS/Pages/Employment/Jobs-in-Behavioral-Health.aspx>

08:07:15 From Ayanna McGee to Host and panelists:
Having tech trouble -- need to restart computer. FYI if we get to Standards item.

08:07:49 From Tara Turrentine to Everyone:
https://scoenet-my.sharepoint.com/:b/g/personal/tturrentine_scoe_net/EU1gRQh87NtGjPpwIT6eWCkBk2VrpFhyJ_e2e12usnKWCA?e=yNSVI9

08:08:12 From Kelly Bennett to Host and panelists:
Good morning. Please add me.

08:08:45 From Joseph Pacheco to Everyone:
First Step Communities is preparing for hiring shelter workers, case managers, and other staff for the new City-County Partnership Stockton Blvd. Safe Stay.
<https://www.firststepcommunities.org/careers>

08:08:48 From Deisy Madrigal, She/Her to Host and panelists:

Hi folks, P&I is hiring a housing navigation case manager
<https://www.indeed.com/cmp/Lutheran-Social-Services-of-No.-California?from=mobviewjob&tk=1gq2ui7btlekg800&fromjk=d81c31166dd51fea&attributio nid=mobvjcmp>

08:09:03 From Julie Davis-Jaffe - SETA - Sacramento Works to Everyone:
Please feel free to send any job openings for your agencies have to Julie.jaffe@seta.net and I will get them circulating through SETA's Sacramento Works network. Thank you

08:09:19 From Deisy Madrigal, She/Her to Everyone:
<https://www.indeed.com/cmp/Lutheran-Social-Services-of-No.-California?from=mobviewjob&tk=1gq2ui7btlekg800&fromjk=d81c31166dd51fea&attributio nid=mobvjcmp>

08:10:30 From Sacramento Steps Forward to Everyone:
What: The 2024 Sacramento Continuum of Care Annual Meeting
When: Tuesday, December 3, 2024 | 9:00 a.m. to 3:30 p.m.
Where: In-person at Rancho Cordova City Hall

08:10:43 From Sacramento Steps Forward to Everyone:
Explore webpage here : <https://sacramentostepsforward.org/2024-sacramento-continuum-of-care-annual-meeting/>

08:11:34 From Sacramento Steps Forward to Everyone:
Here is the survey: <https://www.surveymonkey.com/r/FC6PRJD>

08:13:51 From Sacramento Steps Forward to Everyone:
Here is the FY2024–2025 CoC Program Competition NOFO webpage:
<https://sacramentostepsforward.org/2024-continuum-of-care-coc-program-competition/>

08:14:50 From Sacramento Steps Forward to Everyone:
Here is the CoCBUILDS NOFO webpage: <https://sacramentostepsforward.org/2024-coc-builds-nofo/>

08:20:45 From Haimanot Ashenafi to Everyone:
The City of Elk Grove is opening a year-round shelter this fall. Follow our shelter webpage for more information and an upcoming announcement of the open house event at the end of October! <https://www.elkgrovecity.org/homelessness-elk-grove/year-round-shelter>

08:21:15 From Sacramento Steps Forward to Everyone:
Approval of the 9/11/24 Meeting Minutes:

08:21:24 From Julie Davis-Jaffe - SETA - Sacramento Works to Everyone:
Yes

08:21:24 From Monica Rocha-Wyatt (she/her), Sac Co BHS to Host and panelists:
Yes

08:21:25 From Tara Turrentine to Everyone:
Yes

08:21:26 From Joseph Smith to Everyone:
abstain

08:21:26 From Garrick Wong to Everyone:
Yes

08:21:27 From Noel Kammermann, Jamboree (he/him) to Everyone:
Yes

08:21:27 From Troy Lynch-SHRA to Everyone:
yes

08:21:28 From Emily to Everyone:
Yes

08:21:28 From Haimanot Ashenafi to Everyone:
Yes

08:21:31 From Janel Fletcher to Everyone:
Yes

08:21:32 From Angela Upshaw to Everyone:
yes

08:21:32 From Zachary to Everyone:
yes

08:21:33 From William to Everyone:
Yes

08:21:33 From Jenine Spotnitz to Host and panelists:

Yes

08:21:34 From Kelly Bennett to Everyone:
abstain

08:21:37 From Brian Pedro to Everyone:
Yes

08:21:38 From Joseph Pacheco to Everyone:
Yes

08:21:39 From Dawn Basciano to Everyone:
yes

08:21:42 From Deborah Hicks (she/her) HeartLand Child & Family Services to Everyone:
yes

08:21:43 From Darrell R (Secretary) to Host and panelists:
Yes

08:21:47 From Ken Cooley (Fmr) California Assemblyman to Everyone:
absent 9/11/abstain

08:22:33 From Sacramento Steps Forward to Everyone:
Approval of the Consent Agenda as One Action Item:

08:22:35 From Julie Davis-Jaffe - SETA - Sacramento Works to Everyone:
Yes

08:22:36 From Ken Cooley (Fmr) California Assemblyman to Everyone:
Approve Consent

08:22:37 From Haimanot Ashenafi to Everyone:
Yes

08:22:37 From Garrick Wong to Everyone:
Yes

08:22:38 From Tara Turrentine to Everyone:
Yes

08:22:39 From Janel Fletcher to Everyone:

Yes

08:22:40 From Brian Pedro to Everyone:

Yes

08:22:40 From Noel Kammermann, Jamboree (he/him) to Everyone:

Yes

08:22:41 From Angela Upshaw to Everyone:

yes

08:22:41 From Deborah Hicks (she/her) HeartLand Child & Family Services to Everyone:

yes

08:22:42 From Zachary to Everyone:

yes

08:22:42 From Monica Rocha-Wyatt (she/her), Sac Co BHS to Host and panelists:

Yes

08:22:43 From Troy Lynch-SHRA to Everyone:

yes

08:22:43 From Darrell R (Secretary) to Host and panelists:

Yes

08:22:44 From Emily to Everyone:

Yes

08:22:46 From Joseph Smith to Everyone:

yes

08:22:46 From Joseph Pacheco to Everyone:

Yes

08:22:48 From Jenine Spotnitz to Host and panelists:

Yes

08:22:49 From William to Everyone:

Yes

08:22:52 From Kelly Bennett to Everyone:
yes

08:23:00 From Dawn Basciano to Everyone:
yes

08:24:53 From Sacramento Steps Forward to Everyone:
Information about the FY2024–2025 CoC Program Competition NOFO:
<https://sacramentostepsforward.org/2024-continuum-of-care-coc-program-competition/>

08:25:21 From Sacramento Steps Forward to Everyone:
2024-2025 CoC Program NOFO
Sacramento CoC Recommended Priority Listing: <https://sacramentostepsforward.org/wp-content/uploads/2024/10/2024-2025-CoC-Program-NOFO-Sacramento-City-County-Continuum-of-Care-CA-503-Recommended-Priority-Listing-10.7.24.pdf>

08:33:49 From Deisy Madrigal, She/Her to Everyone:
Can you please share what that policy is, Jesse?

08:34:40 From Jesse SSF, CoC Analyst to Everyone:
https://sacramentostepsforward.org/wp-content/uploads/2024/06/6.12.24_6.5.24-To-Approve_Review-and-Rank-Policies-2024_For-PRC-6-4-24-3.pdf

08:38:43 From Tara Turrentine to Host and panelists:
If we are involved with a YHDP funded program, that is not ranked, can we still vote?

08:40:09 From Michelle Charlton to Everyone:
Approval of the FY2024-2025 CoC Program NOFO Sacramento CoC Recommended Priority Listing:

08:40:21 From Monica Rocha-Wyatt (she/her), Sac Co BHS to Host and panelists:
Yes

08:40:21 From Tara Turrentine to Everyone:
Yes

08:40:23 From Julie Davis-Jaffe - SETA - Sacramento Works to Everyone:
Yes

08:40:23 From Joseph Smith to Everyone:

abstain

08:40:25 From Emily to Everyone:
Yes

08:40:25 From Zachary to Everyone:
yes

08:40:26 From Noel Kammermann, Jamboree (he/him) to Everyone:
Yes

08:40:27 From Janel Fletcher to Everyone:
Abstain

08:40:28 From Troy Lynch-SHRA to Everyone:
abstain

08:40:28 From Ken Cooley (Fmr) California Assemblyman to Everyone:
Approve NOFO Priority Reccs Listing

08:40:32 From Dawn Basciano to Everyone:
yes

08:40:33 From William to Everyone:
Abstain

08:40:35 From Garrick Wong to Everyone:
yes

08:40:37 From Kelly Bennett to Everyone:
Yes

08:40:38 From Angela Upshaw to Everyone:
yes

08:40:39 From Meghan to Everyone:
Yes

08:40:40 From Deborah Hicks (she/her) HeartLand Child & Family Services to Everyone:
yes

08:40:43 From Haimanot Ashenafi to Everyone:

Yes

08:40:44 From Deisy Madrigal, She/Her to Everyone:

Abstain, conflicted member from LSS

08:40:48 From Joseph Pacheco to Everyone:

Yes

08:40:57 From Jenine Spotnitz to Host and panelists:

Yes

08:41:56 From Michelle Charlton to Everyone:

Here is the CoCBuils Notice of Funding Opportunity webpage:

<https://sacramentostepsforward.org/2024-coc-builds-nofo/>

08:46:48 From Kathreen "Nica" Daria (She) SSF, Capacity Building & Training Manager to Host and panelists:

CoCBuils: Funding of approximately \$175,000,000 is available through this NOFO. HUD expects to make approximately 25 awards from the funds available under this NOFO.

https://www.hud.gov/program_offices/cfo/gmomgmt/grantsinfo/fundingopps/CoCBuils

08:48:53 From Monica Rocha-Wyatt (she/her), Sac Co BHS to Host and panelists:

brb

08:51:07 From Monica Rocha-Wyatt (she/her), Sac Co BHS to Host and panelists:

back

08:53:10 From Michelle Charlton to Everyone:

This agenda: <https://sacramentostepsforward.org/wp-content/uploads/2024/10/2024-CoC-Annual-Meeting-Agenda-10.2.2024.pdf>

08:54:34 From Noel Kammermann, Jamboree (he/him) to Host and panelists:

My apologies, but I need to jump off of the meeting. Thanks everyone!

08:54:52 From Angela Upshaw to Everyone:

Hi Noel, please don't forget the survey!

08:55:21 From Jesse SSF, CoC Analyst to Host and panelists:

Here is the survey: <https://www.surveymonkey.com/r/FC6PRJD>

08:59:31 From Deisy Madrigal, She/Her to Everyone:
Are we able to add a progress report on our equity initiatives?

09:01:33 From Michelle Charlton to Everyone:
Reminder for all - Please complete the CoC Board Post Meeting Survey:
<https://www.surveymonkey.com/r/FC6PRJD>

09:01:57 From Jesse SSF, CoC Analyst to Everyone:
Here is the survey: <https://www.surveymonkey.com/r/FC6PRJD>

09:02:04 From Michelle Charlton to Everyone:
The next CoC Board meeting: Wednesday, Nov. 13 at 8:00 am.

09:02:32 From Michelle Charlton to Everyone:
● Tomorrow, HMIS & Data Committee: Thur., 10/10/24 at 10:00 am. Here is the agenda:
<https://sacramentostepsforward.org/wp-content/uploads/2024/10/Q4-2024-HDC-2024-Agenda.pdf>

● Tomorrow, Coordinated Access System Committee: Thur., 10/10/24 at 2:30 pm. Here is the agenda: <https://sacramentostepsforward.org/wp-content/uploads/2024/10/10.2024-CASC-2024-Agenda-Final.pdf>

● Racial Equity Committee: Wed., 10/16/24 at 9:00 am

● System Performance Committee: Thur., 10/24/24 at 9:00 am

09:03:20 From Deisy Madrigal, She/Her to Everyone:
Thank you

09:03:20 From Ken Cooley (Fmr) California Assemblyman to Everyone:
thank you

09:03:23 From Jesse SSF, CoC Analyst to Everyone:
Here is the survey: <https://www.surveymonkey.com/r/FC6PRJD>

09:03:25 From Janel Fletcher to Everyone:
Thank you!