



# Sacramento Continuum of Care (CoC) Board Meeting Minutes

Wednesday, March 12, 2025 | 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	Veterans	Yes
Brian Pedro	City of Sacramento	Yes
<b>Darrell Rogers, Vice Chair</b>	Person with Lived Expertise	No*
Dawn Basciano	State Government	No*
Deborah Hicks	Support Services	Yes
Deisy Madrigal	Social Services	Yes
Emily Halcon	County of Sacramento	Yes
Fatemah Martinez	Shelter Provider	Yes
Garrick Wong	Managed Care Plan/HealthNet	Yes
Haimanot Ashenafi	City of Elk Grove	Yes
Jason Winkel. Sgt.	Law Enforcement	Yes
Jenine Spotnitz	Mental Health	Yes
Joseph Pacheco	Homeless Service Provider	Yes
<b>Joseph Smith, Chair</b>	Coalition/Network	Yes
Ken Cooley	Attorney	Yes
Meghan Rose	Seniors & Social Justice Advocate	No
Monica Rocha-Wyatt	Mental Health	Yes
Nicole Piva	City of Citrus Heights	No
Noel Kammerman	Business	Yes
Priest Martinez	Wilton Rancheria	Yes
<b>Tara Turrentine, Secretary</b>	<b>Education</b>	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	System Building & Integration Director
Geoffrey Fralick	Program Analyst - Youth Specialist
Greer McVay	Policy & Communications Director
Jesse Archer	CoC Program Manager

Kathreen “Nica” Daria	Capacity Building & Training Manager
Kim Winters	Community Impact Director
Lisa Bates	CEO
Michelle Charlton	Interim Senior Program Analyst – CoC Governance
Michelle Reedus	CAS Director, CAS Operations
Peter Bell	System Building & Integration Director
Rob Huff	Communications Specialist
Sarah Fletcher	Communications Specialist
Stacy Fong	Grants Manager
Tlaltzin Muro	Referral Specialist
Trent Simmons	Chief Program Officer
Tyffanie Wedding-O'Con	Project Director of Racial Equity Initiatives

**Guests**

Adan “Z” Zubiante, Adiba Hadi, Amanda’s iPhone (2), Annie Hooper, Christie, Christy DeMaria, Dawn Angelo, Dulce Santisteban, Eason Ramon, Elizabeth Rios, Geogina Morales, Kara Fiscus, Kazoua Heu, Kristin Kane, Lindsay Curtis, Maureen Sullivan, Melissa Liou, Mike Jaske, Morrisamanda, Nick Golling, Pamela Boss, Rachel Foley, Robin Meggs, Scott Fong, Shannon Chavez, Stefan Heisler, Terri Smyth, Tianna Arbulu, Tina Koepke, Ya-yin Isle, Yesenia Huamani, Yolanda Roberts, and Zoom user.

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

Angela called the meeting to order around 8:02am. She asked if everyone who hasn't attended a CoC Board meeting to come off mute and introduce yourself and/or introduce yourself within the chat. She noted as you can see the agenda is slightly different with the Consent Agenda at the beginning of today's meeting. We have this because we are transitioning with the appointment of the new members for the CoC Executive Committee.

**II. Consent Agenda as One Action Item (A - C):**

- [A. Appointment of Monica Rocha-Wyatt as CoC Governance Committee Chair](#)
  - [B. Appointment of the 2025 CoC Executive Committee Slate\\*](#)
  - [C. Approval of the Certification of Sacramento Housing and Redevelopment Agency to Submit Emergency Solutions Grant Program 2024-2027 Application & 2024 One-Year Funding Resolution](#)
- Agenda Category: Governance**

**Motioned for Approval of the Consent Agenda as One Action Item (A-C):**

1st – Ken Cooley, 2nd – Zachary Basler.

Motion Approved.

**III. Announcements - Upcoming Events & Recent Actions:**

CoC Board Members, CoC Committee Members, & Guests

Announcements were made about job opportunities. Please see the recording for details.

**IV. CoC Board Chair's Report:** Joseph Smith, CoC Board Chair\*

*Recognition of CoC Board Members: Angela Upshaw, Christie Gonzales, Jameson Parker, and Julie Davis-Jaffe.*

Joe mentioned:

- I would like to share an update about the CoC Board recruitment efforts. We are moving to delay CoC Board recruitment, because:
  - We are in a period of fiscal and general uncertainty at the local, state, and federal levels, making strategic alignment more critical than ever.
  - We need to focus our time and energy on ensuring funding continuity, responding to daily crisis and comms management during this time period.
  - We have received a request from the Mayor and Council to review the structural relationship between SHPC, CoC, City, County and other cities.
  - Now is the time to bring together the CoC, City of Sacramento, Sacramento County, and SSF to ensure priorities, strategies, and funding decisions are aligned for maximum impact.
  - Before expanding our board, we need clarity on how shared partnership will shape roles, decision-making, and accountability. Recruiting now risks confusion and inefficiencies later.
  - We will continue to work with our CoC Executive Committee and Governance Committee as we move forward.
  - We appreciate your patience and understanding.
- I would like to express a big thank the CoC Board members who are terming off this year: Angela Upshaw, Christie Gonzales, Jameson Parker, and Julie Davis-Jaffe. Your continued support, key input, and strong commitment to the CoC is greatly appreciated. We know this is not good-bye but see you later! I invite CoC Board members to raise their hands to come off mute if you would like to share any words of appreciation for the CoC Board members who are terming off. Also, I welcome you to place your comments within the chat.
- Next, I want to remind everyone that within the agenda you will see that each

agenda item has an “Agenda Category” listed to provide guidance on the agenda item. There are different Agenda Categories listed. You can access the "[Agenda Category Definitions](#)" document at the top of page 1 of today's agenda.

- A friendly reminder, be sure to complete the short [CoC Board Post Meeting Survey](#) before you leave today. Next month in April we will have a quarterly review of the survey responses. The survey is available within the chat. Thank you in advance for your time and feedback!

#### **V. Sacramento Steps Forward (SSF) CEO’s Report:**

Lisa Bates, SSF CEO

Lisa shared:

- A thank you to Angela for her leadership as CoC Chair.
- SSF was informed that the 2024 Award letters should be forthcoming, however, they may include new language that aligns those awards with the priorities of the new administration.

#### **VI. Review & Approval of 2/12/2025 Minutes:**

Joseph Smith, CoC Board Chair\*

##### **Supporting Material:**

- [2/12/2025 Meeting Minutes](#)

#### **Motioned for Approval of 2/12/2025 Meeting Minutes:**

1st – Monica Rocha-Wyatt, 2nd – Ken Cooley.

Motion Approved.

#### **VII. New Business**

8:35 am

##### **A. Approval of the CoC Conflict of Interest & CoC Governance Charter Revisions**

Jesse Archer, SSF CoC Program Manager

##### **Supporting Materials:**

- [Conflict of Interest Form](#)
- [CoC Governance Charter Revisions](#)

**Agenda Category:** Governance

Discussion &  
Action

Jesse shared the updated CoC Conflict of Interest Form, which will bring our CoC up-to HUD standards in this area. No questions were asked.

#### **Motioned for Approval of the CoC Conflict of Interest Form:**

1st – William Pavao, 2nd – Noel Kammermann.

Motion Approved.

<p><b>8:45 am</b></p>	<p><b>B. Homeless Housing, Assistance &amp; Prevention Program (HHAP) 6 Overview</b></p> <p>Ayanna McGee, SSF Director of System Implementation</p> <p><b>Agenda Category: Funding</b></p>	<p>Informational</p>
<p>Ayanna shared a <a href="#">presentation</a> on the newly released HHAP 6 Notice of Funding Opportunity. She shared the similarities and differences between this funding source and previous rounds of HHAP. Additionally, due to the reduction of unsheltered homelessness based on the 2024 PIT Count, Sacramento will receive less HHAP 6 funds than previous rounds. Finally, she shared the completion timeline for this application, the required components needed to submit, and the proposed stakeholder engagement process for the community. Questions were asked, please see the recording for details.</p>		
<p><b>9:05 am</b></p>	<p><b>C. Regionally Coordinated Homeless Action Plan (RCHAP) 6 Month Share Out</b></p> <p>Ayanna McGee, SSF Director of System Implementation</p> <p><b>Agenda Category: System Improvement</b></p>	<p>Informational</p>
<p>Ayanna shared a <a href="#">presentation</a> on the status of the RCHAP &amp; some key activity highlights from the last six months. City and County representatives shared additional details regarding recent RCHAP efforts in the community. There is a new data dashboard on SSF's website called, the "<a href="#">State of Homelessness in Sacramento County</a>". This is now live and available for viewing. The dashboard will be updated monthly. Questions were asked, please see the recording for details.</p>		
<p><b>9:25 am</b></p>	<p><b>D. 2024 Gaps Analysis Presentation</b></p>	<p>Informational</p>

	<p>Joel Riphagen, SSF Special Projects Coordinator</p> <p><b>Supporting Materials:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2024 Gaps Analysis: Summary Findings</a></li> <li>• <a href="#">2024 Gaps Analysis Presentation</a></li> </ul> <p><b>Agenda Category: System Improvement</b></p>	
<p>Joel discussed a <a href="#">presentation</a> on the 2024 Gaps Analysis and <a href="#">Summary Findings</a>. Several disclaimers were provided at the start of the presentation, please see the recording or slides for those details. Addressing the system’s flow (both inflow and outflow) are the primary goals of this work. Questions were asked, please see the recording for details.</p>		
<b>9:45 am</b>	<p><b>VIII. Conclusion: Questions &amp; Comments</b></p> <p><b>Agenda Category: Open Discussion</b></p>	Discussion
<p>Discussions about:</p> <ul style="list-style-type: none"> <li>• Reminder, complete the <a href="#">Sacramento CoC Meeting Survey</a> today.</li> <li>• Please see the recording for details.</li> </ul>		
<p><b>IX. Meeting adjourned at 9:54 am</b></p> <p>The next CoC Board meeting is Wednesday, April 9, 2025, 8:00am</p> <p><b>2025 CoC Board Meetings:</b> Jan. 8   Feb. 12   Mar. 12   Apr. 9   May 14   Jun. 11   Jul. 9   Aug. 13   Sep. 10   Oct. 8   Nov 12 Dec. 10</p>		

## CoC Board Meeting Chat

07:59:01 From Ken to Host and panelists:

Good morning all.

07:59:27 From Joseph Pacheco to Host and panelists:

Good Morning

08:02:31 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Welcome! Here is today’s agenda: <https://sacramentostepsforward.org/wp->

<content/uploads/2025/03/03.2025-CoC-Board-Agenda-3.7.25.pdf>

08:03:19 From Scott Fong to Everyone:

Scott Fong, Community Development Analyst with Sacramento Housing Redevelopment Agency

08:03:40 From morrisamanda to Everyone:

Good morning. My name is Amanda Morris and i am new to DSHS. I am just listening in. Thank you.

08:04:00 From Terri Smyth - CHOC to Everyone:

Terri Smyth CHOC Housing - listening in - thank you!

08:04:23 From Michelle Charlton, Sacramento Steps Forward to Everyone:

List of Acronyms [https://sacramentostepsforward.org/wp-content/uploads/2024/07/List-of-Acronyms\\_Terms-Definitions.pdf](https://sacramentostepsforward.org/wp-content/uploads/2024/07/List-of-Acronyms_Terms-Definitions.pdf)

08:04:36 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Governance Charter [https://sacramentostepsforward.org/wp-content/uploads/2024/11/2024-CoC-Governance-Charter\\_11.2024-Approved.pdf](https://sacramentostepsforward.org/wp-content/uploads/2024/11/2024-CoC-Governance-Charter_11.2024-Approved.pdf)

08:04:36 From Maureen Sullivan to Everyone:

Maureen Sullivan WEAVE listening

08:05:05 From Adan "Z" Zubiarte (he/him)-SHELTER, Inc. to Everyone:

Adan Zubiarte SHELTER, Inc making a comeback

08:05:32 From Rachel Foley (AcademySTAY) to Everyone:

Rachel Foley from AcademySTAY here

08:06:37 From Michelle Charlton, Sacramento Steps Forward to Everyone:

**Approval of the Consent Agenda as One Action Item (A-C)**

08:06:50 From Noel Kammermann, Jamboree to Everyone:

Yes

08:06:53 From Joseph Pacheco to Everyone:

yes

~~08:06:54 From Angela Upshaw to Everyone:~~

~~yes~~

08:06:55 From Garrick Wong to Everyone:

yes

08:06:57 From Emily Halcon to Everyone:

yes

08:06:58 From Ken to Host and panelists:

I vote Aye on approval on minutes

08:06:59 From Joseph Smith to Host and panelists:

abstain

08:06:59 From Zachary Basler to Everyone:

approve

08:07:01 From Fatemah DFA to Everyone:

Yes

08:07:04 From Jenine Spotnitz to Host and panelists:

Yes

08:07:06 From Priest to Host and panelists:

Yes

08:07:07 From Tara Turrentine to Everyone:

Yes

08:07:09 From Monica Rocha-Wyatt, Sacramento County to Host and panelists:

abstain

08:07:11 From Deisy Madrigal, She/Her to Everyone:

Yes

08:07:11 From Deborah Hicks (she/her) HeartLand Child & Family Services to Everyone:



yes

~~08:07:14 From ShannonChavez to Everyone: (Not CoC Board Member)~~

yes

~~08:07:18 From morrisamanda to Everyone: (Not CoC Board Member)~~

yes

08:07:21 From Joseph Smith to Everyone:

Abstain

08:07:57 From Tara Turrentine to Everyone:

Abstain

08:10:39 From Monica Rocha-Wyatt, Sacramento County to Host and panelists:

Job openings <https://dhs.saccounty.gov/BHS/Pages/Employment/Jobs-in-Behavioral-Health.aspx>

08:10:57 From Joseph Pacheco to Everyone:

First Step Communities Job Openings - FSC is recruiting to fill key positions at our various shelter environments. <https://www.firststepcommunities.org/careers> .

08:12:14 From Dulce D Santisteban to Everyone:

Can you plug in this information in the chat please :)

08:12:33 From Dulce D Santisteban to Everyone:

Thank you!

08:14:24 From Ayanna McGee (she/hers) - SSF to Everyone:

Family Rehousing RFP: <https://sacramentostepsforward.org/housing-families-first-collaborative/>

08:15:51 From Deborah Hicks (she/her) HeartLand Child & Family Services to Everyone:

Thank you to all the retiring Board members for your dedicated work on behalf of SSF.

08:16:01 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Thank you Angela Upshaw, Christie Gonzales, Jameson Parker, and Julie Davis-Jaffe!

08:16:48 From Zachary Basler to Everyone:

Thanks to all the CoC Board members for all of their dedication and hard work.

08:18:17 From Noel Kammermann - Jamboree to Everyone:

Huge thank you to our outgoing executive board members. Your efforts and commitment to leading this group deserve a moment of reflection and appreciation. I also know that this group is in great hands with the new executive board.

08:18:19 From Kazoua Heu to Everyone:

Thank you, Angela for cementing a strong foundation for the team. Your leadership has contributed immensely to the progresses made over the years.

08:18:44 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Survey: <https://www.surveymonkey.com/r/FC6PRJD>

08:21:25 From Angela Upshaw to Everyone:

Thank you all for your partnership! I've had an incredible time as a member of this Board and look forward to supporting you all on from the sidelines as we face these uncertain time. We will stay focused on our mission, lean into hope and togetherness, and maintain our health (mental, physical, emotional, spiritual)!

08:21:57 From Michelle Charlton, Sacramento Steps Forward to Everyone:

**Approval of 2/12/2025 Meeting Minutes:**

08:21:58 From Noel Kammermann - Jamboree to Everyone:

Yes

08:22:00 From Deborah Hicks (she/her) HeartLand Child & Family Services to Everyone:

yes

08:22:00 From Monica Rocha-Wyatt, Sacramento County to Host and panelists:

Yes

08:22:00 From Joseph Smith to Everyone:

yes

08:22:01 From Emily Halcon to Everyone:

Abstain (was absent)

08:22:02 From Tara Turrentine to Everyone:

Yes

08:22:02 From Ken to Everyone:

Approve minutes

08:22:02 From Garrick Wong to Everyone:

yes

08:22:03 From Joseph Pacheco to Everyone:

Yes

08:22:03 From Zachary Basler to Everyone:

approve

08:22:04 From William to Everyone:

Yes

08:22:06 From Priest to Everyone:

Yes

08:22:10 From Jason to Host and panelists:

yes

08:22:14 From Jenine Spotnitz to Everyone:

Yes

~~08:22:20 From Yolanda Roberts to Everyone: (Not CoC Board Member)~~

~~yes~~

08:23:59 From Michelle Charlton, Sacramento Steps Forward to Everyone:

### **Approval of the CoC Conflict of Interest Form**

08:24:04 From Noel Kammermann - Jamboree to Everyone:

Yes

08:24:05 From Joseph Pacheco to Everyone:

Yes

08:24:05 From Zachary Basler to Everyone:

approve

08:24:05 From Priest to Everyone:

Yes

08:24:05 From Tara Turrentine to Everyone:

Yes

08:24:06 From Joseph Smith to Everyone:

yes

08:24:06 From Emily Halcon to Everyone:

Yes

08:24:07 From Deborah Hicks (she/her) HeartLand Child & Family Services to Everyone:

yes

08:24:10 From Ken to Everyone:

Prrove Conflict materials

08:24:10 From William to Everyone:

Yes

~~08:24:12 From ShannonChavez to Everyone: (Not CoC Board Member)~~

~~yes~~

08:24:14 From Garrick Wong to Everyone:

yes

08:24:17 From Deisy Madrigal, She/Her to Everyone:

Abstain

08:24:18 From Jenine Spotnitz to Everyone:

Yes

~~08:24:19 From Yolanda Roberts to Everyone: (Not CoC Board Member)~~

yes

08:27:12 From Michelle Charlton, Sacramento Steps Forward to Everyone:

This presentation

08:30:33 From Mike Jaske, SacACT to Everyone:

How does the Mayor's proposal for tighter coordination among Sacramento entities link up to existing HHAP requirements?

08:31:12 From William to Everyone:

Are the HHAp grants allocated by formula?

08:31:14 From Peter Bell (he/him) Sacramento Steps Forward to Everyone:

The Sacramento region saw a ~40% reduction from HHAP-5 allocations.

08:32:54 From Peter Bell (he/him) Sacramento Steps Forward to Everyone:

Hi Will, yes, each region is allocated funds based on their share of homelessness based on the most recent PIT count.

08:36:49 From Lisa Bates (She/Her) - SSF to Everyone:

Mike: I believe we meet the state's requirements with the MOU pending any additional requirements in the application.

08:43:00 From Deisy Madrigal, She/Her to Everyone:

What does city-county support include?

08:44:41 From Ayanna McGee (she/hers) - SSF to Everyone:

"Ensure all cities and counties in the region are addressing existing unsheltered homelessness, including encampments, and preventing future homelessness by

planning for future housing needs and following all state housing laws and the California Interagency Council on Homelessness (Cal ICH) Guidance on

Addressing Encampments. Jurisdictions must adopt compliant housing elements and implement their respective housing element programs, resolve and avoid

state housing law violations, and implement practices to utilize surplus land for the production of affordable housing."

08:45:54 From Deisy Madrigal, She/Her to Everyone:

It was in the chart

08:48:10 From Ayanna McGee (she/hers) - SSF to Everyone:

<https://www.hcd.ca.gov/sites/default/files/docs/grants-and-funding/calich/hhap-6-nofa.pdf>

08:49:23 From Michelle Charlton, Sacramento Steps Forward to Everyone:

This presentation: <https://sacramentostepsforward.org/wp-content/uploads/2025/03/RCHAP-Six-Month-Share-Out.pdf>

08:58:51 From Angela Upshaw to Host and panelists:

Hi all, I need to drop off a bit early today for another meeting. Thank you again for all of your support and collaboration. It's been an honor serving on this board. Take care and I'll see you soon.

08:59:16 From Joseph Smith to Everyone:

Thanks, Angela!

09:03:40 From Jenine Spotnitz to Everyone:

Great work on the dashboard

09:04:33 From Ayanna McGee (she/hers) - SSF to Everyone:

<https://sacramentostepsforward.org/homelessness-sacramento/>

09:09:30 From Zachary Basler to Everyone:

love this new dashboard!!!!

09:14:40 From Sarah Fletcher to Everyone:

You can learn more about the RCHAP at <https://sacramentostepsforward.org/rchap/>

09:16:49 From Mike Jaske, SacACT to Everyone:

Historically returns to homelessness have been around 12%

09:19:33 From Dulce D Santisteban to Everyone:

So much great information!

09:20:39 From Monica Rocha-Wyatt, Sacramento County to Host and panelists:

brb

09:21:48 From Dulce D Santisteban to Everyone:

Does this dashboard replace the one that was used on the BFZ website?

09:22:32 From Monica Rocha-Wyatt, Sacramento County to Host and panelists:

back

09:23:00 From Trent Simmons to Host and panelists:

@Dulce, yes/no. We plan to update the BFZ dashboard with new data soon.

09:23:19 From Lisa Bates (She/Her) - SSF to Everyone:

Dulce, It will closely mimic the BFZ dashboard. We still have some reconciliation to do with the BFZ dashboard

09:24:36 From Michelle Charlton, Sacramento Steps Forward to Everyone:

This presentation: <https://sacramentostepsforward.org/wp-content/uploads/2025/03/Gaps-Analysis-Update-2024-CoC-Board-2025-03-12-v2.pdf>

09:25:06 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Here is a Summary of Findings: <https://sacramentostepsforward.org/wp-content/uploads/2025/03/Gaps-Analysis-2024-Summary-Findings.pdf>

09:31:15 From Joseph Smith to Everyone:

BRB

09:40:51 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Here is a Summary of Findings: <https://sacramentostepsforward.org/wp-content/uploads/2025/03/Gaps-Analysis-2024-Summary-Findings.pdf>

09:44:11 From Deborah Hicks (she/her) HeartLand Child & Family Services to Everyone:

I have to leave for another meeting. Thank you for all the detailed work and information provided today.

09:46:57 From Mike Jaske, SacACT to Everyone:

Great job of developing this tool and this summary. There are plenty of further developmental needs, so great expectations for improving the 2025 version.

09:47:39 From Monica Rocha-Wyatt, Sacramento County to Host and panelists:

I have to jump off for another meeting.

09:48:04 From Jesse SSF, CoC Program Manager to Everyone:

Reminder, complete the Sacramento CoC Meeting Survey today:

<https://www.surveymonkey.com/r/FC6PRJD>

09:48:13 From Christy DeMaria- Vivant Health to Everyone:

that data could be used to filter members to ECM programs in order to help manage their healthcare while they address their housing

09:49:17 From Lisa Bates (She/Her) - SSF to Sarah Fletcher, host and panelists:

Can you fix that issue. Nobody should have to log in to see the document

09:52:49 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Reminder, complete the Sacramento CoC Meeting Survey today:

<https://www.surveymonkey.com/r/FC6PRJD>

09:53:16 From Michelle Charlton, Sacramento Steps Forward to Everyone:

**The next CoC Board meeting is Wednesday, April 9, 2025, 8:00am.**

09:53:24 From Michelle Charlton, Sacramento Steps Forward to Everyone:

**2025 CoC Board Meetings:** Jan. 8 | Feb. 12 | Mar. 12 | Apr. 9 | May 14 | Jun. 11 | Jul. 9 | Aug. 13 | Sep. 10 | Oct. 8 | Nov 12 | Dec. 10

09:53:30 From Zoom user to Host and panelists:

How does an individual get help or assistance?

09:53:32 From Ken to Everyone:

Thank you all.

09:53:59 From morrisamanda to Everyone:

Thank you. The CoC Board meeting was very informative!

09:54:00 From Jesse SSF, CoC Program Manager to Zoom user, host and panelists:

You can email me [jarcher@sacstepsforward.org](mailto:jarcher@sacstepsforward.org) and I can help you get connect to the right spot

09:54:06 From Khalid N to Everyone:



Thank you!!

09:54:08 From Noel Kammermann - Jamboree to Everyone:

Thanks everyone!

09:54:17 From Rachel Foley (AcademySTAY) to Everyone:

You're gonna do great Joe!

09:54:18 From Tara Turrentine to Everyone:

Thanks!