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Karen Steele 2023-11-07

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00:10 David Allison

. . . okay, we are good.

00:12 David Allison

All right, Karen, thank you so much for meeting with me today. I would love for you to just share your name and maybe just a little bit more about yourself.

:00:20 Karen Steele

Okay, my name is Karen Steele. I've been a resident of Broomfield since 1993.

00:28 Karen Steele

I've always loved everything that goes on in Broomfield, and I've been involved with a lot of different organizations and in collaboration, so my heart is really here in Broomfield.

00:43 David Allison

Absolutely. And I was just thinking, I walked in today, we're here in 6 Garden Center, and I saw your name first thing as I was walking in, at the bench there. So I wonder if you could share just a little bit, you know, 6 Garden Center here, we share the building with the FISH organization. I'd love for you to share just a little bit more about your involvement with them.

:01:02 Karen Steele

Well, I've been involved with Broomfield FISH for 25 years. Of course, we were not always in this beautiful facility. We started out in basements of women's homes.

01:17 David Allison:

Wow.

01:18 Karen Steele

So it was six churches in Broomfield; would you like me to name them for you?

01:22 David Allison

I'd love to hear the names. Absolutely.

01:25 Karen Steele

Nativity of our Lord; Broomfield United Methodist; Holy Comforter; the Presbyterian Church; and the Episcopal Church.

01:33 David Allison

Nice.

01:35 Karen Steele

Did I cover them all?

01:37 David Allison

That sounds like six.

01:39 Karen Steele

Okay, good, my memory is still there. Those ladies came together in the 60's, in 1963, and formed a group called Women United. and they were really instrumental in meeting their neighbors' needs in Broomfield, and then they expanded over into Lafayette.

02:04 David Allison

Huh!

02:05 Karen Steele

And they helped to found Sister Carmen, and they started the thrift store over in Lafayette. So it spun that way, but the bottom line was always serving our people that need help.

02:21 David Allison

Yeah.

02:22 Karen Steele

And so then that spun into leaving basements, you know, getting bigger, and then we went into the Depot Museum, had food down there. We had food at the cleaners.

02:41 David Allison

Oh wow.

02:42 Karen Steele

Yeah, and there was a little grocery store, down here by 6 Garden Center, that was also storage for food. And then the City and County, well it was a City then, gave a space over at 12 Garden Center, in the alley. So we had that little teeny space; above us was the Veterans Museum.

03:07 David Allison

Right.

03:08 Karen Steele

We were down below and quickly outgrew that. Then the City allowed us to rent some more space and it just seemed like we were just scattered around town.

03:22 David Allison

Wow.

03:23 Karen Steele

And we really needed to consolidate into one spot to be more efficient

:03:29 David Allison

Right.

03:30 Karen Steele

.... more effective. And it also was not really a good feeling to have our participants pull into an alley.

:03:39 David Allison

Right.

03:40 Karen Steele

There was something, you know, kind of shady about that.

:03:42 David Allison

It seems like you're sneaking around.

03:45 Karen Steele

Yeah. So, after a lot of dreaming, and the Board was really instrumental at that time, and I'm gonna say 2013 ...

:03:56 David Allison

Okay.

:03:57 Karen Steele

. . . to embracing that vision.

04:00 Karen Steele

And we started looking at properties and started looking to build and you know, it went on and on. And then we heard that this building at number 6 Garden Center, Health and Human Services would be vacating it when they built their new building, and so their dream switched to, what would happen if we could move into that basement, you know, and have our operations be there.

04:28 David Allison

Yes.

04:29 Karen Steele

And it's just, it was truly amazing how everything came together. We got a donor that, her money allowed us to do a whole renovation.

04:40 David Allison

Oh wow.

04:43 Karen Steele

And the city loved that . . .

04:45 David Allison

Yeah.

04:46 Karen Steele

. . because they weren't spending their own money. And so we were able to convert all the offices downstairs at 6 Garden and clear it out, make a food bank, do our marketplace . . .

04:59 David Allison

Nice.

04:59 David Allison

. . . and I think that's when we really grew up.

05:02 David Allison

Yeah.

05:03 Karen Steele

We had everyone together and... but I'm proud to say that our mission never changed; you know, sometimes there's mission creep in organizations . . .

05:14 David Allison

Yeah.

05:15 Karen Steele

. . . but our mission continued to be the same, and that is helping people, serving people, and giving them that safety net.

05:24 Karen Steele

Of course, we added on more than just food.

05:27 David Allison

Right.

05:28 Karen Steele

You know, we continue to serve people that need help with rent assistance, utility bills...

05:37 Karen Steele

You know, we also connect with different organizations, like Workforce Center. I mean we're not here to reinvent the wheel, but we're here to collaborate, and be part of the community and, you know, look at different organizations and say, that's their strength, let's send our people that way.

05:59 David Allison

Yeah, yeah. Very cool. I'm curious how you think the organization was able to stay focused, as you said, on the mission, despite all these things happening with your location, and where are we going to be, and how do we continue to offer these services despite things changing and construction and all this stuff? And even then, we think about COVID, and how that disrupted what you were doing, right? So what do you think is the key to that?

06:27 Karen Steele

I think the key is collaboration of people that had the same vision. And it was pulling together. I mean we had our hiccups. Shirley McGinnis who, she certainly wasn't at the beginning at 1963, but she was the President or the Executive Director of FISH for 27 years.

07:00 David Allison

Wow.

07:01 Karen Steele

So she really guided everything along in those 27 years. But unfortunately, our hiccup was, everything was in her head. And she died in 2009.

07:16 David Allison

Wow.

07:17 Karen Steele

And all of that information died with her. And so there was a meeting where the Board at that time said, "okay, sink or swim, what do you want to do?"

07:28 David Allison

Yeah.

07:29 Karen Steele

You know, is this worth, to put effort into this and continue? And we all felt that it definitely was for the sake of our families that we serve. And so we hired a new executive director, we....I just started getting fresh blood on the board. I was making those phone calls, hey, we need your help, get on the board.

08:00 David Allison

Yeah.

08:01 :Karen Steele

And so it was just gathering some really talented people on that board. And then that momentum continued, even though we were in 6 Garden Center, it wasn't very impressive over there. . . .

08:12 David Allison

Sure. No, that's a pretty small building.

08:15 Karen Steele

Yeah. So it was gathering people together that really had the same passion.

08:21 David Allison

Yeah. Yeah, that's so key, just everybody seeing the same needs and being able to go after it with the same vision in mind. I'm curious, you know, how the kind of demographics maybe, or who you're serving, and the numbers of people that you're serving have changed over the time that you've been working with FISH. What have you seen?

08:46 Karen Steele

Unfortunately, things have increased. And I remember when numbers have increased, and I remember when we did our 50th anniversary and we did a videotape, and Ellie McKinley was the one to say, wow, I hope that this, I hope we're not around in another 50 years. You know, that would be all of our dreams is not to be here.

09:10 David Allison

Right.

09:11 Karen Steele

But unfortunately, our numbers have continued to grow, and I don't have exact numbers. Is that important?

09:18 David Allison

No.

09:19 Karen Steele

Okay. And we continue to see families, seniors, seniors is a big thing right now, as far as our numbers go and they're on a fixed income and they don't really have a lot of alternatives.

09:39 David Allison

Right.

09:40 Karen Steele

So we really do focus on our seniors, all of our families, but our seniors, we really have a true love for them. And COVID definitely hit us hard, it hit everyone hard. We're in a city building. We have to close the building down every, I mean all the city buildings had to close down.

10:10 Karen Steele

We were like, this is devastating for our families that, I mean they can't afford to go into a grocery store, grocery stores were still open . . .

10:21 David Allison

Right.

10:22 Karen Steele

. . . but they couldn't afford that. And so, I like to call it our Tunnel of Love. Did you ever see that, David?

10:28 David Allison

I did. Actually, I think I was part of it. I helped, because I'm a city staff member, and we were asked to, to support sometimes. So I would go out and do that.

10:38 Karen Steele

So we built that Tunnel of Love to the east side of the building. And cars could come in, I think we could get as many as three in there. And the operation totally changed where families, individuals stayed in their cars, opened their trunk and then we had food stacked on each side of the cars, and then it was basically, do you need meat? Do you need milk? Do you need vegetables? You know, point out things that we can put in your trunk.

11:09 David Allison

Yeah, yeah, and just load it from there.

11:12 Karen Steele

So that took a lot more manpower and our volunteer base is really 60 and older.

11:20 David Allison

Yeah.

11:21 Karen Steele

I mean, that's really where we also got hit most hard.

11:24 David Allison

Vulnerable population.

11:26 Karen Steele

Yeah. So we didn't have the volunteers that we normally would have inside the building. So we relied on city. You know, I remember open space people came over, I mean, everybody came over to help us because we couldn't do it alone.

11:44 David Allison

Yeah. Yeah, it took a lot of love to make that happen. But yeah, so important.

11:50 Karen Steele:

Oh, yeah.

11:51 David Allison

Absolutely.

11:52 Karen Steele:

So we were able to continue. And there were other organizations in our area that, they couldn't, they didn't, they just couldn't do it for whatever reason.

12:02 David Allison

Yeah.

12:03 Karen Steele

But we were able just to continue . . .

12:05 David Allison

Creativity and flexibility for sure . . .

12:08 Karen Steele

Yeah.

12:09 David Allison

. . .what that took.

12:10 Karen Steele

Yeah. And that's Dayna Scott. I mean, she came on board long before COVID. And, you know, she really has that creativity and thinking outside the box.

12:24 David Allison

Yeah, it takes that, for sure.

12:27 David Allison

Is there anything else from your experience with FISH that you wanted to share that we haven't talked about yet?

12:38 Karen Steele

You're editing this, right? Okay.

12:43 Karen Steele

I am so proud of FISH, that we have grown up and we're in this space. Families now can self shop.

12:54 David Allison

Mmm.

12:55 Karen Steele

Before that, at 6 Garden Center they filled out a grocery list, if you will, but we shopped for them . . .

13:04 David Allison

Yeah.

13:05 Karen Steele

. . . because we didn't have any room. And so now, they can come in, and they can pick, you know, choose what they want. And I think it really creates that dignity.

13:19 David Allison

Yes, for sure.

13:21 Karen Steele

And that respect that they deserve. I mean I, I always say it could be me, it could be you. I mean, It's just one flip of the switch in life. And it, I mean, it could be any of us.

13:46 David Allison

I love that, Karen, because it speaks to the shared humanity. We all are in this together. And this is a way that we can be ready to help anybody and do that because we would appreciate the same, right?

14:03 Karen Steele

And it's also hard to believe that in Broomfield we have families that are struggling. I mean, doesn't that amaze you?

14:10 David Allison

Yeah. Yeah, really.

14:12 Karen Steele

We have, we graphed it out and we have families in every neighborhood.

14:16 David Allison

Wow. Wow.

14:19 Karen Steele

Which, it's really incredible that that's the case. So, I mean, FISH is very important. It's very important to the City and County, we have such a great relationship with them. that we cherish and that's another reason why we're here in this building. I mean without their support, we couldn't do the job that we do.

14:47 David Allison

Yeah.

14:50 Karen Steele

So I'm really very proud of the organization. I have served on the board for many years and I was the executive director for a time. I drove the truck, which was really fun; I got to honk the horn and go to

the grocery stores to pick up the food in that truck. And I think it's cool that my mom, she is a volunteer here . . .

15:17 David Allison

Oh wow.

15 18 Karen Steele

. . . where she writes thank you notes and, and then my son now is working here at FISH full time.

15:24 David Allison

Nice. What a cool family thing.

15 27 Karen Steele

Yeah, it really is a cool, cool thing. And there, you know, I mean everyone that works at FISH or is at FISH as a volunteer is deeply committed to the mission, and they see the need, and they step forward and help.

15:50 David Allison

Ready to help. Yeah, that's great. . .

15:53 David Allison

I want to take just a little step back. I know we needed to talk about VOAD as well, but how did you end up in Broomfield, personally?

16:04 Karen Steele

Wow, my husband brought me here screaming and kicking. (Laughter) He grew up in Broomfield.

16:14 David Allison

Okay.

16:15 Karen Steele

His family's been here since 1959. So he was raised here. And then we met in college. And then, I was from South Denver, and so of course, we had to live in South Denver . . .

16:30 David Allison

Well yeah.

16:31 Karen Steele

. . . where family was.

16:33 Karen Steele

So, but he worked here in Broomfield, and he was commuting, and it just didn't make sense. When we had our kids, it just didn't make sense.

16:43 David Allison

Right. Too far of a drive.

16:44 Karen Steele

Yeah. So we moved here. I'm really thankful we did. Yeah, it's a great place to raise . . .

16:50 David Allison

No regrets.

16: 51 Karen Steele

No, no. But I was kicking and screaming, going, you want me to move to Broomfield?

16:57 David Allison

What was the reputation of Broomfield at the time? Do you remember?

17:01 Karen Steele

I mean it was definitely like the other side of the tracks. It was just like North Side, South Side.

17:10 David Allison

Right, right.

17:11 Karen Steele

Because the area I grew up was very affluent. Not that we were, my family was not, but you know, it was very affluent. And this side of the tracks, not so much.

17:19 David Allison

Just different reputations.

17:21 Karen Steele

Yes. Yeah.

17:24 David Allison

Good, so tell me just a little bit more about VOAD. Share a little bit more.

17:29 Karen Steele

Well VOAD is fun, for me, from FISH.

17:32 David Allison

Okay.

17:33 Karen Steele

So I was here at FISH. I was doing everything, you know, sorting food, all this kind of thing, and we became a City and County and, and we had to have a emergency management plan.

17:53 David Allison

Oh, okay.

17:54 Karen Steele

FEMA, you know, you had to have one. So, the city hired Ken Davies, who's also a longtime Broomfield person, and he was our first manager. And he came to FISH and he said, I need to write the emergency management plan. And second of all, I need people to help me participate in this management plan.

18:26 David Allison

Okay. Right, right.

18:28 Karen Steele

And so shortly after that, there was a couple of incidences - one was, there was a fire at a senior assist spot . . .

18:36 David Allison

Oh dear.

18:38 Karen Steele

. . . and George Di Ciero was on board, and people in Broomfield, out of the love of their hearts, dumped all kinds of goods in the parking lot of this facility, thinking that they were donating. They meant well, but that turned into an emergency on its own.

19:00 David Allison

Yeah. That's a situation.

19:03 Karen Steele

He always said, I never want to have that happen again.

19:05 David Allison

Yeah.

19:07 Karen Steele

And then there was a snowstorm. I mean, we're surrounded by some pretty major corridors, and the police pulled people off the highway into the Broomfield Community Center, and then they're like, wow, we don't have anything to give them. We don't have any water. We don't have any coffee or . . . we have nothing here.

19:31 David Allison

Yeah.

19:33 Karen Steele

And so that was another wake up call, where they went to Safeway and they, you know, used City County money, and they bought hot chocolate or whatever they needed. And it was at that time that

FISH said, we can do that. I mean we have all that ready to go, and we can supply that. So then it was making....I worked with Health and Human Services, and Public Health, and we developed a menu of 100 people feeding for breakfast, lunch, dinner, and another breakfast, and then snacks. So they helped me create this menu. And we developed food caches. So we had a food cache at the police department that had the menus and all this food that the police could pull off the shelf, in a crate, and they can take it to wherever it needed to go.

20:35 David Allison

Right.

20:36 Karen Steele

And then we had a food cache at FISH as well. And they have the keys to our building so they can help themselves. And yeah, so that's kind of how it started and evolved that way, that we were there helping supply the food. And then, it turned into a conversation with Ken about volunteers. And he said, I'm gonna need, you know, if something happens, our first response is to have our City employees be those volunteers, or be those worker bees. But if that runs out, if it's a long term . . .

21:20 David Allison

Right.

21:21 Karen Steele

. . . then we're gonna to need volunteers. So then, that sent me down the path of talking to the Methodist Church because they had ties there, and talking to Rotary, talking to different groups in Broomfield saying, this is a need that the City has, are you willing to participate in this need? And, of course, when an emergency happens, that's another problem because everybody wants to pitch in and help, but then that becomes an emergency because then you're managing . . .

21:59 David Allison

Figuring out how to get . . .

22:01 Karen Steele

. . . a lot of people. So we set it up, that was always in the forefront of our minds is, we have to make this so it's not a burden on the City Emergency Manager; that we're supplying volunteers to him or her, and that people aren't just showing up. That if they are showing up, then they need to go through the VOAD . . .

22:26 David Allison

System.

22:27 Karen Steele

Yeah. And VOAD stands for Voluntary Organizations Active in Disaster. So we're not a 501c3, we're a nothing. We're a conduit to link people together, and to support the City and County.

22:45 David Allison

Nice.

22:46 Karen Steele

And we have an advisory board, and there are representatives on that board now. I mean, before it was just FISH, and then in 2013, '14, I started talking to like, Corina Martin at A Precious Child, and it was Karen Smith at the Broomfield Community Foundation. And I started kind of reaching out and the floods happened.

23:14 David Allison

Yes.

23:15 Karen Steele

So then it was like a big, oh, this is not going to work just having FISH be it. This is much bigger than just FISH.

23:22 David Allison

Right.

23:23 Karen Steele

So we formed that's when we really formed the VOAD and came together in collaboration . . . which was perfect.

23:32 David Allison

Yeah.

23:33 Karen Steele

So I mean, there's Broomfield Community Foundation, they take care of the money aspect, if there are funds that are donated specifically for an emergency, they take care of that. A Precious Child does the good, FISH does the food. Discovery Church now is all trained for shelter.

23:57 David Allison

Nice.

23:58 Karen Steele

If there needs to be a shelter, they're all trained and ready to go. Kathy Escobar with The Refuge, she is pastoral care.

24:06 David Allison

Wow.

24:07 Karen Steele

I mean, she's got a team that's ready to go, if that's needed, and it goes farther than that. I'm just kind of giving you.....Teryl with Senior Resources, she's also part of that advisory group.

24:22 David Allison

Nice, nice.

24:23 Karen Steele

So we're helping you know, seniors. So, that's really how the VOAD got running. And the reason why that works is because there are no egos. And there are other VOADs in the area. There are other cities and counties that have VOADs, but they're not active. And it's really because they want a piece of the pie, like the fame, I guess. This is my opinion.

25:04 David Allison

Yeah.

25:05 Karen Steele

But they have their ulterior motives - "mine's the best organization", and that is not part of our DNA.

25:14 David Allison

Yeah. Yeah. Which, that's so important. I mean you mentioned now twice, which I really appreciate, this idea of collaboration, and that it's supporting each other towards these mutual goals and seeing that there's something greater and bigger than what we could individually do, that if we do this together we can really make a difference and be, you know, helpful in a time of need. So, yeah, it's great.

25:41 Karen Steele

And now we're up to 35 organizations, we've been talking to SkyeStone, and they are really anxious to join the VOAD . . .

25:51 David Allison

Nice.

25:52 Karen Steele

. . . and be part of that, and they will be a huge factor in what the VOAD can handle during an emergency.

25:59 David Allison

Absolutely. . .

26:02 David Allison

. . . they would be kind of on the side of shelter, do you think?

26:05 Karen Steele

I'm really not sure. But they're really nervous about being surrounded by fields after what just happened? And so . . .

26:12 David Allison

With the fire.

26:14 Karen Steele

Yeah. so I think they, I mean part of it is, they want to be assured that the VOAD and the City and County are going to go in and offer them assistance if that's the case. But they can also offer us assistance if we needed to set up a shelter, or if there was a snowstorm and they can help with that, or, I mean there's a variety of things. We have a whole checklist of what services or what support organizations could offer us....

26:55 David Allison

Right.

26:56 Karen Steele

....And they can choose, you know, what, what the facility looks like or what, you know, what would work for them. And we always say, hey, if we ask you to do something and you can't do it, just say no. We're fine. We'll move on to the next. So don't, it's not an obligation.

27:15 David Allison

Right. Right.

27:16 Karen Steele

So, but most of the time, in Broomfield, people are going to want to help.

27:20 David Allison

Absolutely.

27:22 Karen Steele

I mean they're gonna, I mean, that's what has happened in the past, is the masses show up, so yeah.

27:28 David Allison

Yeah. And it's like you said, you know, rather than getting just a big pile of stuff in a parking lot, it's a way to say no, there's a way that we can make this work for everybody. So it's not a crisis on a crisis.

27:42 Karen Steele

Right. And I think we learned that in 2013. I know Karina Martin at A Precious Child talks about other organizations in Boulder that have people showing up with their pickup trucks, donating, and we all learned that it's okay to say no.

28:02 David Allison

Yeah.

28:04 Karen Steele

No, I'm sorry, we can't take that. You know, check back with us later. On our website we'll put down the most needed items, but no, we can't take that.

28:13 David Allison

Yeah, yeah. That's so important. Yeah, absolutely.

28:19 David Allison

What else? What else have you been involved with, Karen? What else do you wanna talk about with Broomfield?

28:26 Karen Steele

I know, you're gonna talk to Denise about doing the nature walks.

28:28 David Allison

Yes.

28:29 Karen Steele

On Friday.

28:30 David Allison

Yes.

28:31 Karen Steele

And she and I have done that for 25 years.

28:34 David Allison

Wonderful.

28:35 Karen Steele

So she'll cover all that.

28:37 David Allison

Okay. Okay. So we'll hear about that one, one way or another.

28:35 Karen Steele

Yeah, you're gonna hear about us doing that whole thing with kids on our backs, little kids, babies on our backs. But that's been a big part of me as well. And then, I can't really, you know, I'm the President right now of the Open Space Foundation.

28:57 Karen Steele

And that is a love child from Pat Quinn and Randy Ahrens, and they really, after the field was formed, they really started the foundation. And even though I've been involved with it for four years, you really have to go to them for history on it.

29:17 David Allison

That's fair.

29:18 Karen Steele

Yeah. I just, I know what I'm doing now, but it's nothing, I don't think it's anything significant.

29:24 David Allison

Right.

29:26 Karen Steele

But, it's a fun project as well.

29:27 David Allison

Well I would say it is significant. But I understand too, Pat Quinn, I know it had designs on writing a book about the history of open space at one point which, that'd hopefully tell the story.

29: 43 Karen Steele

Is that, has that cooled down?

29:45 David Allison

I haven't heard anything for a while. That doesn't mean he's not working on it. I just haven't heard anything, so . . .

29: 48 Karen Steele

Okay. I hope he does do it.

29:51:David Allison

Yeah, I agree. That would be a wonderful project.

29: 55 Karen Steele

Yeah.

29:58 David Allison

Well good, thank you so much, Karen.

29: 59 Karen Steele

Yeah.

30:00 David Allison

I really appreciate your time today. It was a delight to talk with you.

30:05 Karen Steele

Yeah. Hope we can do more things like we did this summer, with the walk, the three ponds walk.

30:10 David Allison

Yes.

30:11 Karen Steele

That was really cool.

30:14 David Allison

Yeah, I agree. We had a discussion, kind of internally, with Kristin and Brennan, who was on the tour, and then also the water treatment plant guys. And everybody said, we absolutely need to do more of this sort of thing. It's great to kind of combine forces that way and to share the story from different angles, which is great.

30:36 Karen Steele

And it's just tying everything together - the history, and I mean there's so much that I learned in that.

30:44 David Allison

Yeah, it was so fun. And then , I just told Kristen, like, the high point for me was Ellie coming out and being able to talk to her and hear her story and have people just also appreciate that it takes people doing things . . .

30:57 Karen Steele

Mmm-hmm.

30:58 David Allison

. . . which is what you just described as well, and working towards a common purpose. That's so important.

31:03 Karen Steele

Yeah, definitely. We can't do it alone.

30:58 David Allison

Absolutely.

31:08 Karen Steele

So Todd is going to sign up to have you interview him.

31:13 David Allison

Great.

31:15 Karen Steele

He's like, he doesn't think that he has a story to tell.

31:18 David Allison

He does

31:20 Karen Steele

I mean, have you interviewed anyone else like his demographics of 65?

31:30 David Allison

My list, I have a list of 32 people in there and I have a few people . . .

31:34 Karen Steele

Wow!

31:35 David Allison

. . . on that list that are that demographic category.

31:34 Karen Steele

Okay.

31:35 David Allison

Off the top of my head, I couldn't tell you the names, but . . .

31:41 Karen Steele

Yeah, I mean, since he's been here so long.

31:44 :David Allison

Yeah, that's really important to have those stories.

31:47 Karen Steele

And, I mean his mother's still alive. But I think you probably have enough of the older generation, that maybe this middle generation . . .

31:59 :David Allison

Yeah, I think that's true. Well, we, I mean, we're at the point where we really want all stories. Anybody's story that is willing to share with us, we're really looking for. But you know, I think these sorts of stories that you know, yeah, do target maybe a different group that haven't in the past had their stories told, right? So that's absolutely an important demographic. It would be great to have his story. . . .

32:23 Karen Steele

Great!.

32:24 David Allison

Yeah.

32:25 Karen Steele

Well I'm so glad you're doing this.

32:27 David Allison

Thank you very much. I really appreciate it.

32:30 Karen Steele

Yeah. So it's gotta be fun for you, too, to hear all this.

32:32 David Allison

It is! Oh, my goodness. It is so much fun.

End of interview