

Amanda Cummins 0:01

All right, here we go. So just for our archival purposes, we always start off at the beginning. I'll just say I am Amanda come into interviewing Beth Beth remind me of your last name is Beth morphus. I'm at my home in Winston Salem, are you also I assume I'm at my home in Salem as well. Okay, great. And the date is July 16 2020.

Unknown Speaker 0:22

Okay. Um,

Amanda Cummins 0:24

so I would love to start off by just hearing about your first reaction as a business owner when you first heard about COVID. what came to mind?

Beth Morphis 0:33

Yeah, of course. So, sailing, gymnastics and swim has been in business for 40 years. And so when we first heard about COVID, shut down, we were a little, of course, like most people surprised. We thought would close down for a week we evaluate. Two weeks reevaluate. And then we realized that this was bigger than anyone had thought, and suddenly realized we had no end in sight. So immediately We decided two things, the two questions for ourselves. Number one, how are we going to survive this time? How are we going to survive it? And then number two, how can we use this time to come out better than ever? How can we take advantage of this time to make our company stronger? And so that's what we did. We really, we really knocked this things out.

Amanda Cummins 1:22

Yeah, that's great. So there was sort of an immediate like,

yeah, I mean, I think in the beginning, we all just were like, like, I was like, I'm going home for two weeks, like, be back soon. And then there's there's that switch, but I'm glad to hear that it sounds like you guys kind of hit the ground running once. You did realize it was good. Yeah,

Beth Morphis 1:40

we really did. You know, like I said, we have been in business for 40 years. So over the years, we've expanded a lot. We've changed locations, we've added new programs. And every time we've added new programs, we have not always built up our internal structure or organizational structure hasn't always kept up with all the new programs. So as a result Sometimes we had people that were doing the job of two people, we had some programs where everything was, you know, ironed out to the following final detail and others were just a little bit more, just less well defined in the background of it not out as far as customers could save it on the organizational end of things. So we took this time to just sit back and start just pulling like peeling, peeling layers off of an onion, right? To pulling back all of our different policies. We re examine every procedure, every policy, every position description, what made sense what needed to change, where do we need to expand and put in more management? Where do we need to contract and where might some people fit in a better spot in our organization. That was a huge part of our time. And I have to say, for us, in a strange way, the COVID timeout was a blessing because we really were able to make changes that we've never would have been able to make Had we been caught up in the day to day operations of our company? So to have that opportunity to step back and see everything from a bird's eye view, and then step in and make changes really helped strengthen our company?

Amanda Cummins 3:15

Yeah. Could you tell me a little bit more about the specifics of the changes that you ended up making?

Beth Morphis 3:20

Yeah, well, I can tell you, you know, for the, as far as the physical changes are, our building is, gosh, it's about 25 years old. And it has some structural things that just needed to be repaired that we need to really be shut down for. For example, we had a drainage problem in the back of the building. So we had fresh drains installed in the back, our swimming pool equipment needed some updates, we upgraded to a higher quality of swimming pool water, but we had to be shut down for that to happen. So this enabled enabled us to make that kind of change. We also made a lot of

changes that are COVID related. I actually have a little list here. Yeah, so just things that are specifically related to the pandemic. We marked our entire facility for six foot social distance spacing. We put in hand sanitizing stations all over the place. They're everywhere in the gym. And in this one area, we put in a lobby greeter that makes you right when you come in the front door. And this person sits inside a little plexiglass booth, kind of like a toll booth and they're there to greet you and help get you in the right spot so you can know where you can go with your children. We've completely changed this the flow pattern of our company where you used to just come in the door and it was a big cluster and then you go out the door. Now everything happens with a natural logical flow. So we have entry and exit doors one way trafficking throughout the whole entire facility. we closed our locker room. This was right off the swim area. We used to have swimmers exit from swimming, they would go into the locker room and meet their parents there. But it was impossible to have Have any sort of distancing in that space, so we close that space entirely. And now our swim or swim students exit out what used to be a fire exit that leads directly to the parking lot. That keeps them in a one way flow avoids that back and forth, right. We also, we removed all of the furniture and all of the cubbies from our lobby area. So there is no place to stop and congregate, no place to sit and wait and watch. We're fortunate in our facility that we have an overhead balcony. So parents can still go up in the balcony and watch gymnastics lessons, they can still look through viewing windows into the swim school. And we've even put just a few chairs on our deck on the pool deck for this one little part of the swim school you can't see so well from a window. So we do allow parents to sit there on deck which is a new policy for us. We never used to allow parents on deck before. Um, if you were to You are always to be masked if you are or could be within six feet of someone else. So what that means for our staff is our gymnastic staff, they're going to step back 10 1215 feet to address a group of children. They will take their mask off and address a group children and then they put their mask back on to step in and work with the children individually or in smaller groups. And the swim school, our swim instructors actually wear a plexiglass shield that comes off of a cap so they have a cap with a shield. And that way they can see their students or students can see them but they have that physical barrier for their protection. The children don't wear masks, when they're exercising. We just feel like it's not safe for them to have you know, good breath flow obviously, really difficult and also on the gym floor, but their individual stations are set apart. So before our children would operate For example, in the gymnastic school, everyone would operate in the circuit. It goes from one to one station to station, they tend to bump into each other as and wait and get clogged up waiting in line. So now we'll have six students, six stations, and each child's assigned a station and they stay there and then for a minute or two, and then all it was everyone time to switch and we all Switched at the same time. And that helps keeps the children more distance.

We have

sanitation happens with this domestic students between each of them. They stopped sanitize their hands before they go. For instance, when the bars to the balance beam, they'll stop and sanitize. And then we have a crew that comes behind each class that sanitizes wipes down the mats between each group as well. So these are big changes for us in the way that we operate our classes. But they've been really well received. And I think, you know, it was good to have things, guidelines to follow the CDC and other folks to help us. Yeah, that's great to hear.

Amanda Cummins 8:12

Um, so jumping back a little bit, I was wondering if you could give me sort of like a rough timeline of the past few months in terms of the business like when you guys decided to close when you reopened, etc.

Beth Morphis 8:26

Sure. So we decided to close on March 15. And that left us in the middle of a month, and as far as our business operates on a month to month cycle, so that means we have this whole population of people who paid for half a month, but they only pay for a full month, they're getting a half with the classes. So the first thing we did with those people is just let them know, you know, hold tight, you know, we're going to hold her you know, we're going to hold you to credits on your account. We're not going to you know, do anything with that. I mean, you've paid for four lessons. But what we decided at that point, we had to stop and decide what resources do we actually have? You know, how much money do we actually have? What do we have to fall back on? What expenses Do we have moving forward? So we made a couple of conscious decisions. One was that we were not going to refund unless there was just no way around it. So what we've done with the people who were March students, they all have a two week credit on their account set and then the credit is going to hold for a lifetime. So if they ever come back to any sort of program with us, they already have that credit moving forward. So that was super helpful. The next thing we did is realize, you know, when this first started, there was

no, there was no talk of triple pay money. We didn't know what kind of help the government was going to give. And so we have, we have 11 people on salary, salaried employees, so we immediately furloughed All of our part time so like 42 people, we had to furlough. And we just hunker down in with our main core staff and said, Listen, people, we said this, we don't know what this time is going to hold for us. We have no idea but we do know, you know this. This is our World War Two. This is our Great Depression. This is our time to hunker down and do without and be smart and be resourceful and come out stronger. And the staff did great with that.

They came in and worked and worked and worked initially on physical improvements to the building. We cleaned out back corners that haven't been touched in 20 years, pulled everything out of the back closets, cleaned them out, paint, it only put back in the things we need, you know, I can't tell you how many things we hauled off. Yeah, there was some, you know, just little minor repairs here and there. All of those cuts, done everything got a fresh coat of paint. So those sorts of things happen really nicely. In addition to the behind the scenes, organizational structural things that I've talked about before, the next thing we did financially, was to try to figure out what resources do we have? You know, and I thought to myself, I said, you know, we have a lot of families that have been here for a lot of years. And we have multi generational families, people who came here as a child, now their child comes here, we even have a we would have third generation people now that are coming through Salem gymnastics. And I thought, you know, perhaps this is a group we can tap into, you know, this is a wealthy community, not everybody, certainly, but some people probably that you know, that \$80 a month tuition doesn't hurt their budget at all. It's nothing to that dollar wise. So we sent out a letter and we just flat out asked our people from all of our March students, we said, you know, here's what we are. This is what's going on, you know, I hope you know Hope you're all well, I know some of you are struggling. And if you are, please, you know, please this letter doesn't apply to you. But if you are able, you know, if you're able to keep paying your tuition or part of your tuition, we would really appreciate it. You know, we have families that are depending on us, you know, our staff and their livelihood. So we sent this letter out, agonized it right? for days and days and days and picked it apart. But when I finally hit the send button, and shot the letter out, the replies started coming in within three or four minutes. Yeah, they were so sweet. It was so the kindness was overwhelming, and I just started to cry. Yeah, I just cried. I just sat and I just sobbed and I think a lot of it was, you know, the stress of the COVID and being shut down and not knowing what's going to happen and people, their generosity just poured out. In the end, we had over 200 families right up here. They the tuition, they paid April, they paid May. Some of them are even paid June even though they weren't ready to come back yet. And that money is what really helped to keep us afloat. The first round to April, money covered payroll for all of our people, about mid April is when our triple p money came in. So that's, you know, we're just on the tail end of that money now. And the May money we were able to use for some of these improvements and these upgrades, they are costly, expensive. Yeah, you know, so we were able to get our program ready for post COVID with because we had more resources. And so that that was just it was humbling and amazing. And it was just really a cool, cool, positive experience.

Amanda Cummins 13:51

Mm hmm. Could you tell me a little bit more about the way that your community grew from this event?

Beth Morphis 13:58

Sure. Sure. Actually. Say that

as far as our staff is concerned, they really worked their tails off long hours, they've fully realizing that they were getting paid, even though income was coming in. And I think for most of them, it really gave them kind of reenergize their commitment toward our company and our commitment to each other. And we worked really hard on how together we're doing this together, and we're all working toward a common goal. And they came up with ideas. They started doing, you know, virtual workouts on zoom with our competitive kids. And then they said, Hey, I'd like to offer some to the class kids. So they were given free classes to all the opt in families that were reaching out to the opt in families and giving them private lessons on zoom, you know, all on their own their own time, which I thought was really cool. The part time staff had a chance to step back and get retrained. So all of our instructors were retrained on a couple of different areas. The first way was in technical training. They got retrained from the bottom up on teaching swim and teaching gymnastics. We should make some all stronger teachers. They also got a complete training on COVID the disease, how do you get it? You know, what are your what is say for you what saved was unsaved? What are six signs to watch for stuff with different behaviors that keep us all safer. And then the third thing is we had a series of workshops, we had some we did some workshops with just our leadership team, on strengthening their leadership, how to go from being a

friend to being a boss, you know how to be stronger in the roles within their, within their departments, which goes back to that structural strength that was lacking. It wasn't lacking, it just could be stronger. need to refresh needed to be refreshed? Yeah, that's where it needed an upgrade. So that was really helpful for the leadership team, and then the entire company. So at the end of May, every year, early June, we always have our gold medal day. And gold medal day for 40 years has been the day where the students come in the door, and they show off their skills for their parents. They all get a gold medal, and they do their cut off on the gold on the stand, and claps and they just get so excited. They go home and it's just, you know, it's an exciting time for them. So, gold medal Day this year, may the 30th. We instead of having the students in course we couldn't. We had an all day staff training. And we had a gold medal day staff training. We had some special speakers that came in, one woman came in and spoke about the Disney experience, customer service wise the types of things things that make that customer service above and beyond the kind of things that make it magical and not just ordinary stuff love that they ate it up, maybe a little Mickey Mouse ears. We covered a lot of the policies that were tricky ones like once, you could never quite figure it out. I mean, the policy is parent takes its toddler to the bathroom. What if you can't find mom and the toddler is going to go, you know, what do you do? So we find out those policies, this is how you handle it, you keep the stall door open, you turn your back, blah, blah, you know, all those things to do so. Um, so that was good. And it really it just got a lot of team building happened. One thing that helped us a lot was zoom. Zoom has been a phenomenon over this whole COVID experience. And in our company, it's no different. We started having zoom meetings, face to face zoom meetings within into departments. And we quickly realized This was the way we could get everybody together at the same time, because our staff is really large, their hours are all over the place. And so to pull in everybody that teaches swimming during the week is next to impossible. But you know, Monday night at eight, sure, you can get on zoom call, you know, we have something some reason you can't be there. Right. So it's helped our communication a lot as well.

Amanda Cummins 18:27

Great. Um, speaking of zoom, can you tell me a little bit more about the zoom classes that your staff was offering during the closing?

Beth Morphis 18:35

Sure. So our zoom classes were a lot of fun. We tried to keep them to say maybe 10 kids or less in a class so that we could see everyone on the screen, but the instructor would just stand right there in the living room and say, okay, boys and girls, you know, good. Let's do some jumping jacks to do some jumping jacks to do a moving song. They do all their stretches. They find things around the house, and it's just If you don't have a barbell, that's okay, maybe you have a milk jug. Did your parents have one of those big old dusty exercise balls back in the closet they never use? If not, maybe you have a sofa cushion, you know, and they would do a strengthening exercise balance, coordination, not a lot of gymnastic skills, because you can only do so much safely in the living room. Yeah, a lot of fun and activity are competitive kids got they got some serious workouts in a lot of increased flexibility and a lot of increased conditioning, you know, strengthening, so that was good. And the socialization was good too. And like seeing each other on the screens. Just miss each other. You know, these kids work out together, you know, 20 plus hours a week. And cook started as you know, so quickly without warning, there wasn't a chance to say goodbye and no clue that you wouldn't see people for months and months or maybe even never again.

Amanda Cummins 19:57

Yeah, it's great.

So when you guys, when did you reopen?

Beth Morphis 20:05

We reopened for classes on June 1. And when we did we opened with our swim lessons were private lessons only. And our gymnastics classes were in various, I think for students to one teacher was our ratio. Because we were concerned about the spacing. We wanted to be sure we had all of all of the details worked out in a plan that we've never tried before. And it worked out really well. So almost immediately, we increased the number of students in our gymnastics classes, we've settled on six students in a group as a good number with their social spacing. And then our swim lessons have gone into group lessons of two is the largest Our group is one of the biggest challenges for us and one of the places that we that we missed the mark that we're still trying to correct is In the pricing, because you know, our old our old model, we would have four children in a swim class. And we would have two classes in an hour. So we were teaching

eight children in an hour. And it was costing \$20 a lesson. And when we went to private lessons, we went to 20 minute privates, still at the \$20. So it was, you know, a little bit less per, you know, per hour. And then when we added the second person into a group, again, we we kind of missed the mark and the pricing got chopped a little more per hour. And so that's something we're gonna need to correct moving forward. We decided to wait until September, because people have been to a lot of changes, but it's just going to be it's going to be important because, again, you know, we were making these decisions in mid May. And in mid May, we didn't know that we would be as closed as we are, for the foreseeable future. You know, I don't see us getting any more more crowded and our facility maybe not for the entire school year. Yeah, we're gonna have to make adjustments so that we can survive.

Amanda Cummins 22:11

So when you did reopen about how many families like percentage wise returned of your normal?

Beth Morphis 22:17

That's a great question. So our swim program within the first I'd say within the first half of a month, we were right around 20 or 30%. Our competitive program was 97%. And our gymnastics program was a little more it was in the teens. But when one big difference, you have to understand the seasonality of our company. Gymnastics typically runs much higher numbers through the school year and lowered numbers in the summer, and the opposite is true for Swimming. Swimming typically runs low numbers during the school year and higher numbers in the summer. So we're getting close to sea right now we're running a little over 400 kids in our swim program. And last July this time we touched 1000. So we're still 40 between 40 and 50%. of our student number. A year ago. The one area that's been very popular has been summer camps. camps are operating at a smaller ratio again, and the CDC guidelines, they're helpful to keep us safe. But they are restrictive as far as profitability. Yeah, so but they've been very they've been full disdainful.

Amanda Cummins 23:39

Yeah, I couldn't imagine not. Yeah.

Um, okay, great. Let's see. So how how does the I'm just curious with like the competitive students, like our gymnastics competitions planning on still running in the future, like, what does that kind of scope look looking like? This point.

Beth Morphis 24:01

Yeah, it's a great big question mark. It's a giant question mark.

USA Gymnastics as a whole has taken a lot of hits over the past couple years. So they're really in the kind of this just trying survival mode. So as far as athletes like ours that are so far removed from the national level, the national team, the national office, our folks were just really looking internally to our own state and our own state governing body and we're saying okay, what do we want to do as a community. Normally it is a season in the fall and the season in the spring, and the fall is the compulsories. And the spring is the optional optional. It's been a little higher level. This year, North Carolina gymnastics has decided to not have any season in the fall at all, and move everybody to the winter spring. Now what that's going to look like we don't know. The athletes are training athletes are excited to chomping at the bit. They want to compete. In the past, there were a lot of, you know, mega competitions, you know where you'd have, you know, thousands of kids coming in from all over the southeast to the Greensboro Coliseum for a weekend. I don't see that happening this year. I think it's going to go back more to the model that we had back in the 70s and 80s. You know, dual meets, tri meets, you know, just your gym and my gym and one other gym. Let's get together and have a little competition. Hopefully, it'll keep the kids sharp, you know, especially those who are on the cusp of, you know, college scholarship time and so forth. It's been tough. It's been tough on them.

Amanda Cummins 25:43

Yeah, I can imagine that's, yeah. And especially, I mean, I know my friends were in gymnastics like they're so involved, like it becomes your whole life that it's, you know, when something is threatening that it's obviously so scary.

Beth Morphis 25:57

Yeah, it's tough. It's tough. We had to graduate Seniors this year. Both of them had their seasons, of course just yanked with no warning at all. Both of them had already signed for their colleges. So we had a big send off, you know, Macy's going to Pitt, and then Zach's go to temple and you know, we're excited for them. But when they went off to college,

they're quarantined for two weeks in their dorm. They don't even know anybody yet. And they weren't, though, you know?

Amanda Cummins 26:26

Yeah, it's crazy.

Um, all right. So, let's see. So I guess jumping back a little bit, can you tell me about what the process was like, for the PPP alone and what that decision making process looked like to apply

Beth Morphis 26:43

to, so we were really, really fortunate to be involved in the swim school industry. We actually opened our swim school in 2016. We were all gymnastics prior to that. And the swim school industry is phenomenal as far as being resource for swim schools. And what I mean by that is when this first started, the swim school Association started having weekly zoom meetings, just trying to get in touch with what's going on across the country. What resources do we have? Where can we move forward? How can we do what how can we support one another? And they would have speakers come in and speak to us about this is coming up. And just for example, I've gotten the idea about asking you're asking your customers for money, you know, it's like, that's a little weird. That's a little uncomfortable. But people started sharing their their sample letters. I was like, Oh, no, no, I saw one I was like, That's according to him. And I was right and but I'm not sure I would have thought of it. I certainly would have done it. If I didn't have other people saying I did it. It's working. Try it. We should try. It was great.

Once we've heard about the triple p money.

I've never worked with a government agency like that. Before I learned so much, like every single day, and I was trying to stay on top of the information so that I could do what's best for the company. Honestly, it was like trying to get a drink of water out of a fire.

So much to learn so much to learn, and you had to try to figure out is this apply to me, this is not apply to me.

And again, that's where the swim school Association helped, because so many of the webinars I would see and information that would come out would be directed at businesses. You know, where the information that I was able to get from this association has to do with businesses that teach children's sports. So things that were specifically helpful for gymnastics, martial arts, swimming, dance, cheer, you know, those sorts of companies, we all kind of fall into one category. And there's a gentleman up in Boston. He's a CPA who specializes in our industries and he was on his Speaking all the time, and the new announcement would come out, he would jump on it, he would learn about it and pop out a video. And we don't have the information. And we were able to hop on, you know, once or twice a week and just chat with people. What does this mean? What does this mean? A lot of our groups put together Facebook groups. So you could go and just pop on questions. And I actually took the information that I was getting from this homeschool Association and turned it around and flipped it to North Carolina gymnastics, because I knew it wasn't coming down the pipe from the gymnastics world the same way it was from the swim school. And so much of the information was the same. You know, we've all shut down our companies. We all have all these families depending on us. We all have staff that we're trying to support. How do we do this time? So triple p was good. The loan process was interesting. I'm not a big dollars and cents, you know, Excel spreadsheet girl I've learned to be that over this time, that's been one of the one of the pluses of this code of time coded silver lining was that I really do have a much better handle on the finances now. I think most of you have. And it's been good. It's been it's been good for the company, my family, you know, so all that's been been a positive. Once the PVP money came to us, I feel fortunate, because we didn't get it right in that first go round. It was a little bit later. Because a lot of the concerns when it first came out was you have to spend this money or it goes from being a grant to being alone. Hmm. Grant money's great. loan money is not the same at all. So we were, you know, working on you know, what, how do I want to use the money effectively with our staff, obviously, our full time people, we paid their full salary, we pay their insurance, we pay the utilities, rent. Fortunately, my father is our landlord. So he was in To give us quite a quite a lovely

reduction in rent, Mm hmm. Very helpful.

And then as time went by when we started, we training our staff, we use the triple p money for that, for the retraining for you to sit with them on zoom meetings and go over cartwheels and back bends and all these different moves. That was all triple pay money. So that was helpful. And then when the extension happened, so we didn't have to spend it all by our date was June 17. So now, it doesn't want to spend that thing until maybe later this month. But it's ending now. Anyway, it's all getting spent. It's really been helpful for our company, because we've been able to keep the doors open and provide a really, really high super high quality program without having all of the expense. So that money has been really, really helpful for us.

Amanda Cummins 31:54

Great. So one more question sort of on the financial side of things. be looking at 2020 revenue overall, like what is the difference in a normal year that you're probably projected to see? Oh,

Beth Morphis 32:10

it's just silly. I haven't looked at the projected p&l, I know that we have a little graph on our, our, the software that we, that we use for our classes or class management software has little board rats of your revenue each month, and it always has this year compared to last year and it always looks kind of like this. January, very, like this kind of goes like this. Right? And then it just like that, it's gone. It went from inside of this Hi, you know, we noticed in years July, like oh my gosh, you know, the p&l is, is pretty dismal. And when you look at, you know, but I what I know is that I know we have an incredible company stronger than we've ever been. I really believe that we're stronger than ever, and our people are committed. Our customers love what We do and we will come back. The question is how quickly can we turn this around?

Amanda Cummins 33:06

Yeah. Yeah. Well, I definitely admire the resilience that you clearly are showing in your company. And that's, um, yeah, and it's definitely great to hear like, I love when people share the silver linings of it, as well. So add them. Yeah. And then, I guess looking at future plans, I know you shared a little bit about how this is probably going to be your method of operating for the next couple months. But anything, you know, in addition to that,

Beth Morphis 33:37

yeah, for sure. We, we actually sat down with our, with our staff maybe a couple weeks ago, and I said, Listen, people we need, we've got to generate more revenue. We're not gonna be able to make it on just classes, and camps, and years. I mean, we opened in 1980. And in 1984, was the Olympic Games in Lausanne To us, and Mary Lou Retton gotten that, you know, USA leotard and scored that perfect and won the gold medal and our building with wood jammed with athletes from 1984. until March of 2020. You know, we've had plenty of students. And so our, our business model was always was really focused on retention. Let's keep everybody happy. Let's make sure they're learning and trying and having a great time. But you know, it's just not their thing to want somebody else coming in the door is different now. I mean, we're, I never thought after 40 sorry. I never thought after 40 years in business, we'd be starting over. Yeah, really, we started a new company. And so all the tricks of the trade that we used to do back in the day to get more students were really integrating. So we're going to put birthday parties back into our offerings. We're going to be doing more parent night. We're gonna be offering extra clinics and special events come meet the Disney Princesses come see the superheroes, lots and lots of extra things to generate extra revenue, in addition to our current class loads until we can get our numbers back up. I think that if we're careful to, to choose projects that are profitable first, and not just fun, and that people want the things that are if we if we focus our energy on profitability, I think we'll be fine before the end of the year.

If not, then it's going to drag out for a long, long time.

Amanda Cummins 35:39

Yeah, yeah. Um, okay, great. And then my final question, is looking back at the past few months, is there anything you would have done differently

Beth Morphis 36:01

You know, if I've had the advantage of knowing how long we were going to be shut down in the first place.

Unknown Speaker 36:11

I would have spent more time with my family. Yeah.

Beth Morphis 36:15

COVID was, I think for a lot of people, this time, people have been either really, really bored or really, really busy. And we were really, really busy because at any minute, it could be two weeks away, or three weeks away, and then it was five weeks away, then suddenly it was seven weeks away. It was like What what? And and that's when we stepped back a bit and ended a big shift in our in our focus,

but

I don't want my kids to think of this as time we were just gone, who were absent from them. And they have had a little bit too much too much time in the screen too much time in the social media. Yeah, I worry about the future of our kids. But they're gonna come as COVID particularly teenagers.

Yeah, I worry about them a lot.

Amanda Cummins 37:06

Yeah, definitely. Well, thank you so much for sharing and um, those are all my questions. So that is it as far as the interview is concerned. So I'm gonna go ahead and stop recording

Transcribed by <https://otter.ai>