

- Tony: And will that increase as the number of \_\_\_\_\_ increase?
- Adrian: I've been advocating for it. Theoretically, yes. I would imagine.
- Carla: We have no plans to increase the beds at this time.
- Monica: [Inaudible].
- Carla: Would you like me to talk about communication?
- Tony: I'm not sure. I don't know what that means, so I'd rather – if we have time at the end, we'll put that on there and certainly. And then what are the qualifications of the peers that are managing and what is the bedding process?
- Adrian: I often like to think before I speak, so if I can just take a moment to sort of catch my thoughts here. Okay, so I've been a part of the hiring committees since the beginning. Essentially, I hired everybody who works at the house now. My main criteria for hiring people in the program is people who are loving and kind and that pretty much gets people in the door.
- So anybody who's going to come in with an open heart, a giving heart, somebody who's going to offer support and respect to anybody and everybody who walks through the door. If that criteria is not there, then they're not going to be hired and I've been very consistent with that over the course of time.
- Tony: And each of them is actually what you call a peer, which is somebody that has been in the program, experienced the same thing that the guests – so that they have some sort of – what's that?
- Pam: [Inaudible]
- Tony: Okay [inaudible].
- Adrian: We have a couple of people – we have probably three people and more over the course of time who have gone through the program itself and they have – and wanted to work and came to employment with us over the course of the years. The criteria, it's kind of a mix and match really of what kind of emotional states that people have gone through.
- Not everybody has gone through a hospital, not everybody has gone through \_\_\_\_\_ cares or anything like that. Some people have gone through just their own deep depression and their own inner