



Beyond Engagement: Sparking Curiosity In Your Learning Solutions Chat

11:04:06 From Bruce Cronquist to Everyone:

First timer, here.

11:04:12 From Jason Dreyer to Everyone:

Welcome Bruce!

11:04:13 From Valerie Noll to Everyone:

Hi!

11:04:44 From Devah Galloway to Everyone:

Hi! This is my first time. 😊 Happy to be here. I am in Fairfax Virginia. Beautiful sunshine today!

11:04:57 From Bruce Cronquist to Everyone:

Reacted to "Welcome Bruce!" with 👍

11:05:05 From Bruce Cronquist to Everyone:

Reacted to "Hi! This is my firs..." with 👍

11:05:08 From Jason Dreyer to Everyone:

Welcome Devah!

11:05:09 From Bruce Cronquist to Everyone:

Reacted to "Hi!" with 👍

11:05:09 From Connie Halvorsen to Everyone:

I shut the camera off so I can try to eat my breakfast/lunch!

11:05:12 From Heather Ross to Everyone:

Welcome, Devah! Welcome, Bruce!

11:05:16 From Jason Dreyer to Everyone:

Same here Connie!

11:05:19 From Connie Halvorsen to Everyone:

Welcome Bruce and Devah!

11:05:27 From Bruce Cronquist to Everyone:

Thanks, Connie

11:05:28 From Connie Halvorsen to Everyone:

Reacted to "Same here Connie!" with 👍

11:05:36 From Devah Galloway to Everyone:

Reacted to "Welcome Devah!" with 😊

11:05:44 From Elizabeth Stroik to Everyone:

Hi! First-timer here. Elizabeth from Wisconsin

11:05:54 From Devah Galloway to Everyone:

Reacted to "Welcome, Devah! Welc..." with 😊

11:05:55 From Beth Eberhardt to Everyone:

Reacted to "Hi! First-timer here..." with 👍

11:05:59 From Jason Dreyer to Everyone:

Welcome Elizabeth!

11:06:01 From Bruce Cronquist to Everyone:

Reacted to "Welcome Elizabeth!" with 👍

11:06:02 From Connie Halvorsen to Everyone:

Welcome Elizabeth!

11:06:15 From Bruce Cronquist to Everyone:

Welcome All!

11:06:27 From Devah Galloway to Everyone:

Reacted to "Welcome All!" with 😊

11:08:07 From Connie Halvorsen to Everyone:

Way to go Bruce!

11:08:13 From Monique St. Paul to Everyone:

Reacted to "Way to go Bruce!" with 🎉

11:09:30 From urbie delgado to Everyone:

At Wells Fargo some years ago they went by this mantra, "Common where possible, custom where it counts." To that end all the common learning applications were of the page

turner variety. Some of the custom, usually contractor developed under an employee project manager, sometimes involved story with drove curiosity.

11:10:07 From Connie Halvorsen to Everyone:

Reacted to "At Wells Fargo some ..." with 👍

11:10:24 From Connie Halvorsen to Everyone:

Replying to "At Wells Fargo some ..."

Stories always help, I think!

11:10:26 From Heather Varney to Everyone:

Reacted to "At Wells Fargo some ..." with 👍

11:11:48 From Devah Galloway to Everyone:

HEather, can't hear you

11:12:44 From Bruce Cronquist to Everyone:

Liberating Structures

11:13:14 From Valerie Noll to Everyone:

I agree that some audiences aren't going to receive that challenge as quickly - maybe consider whether they are coming in with an emotional stake. The idea of challenging works well if you can move them into a cognitive place.

11:13:33 From Connie Halvorsen to Everyone:

Reacted to " I agree that some a..." with 👍

11:14:19 From Bruce Cronquist to Everyone:

I should have mentioned I am a software developer and L&D professional. I walk-the-walk and talk-the-talk of software developers.

11:14:41 From Connie Halvorsen to Everyone:

Reacted to "I should have mentio..." with ❤️

11:14:53 From Tamaki Stiles to Everyone:

Reacted to "I should have mentio..." with ❤️

11:15:20 From urbie delgado to Everyone:

In an Elearning course it's going to involve branching early on. A branch leads to a questioning track. I guess it could be a random branching schema rather than the learner selecting.

11:16:26 From Connie Halvorsen to Everyone:

I love that, Monique!

11:16:31 From Bruce Cronquist to Everyone:

Replying to "In an Elearning cour..."

And hopefully the learner can traverse all of the branches. I hate it when that happens in HR compliance training and I WANT to know how the other scenarios turned out.

11:16:45 From urbie delgado to Everyone:

The issue that concerns me is to the extent learners talk about their experience within the course (which we want to have happen) without some amount of apparent randomness everyone will have the same experience.

11:17:00 From Monique St. Paul to Everyone:

Reacted to "I love that, Monique..." with ❤️

11:17:06 From Heather Ross to Everyone:

Reacted to "I love that, Monique..." with ❤️

11:17:58 From urbie delgado to Everyone:

Replying to "In an Elearning cour..."

I think it's better when a learner doesn't traverse all the branches in one course launch. I think it helps with post-course discussions with peers.

11:18:21 From Bruce Cronquist to Everyone:

Usually eLearnings are assigned.

11:18:58 From Connie Halvorsen to Everyone:

Relevant scenarios along with what if questions

11:19:15 From Valerie Noll to Everyone:

this is an area I'm really challenged with - I am trying to create a self-directed learning approach for a CoP and they are not engaged because they are busy. I would love to leverage curiosity to keep them checking in.

11:19:28 From Connie Halvorsen to Everyone:

Reacted to "this is an area I'm ..." with 👍

11:20:16 From Connie Halvorsen to Everyone:



11:21:09 From Bruce Cronquist to Everyone:

Reacted to "this is an area I'm ..." with 👍

11:22:03 From urbie delgado to Everyone:

At VA my last course, on improving customer experiences, involved working with a producer to craft several video vignettes in a live webinar format. A vignette would play and then

learners would answer questions. In the recorded piece the responses were randomized, so what asynchronous learners saw was a subset of the live piece. There were 250 live attendees so offline experience was variable. This modality lent itself well to a completely offline learning experience as well.

11:22:32 From Monique St. Paul to Everyone:

Reacted to "At VA my last course..." with 👍

11:22:41 From Connie Halvorsen to Everyone:

Reacted to "At VA my last course..." with 👍

11:22:45 From Bruce Cronquist to Everyone:

Reacted to "At VA my last course..." with 👍

11:23:23 From Valerie Noll to Everyone:

we are kind of back to WIIFM. What am I going to be able to do as a result of this learning that will make my life/job better? Are we making a point that we need to be more specific in communicating that why?

11:23:34 From Connie Halvorsen to Everyone:

Reacted to "we are kind of back ..." with 👍

11:23:35 From Beth Eberhardt to Everyone:

Reacted to "we are kind of back ..." with 👍

11:24:43 From Bruce Cronquist to Everyone:

Here are ten ideas from ChatGPT:

Pose Thought-Provoking Questions: Begin your eLearning module with questions that stimulate curiosity and encourage learners to think about the topic before diving into the content.

Use Intriguing Visuals: Visual elements like images, infographics, or videos can capture learners' attention and pique their curiosity about the subject matter.

Tell Stories: Narratives or case studies can make the content more relatable and interesting, motivating learners to explore further.

Create Knowledge Gaps: Presenting incomplete information or posing a problem without an immediate solution can create a sense of curiosity and drive learners to seek answers.

Incorporate Interactive Elements: Include interactive elements like quizzes, simulations, or branching scenarios that challenge learners and encourage them to explore the content more deeply.

11:24:52 From Bruce Cronquist to Everyone:

Provide Real-World Examples: Showcasing how the content applies in real life can make it more relevant and interesting, sparking curiosity about its practical implications.

Encourage Exploration: Offer additional resources, links, or activities that allow learners to explore topics of interest further, catering to their individual curiosity.

Gamify the Learning Experience: Incorporate game-like elements such as points, badges, or leaderboards to make the learning process more engaging and encourage curiosity-driven exploration.

Facilitate Discussion: Encouraging learners to discuss topics with peers or instructors can lead to new perspectives and ideas, fostering curiosity and deeper understanding.

Reward Curiosity: Acknowledge and reward learners who demonstrate curiosity by exploring additional resources, asking questions, or engaging deeply with the content.

11:24:53 From Valerie Noll to Everyone:

so tell a story about what they do at the end of training :)

11:25:35 From Heather Varney to Everyone:

Present a problem, then tell them they will learn how to solve it in the training.

11:25:51 From Leslie Fritz to Everyone:

Question Formulation Technique--Just found this (sorry about the ADs):

<https://www.teachthought.com/project-based-learning/qft/>

11:26:13 From Heather Ross to Everyone:

Reacted to "so tell a story about..." with 👍

11:26:34 From Bruce Cronquist to Everyone:

6. Provide real world examples
7. Encourage Exploration
8. Gamification
9. Facilitated Discussion
10. Reward Curiosity

11:26:50 From Monique St. Paul to Everyone:

Reacted to "Present a problem, t..." with 👍

11:26:59 From Shannon Tipton to Everyone:

Reacted to "Provide Real-World E..." with 🎉

11:27:01 From Bruce Cronquist to Everyone:

Reacted to "Question Formulation..." with 👍

11:27:15 From Bruce Cronquist to Everyone:

Replying to "Question Formulation..."

Thanks. I'll have to read this later.

11:28:03 From Connie Halvorsen to Everyone:

Reacted to "Question Formulation..." with 👍

11:29:05 From Tamaki Stiles to Everyone:

Reacted to "Provide Real-World E..." with 🎉

11:29:10 From Connie Halvorsen to Everyone:

Reacted to "6. Provide real worl..." with 👍

11:29:20 From urbie delgado to Everyone:

Almost all the courses I developed or managed the production of for the audiences I served, primarily healthcare professionals taking continuing education for the purpose of maintaining their licensure, were webinars with 100s to 1000s of attendees. The best of these involved case reviews on the feedback mechanisms in a webinar like this chat. With audiences that large it required a large number of facilitators to be able to provide feedback to learner responses. The training was almost always accredited and so required a high degree of interactivity. They were recorded, too, for playback on <https://vha.train.org/>. The courses are very popular with their audience.

11:30:04 From Tamaki Stiles to Everyone:

Reacted to "6. Provide real worl..." with 👍

11:30:26 From Connie Halvorsen to Everyone:

Reacted to "Almost all the cours..." with 👍

11:30:31 From Sonia James to Everyone:

Raise the stakes. If a simulation, have it go bad but they need to bring it back to positive.

11:30:34 From Heather Ross to Everyone:

Reacted to "Raise the stakes. If..." with 🌟

11:30:41 From Heather Ross to Everyone:

Reacted to "Almost all the cours..." with 🌟

11:30:44 From Heather Ross to Everyone:

Removed a 🌟 reaction from "Raise the stakes. If..."

11:30:51 From Heather Ross to Everyone:

Reacted to "Raise the stakes. If..." with 👍

11:31:02 From Leslie Fritz to Everyone:

Reacted to "Raise the stakes. If..." with 👍

11:31:03 From Connie Halvorsen to Everyone:

Reacted to "Raise the stakes. If..." with 👍

11:31:06 From urbie delgado to Everyone:


For elearning adding a timer works wonders. Better if you can build-in a leader board.

11:31:13 From Bruce Cronquist to Everyone:

Replying to "Raise the stakes. If..."

let them make a mistake, follow the wrong path, and get into trouble.

11:31:35 From Shannon Tipton to Everyone:

Reacted to "For elearning adding..." with 

11:31:54 From Monique St. Paul to Everyone:

Replying to "For elearning adding..."

Give them the ability to turn it off, it makes a lot of people anxious.

11:31:59 From urbie delgado to Everyone:

A leader-board (identifying high scorers) encourages learners to return (spaced learner) to improve their standing.

11:32:00 From Heather Ross to Everyone:

Reacted to "Give them the abilit..." with 

11:32:18 From Jason Dreyer to Everyone:

Reacted to "Give them the abilit..." with 

11:32:18 From Heather Varney to Everyone:

Replying to "For elearning adding..."

And to accommodate accessibility needs, yes, have an alt option.

11:32:31 From Heather Ross to Everyone:


Reacted to "And to accommodate a..." with 

11:32:59 From Connie Halvorsen to Everyone:

Replying to "A leader-board (iden..."

Yes, this is a great idea!

11:33:12 From Valerie Noll to Everyone:

Reacted to "A leader-board (iden..." with 

11:33:13 From Heather Ross to Everyone:

Replying to "A leader-board (iden..."

Have you done badging?

11:33:44 From Connie Halvorsen to Everyone:

Reacted to "Have you done badgin..." with 👍

11:34:26 From Monique St. Paul to Everyone:

Replying to "A leader-board (iden..."

I'm 100% a sore loser so leader boards only motivate me if I'm on top

11:34:34 From urbie delgado to Everyone:

This is the group at VA I worked with, ILEAD.. I retired a month ago today.

<https://www.va.gov/vhaleadershipdevelopment/>

11:34:45 From Valerie Noll to Everyone:

Blue Ocean Brain does a good job of packaging content so it creates curiosity. Getting the right title, and teasing with images does seem to generate interest

11:35:39 From Monique St. Paul to Everyone:

Replying to "This is the group at..."

Congrats!

11:35:39 From Bruce Cronquist to Everyone:

Replying to "A leader-board (iden..."

I forget the terms, but it depends on why people are taking the training, internally motivated or externally motivate.

11:35:53 From Bruce Cronquist to Everyone:

Replying to "This is the group at..."

Congrats on retiring!

11:40:19 From urbie delgado to Everyone:

Micro or nano learning?

11:40:56 From Connie Halvorsen to Everyone:

What you said, Shannon just reminded me that our CFO has occasionally tried to send out "Electronic Safety and Security" articles, trying to add to the training that is required. I didn't appreciate the "forced" training because I already know how to be safe and secure electronically at a level above the forced training, therefore, I'm not interested in reading the articles she sent out. I think that the fact that it was "forced" training at the basic level is what irritated me. I

wouldn't have minded taking training at a higher level. So, some of it is knowing your audience and at what level they are at. If you force basic training on someone who already knows all of that, you have just pissed them off rather than gaining their curiosity! The course needs to be developed to the right level and give options to different levels when possible.

11:41:27 From Valerie Noll to Everyone:

synchronous chat discussions in teams for people with too many meetings but who can multi-task

11:42:24 From urbie delgado to Everyone:

Andi McNair is a K-12 educator. She provides coaching/training on productive struggles (kinda like genius hour) as a way of improving curiosity and engagement. You can learn more about her work at <https://www.andimcnair.com/>.

11:42:32 From Heather Ross to Everyone:

Replying to "What you said, Shann..."

There's so many times we're working on "lowest common denominator" training to make sure we've covered the basics. I agree that it's no good if it feels forced.

11:42:34 From Connie Halvorsen to Everyone:

Reacted to "Andi McNair is a K-1..." with 👍

11:42:46 From Connie Halvorsen to Everyone:

Reacted to "There's so many time..." with 👍

11:43:20 From urbie delgado to Everyone:

That's kinda where I think the solution to engagement and curiosity is coming from, outside the elearning discipline.

11:43:25 From Heather Ross to Everyone:

OOOOOOOH....learning battle cards, you say?

11:43:29 From Connie Halvorsen to Everyone:

Bruce, where are they from?

11:43:38 From Monique St. Paul to Everyone:

Replying to "OOOOOOOH....learnin..."

drop the link @Bruce Cronquist

11:43:38 From Connie Halvorsen to Everyone:

Reacted to "OOOOOOOH....learnin..." with 👍

11:43:45 From Connie Halvorsen to Everyone:

Reacted to "drop the link @Bruce..." with 👍

11:43:48 From Heather Ross to Everyone:

Reacted to "drop the link @Bruce..." with 👍

11:43:57 From Bruce Cronquist to Everyone:

<https://learningbattlecards.net/>

11:44:17 From Bruce Cronquist to Everyone:

It's a whole ecosystem beyond just the cards

11:44:17 From Connie Halvorsen to Everyone:

Reacted to "<https://learningbatt...>" with ❤️

11:45:06 From Monique St. Paul to Everyone:

Replying to "What you said, Shann..."

@Connie Halvorsen would it have been helpful to talk about near misses and share your successes on how you prevented theft etc and have you shine by sharing your process?

11:45:41 From Bruce Cronquist to Everyone:

Sorry, I need to jump. Awesome conversation. Thanks! See you next time.

11:46:23 From Monique St. Paul to Everyone:

Replying to "<https://learningbatt...>"

Similarly I used the Instructional Design Ideas deck by Torrance Learning

11:46:32 From Connie Halvorsen to Everyone:

Reacted to "Similarly I used the..." with 👍

11:46:36 From Shannon Tipton to Everyone:

Reacted to "Similarly I used the..." with 👍

11:46:51 From Valerie Noll to Everyone:

It's not a lack of desire a lot of the time, but too much busy and overwhelm.

11:46:59 From Connie Halvorsen to Everyone:

Reacted to "It's not a lack of d..." with 👍

11:47:02 From Monique St. Paul to Everyone:

Reacted to "It's not a lack of d..." with 👍

11:47:22 From Valerie Noll to Everyone:

I need to know beforehand that the time investment will result in a decrease in load.

11:47:22 From Sonia James to Everyone:

Put yourself in their shoes and figure out what they need next.

11:47:32 From Valerie Noll to Everyone:

Learning in the flow of work

11:47:36 From Heather Ross to Everyone:

Culture plays a big part. If people are encouraged to take the time to do training instead of having it be a check-the-box situation, if they aren't trying to wedge it in to a half hour so they don't wind up on the naughty list, they are more open to being curious.

11:47:50 From Valerie Noll to Everyone:

Reacted to "Culture plays a big ..." with 👍

11:47:55 From Connie Halvorsen to Everyone:

Replying to "It's not a lack of d..."

One of the reports I read from ATD said that time spent on learning by L&D decreased in 2023 and it was because the demands on them are so high!

11:48:15 From Valerie Noll to Everyone:

Reacted to "One of the reports I..." with 👍

11:48:37 From urbie delgado to Everyone:

@Shannon Tipton there's a disconnect tho. And it comes from leadership. Staff are often told how valuable they are. Yet most of the training available is get in and get out. How realistic is the performance feedback they get? In intact teams of learners, online or F2F, there are facilitators to provide that feedback. It's a bit harder with large or very large audiences. Going with a bot opens up its own can of worms. The challenge then is how to close the loop on a learner's curiosity?

11:49:05 From Connie Halvorsen to Everyone:

Replying to "It's not a lack of d..."

I spend more time on project management than I do on developing the materials! I don't have time to think about the learning, which is very unfortunate!

11:49:32 From Connie Halvorsen to Everyone:

Reacted to "@Shannon Tipton ther..." with ❤️


11:49:44 From Heather Ross to Everyone:

Cripes, I would be happy if we could nail down what the needed skills are for each position to work on the framework for upskilling


11:49:48 From Connie Halvorsen to Everyone:

Reacted to "Culture plays a big ..." with 👍

11:49:57 From Jason Dreyer to Everyone:

Reacted to "Cripes, I would be h..." with 


11:50:18 From Connie Halvorsen to Everyone:

Reacted to "Cripes, I would be h..." with 

11:50:56 From Valerie Noll to Everyone:

love that remark about using language - words make such a big difference!


11:51:07 From Connie Halvorsen to Everyone:

Reacted to "love that remark abo..." with 

11:51:32 From Heather Ross to Everyone:

You're hooked!


11:51:42 From Connie Halvorsen to Everyone:

Reacted to "You're hooked!" with 


11:53:06 From Valerie Noll to Everyone:

What if this learning could save you 10 minutes everyday? or What if you could develop a habit that would make every meeting 10 minutes shorter? (Those would resonate with my audience) :D

11:53:18 From Shannon Tipton to Everyone:

Reacted to "What if this learnin..." with 

11:53:21 From Tamaki Stiles to Everyone:

Reacted to "What if this learnin..." with 


11:53:22 From Shannon Tipton to Everyone:

Reacted to "You're hooked!" with 


11:53:32 From Leslie Fritz to Everyone:

I work for state government.

11:53:59 From Connie Halvorsen to Everyone:

Reacted to "I work for state gov..." with 

11:54:19 From Connie Halvorsen to Everyone:

Reacted to "What if this learnin..." with 

11:54:29 From Kim Beckett to Everyone:

Well-said!

11:54:33 From Leslie Fritz to Everyone:

Replying to "I work for state gov..."

"They" often say Let's be innovative... but sorry you can't do that today.

11:55:01 From Connie Halvorsen to Everyone:

Reacted to ""They" often say Let..." with 👍

11:55:37 From Heather Ross to Everyone:

Reacted to ""They" often say Let..." with 🎯

11:55:46 From Devah Galloway to Everyone:

Great conversation! Thank you. Have to hop off now for another meeting 😊

11:56:47 From Connie Halvorsen to Everyone:

I agree! Good thoughts!

11:56:56 From urbie delgado to Everyone:

How might an instructional designer make a learner feel seasick without actually putting them about aboard a ship on the high seas? That's the conundrum. Later today my wife and I will see Godzilla x Kong. The seats at the Harkins theater have some kinda Dolby system within them to improve the experience somehow. I think for curiosity enhancement the solution is out there.

It's like opening up that marketing email and instantly being transported to that beach or mountain top.

That's where the fun (of creation) comes from.

Sorry for the goofy thoughts. Not depending own a job anymore lends itself to weird ideas to try.

11:57:15 From Bill Straubinger to Everyone:

good stuff - Thanks!!

11:57:25 From Connie Halvorsen to Everyone:

Reacted to "How might an instruc..." with 😊

11:57:43 From Connie Halvorsen to Everyone:

I envy you Urbie! :)

11:57:50 From Valerie Noll to Everyone:

that is wonderful Urbie!

11:58:33 From Connie Halvorsen to Everyone:

A little scary, Jason! :)

11:58:33 From Shannon Tipton to Everyone:

<https://www.learningrebels.com/event/solving-learning-measurement-mysteries-the-facts-and-no-thing-but-the-facts/>

11:58:50 From urbie delgado to Everyone:

That'd be a cool session at ATD or DevLearn.. Guard Rails, Whom Needs 'em?

11:58:59 From Connie Halvorsen to Everyone:

Reacted to "That'd be a cool ses..." with ❤️

11:59:04 From Jason Dreyer to Everyone:

Reacted to "That'd be a cool ses..." with 🧡

11:59:05 From Heather Ross to Everyone:

Replying to "That'd be a cool ses..."

Do eeet!

11:59:16 From Jason Dreyer to Everyone:

Reacted to "Do eeet!" with 😊

11:59:31 From urbie delgado to Everyone:

Are there success stories out there? Looks like I'm doing a literature review..

11:59:35 From Shannon Tipton to Everyone:

<https://www.learningrebels.com/event/exploring-instructional-design-models-in-ld/>

12:00:22 From Elizabeth Stroik to Everyone:

Hey, just wanted to say that I really enjoyed listening in to the conversation today! I'm surrounded by kids who are on spring break right now and couldn't participate much in the conversation, but I hope I can next time.

12:00:25 From Shannon Tipton to Everyone:

Community: <https://learning-rebels-network.mn.co/>

12:00:27 From Connie Halvorsen to Everyone:

Thank you, Shannon and everyone else! Great conversation!

12:00:30 From Leslie Fritz to Everyone:

Thank you Shannon for bringing this topic up and letting us share.

12:00:34 From Connie Halvorsen to Everyone:

Reacted to "This makes it a Godd..." with ❤️

12:00:43 From Kim Beckett to Everyone:

Great discussion! Thank you.

12:00:46 From Heather Ross to Everyone:

This makes it a Good Friday!

12:01:04 From Connie Halvorsen to Everyone:

Reacted to "Hey, just wanted to ..." with ❤️

12:01:12 From urbie delgado to Everyone:

Know what's weird about retirement? My home office desk. I haven't sat there in a month.. There be dragons.

12:01:21 From Kim Beckett to Everyone:

Deviled eggs

12:01:33 From Kim Beckett to Everyone:

agree

12:01:34 From Valerie Noll to Everyone:

Brach's Jelly Beans

12:01:38 From Connie Halvorsen to Everyone:

Reacted to "Brach's Jelly Beans" with ❤️

12:01:47 From Sonia James to Everyone:

Deviled eggs & hot cross buns

12:01:51 From Leslie Fritz to Everyone:

Irish coffee

12:01:56 From Connie Halvorsen to Everyone:

Reacted to "Deviled eggs & hot c..." with 👍

12:02:01 From Connie Halvorsen to Everyone:

Reacted to "Irish coffee" with ❤️

12:02:14 From Elizabeth Stroik to Everyone:

Cheesy hash brown potatoes

12:02:31 From Connie Halvorsen to Everyone:

Reacted to "Cheesy hash brown po..." with 👍

12:02:48 From Connie Halvorsen to Everyone:

I'm with you, Leslie!

12:03:03 From Sonia James to Everyone:

I'm allergic to pork so no ham there

12:03:03 From urbie delgado to Everyone:

Reacted to "Hey, just wanted to ..." with 👍

12:03:10 From Connie Halvorsen to Everyone:

Reacted to "Know what's weird ab..." with 😊

12:03:16 From Connie Halvorsen to Everyone:

Reacted to "I'm allergic to pork..." with 👍

12:03:30 From Heather Ross to Everyone:

Reacted to "Know what's weird ab..." with 🤔

12:03:35 From urbie delgado to Everyone:

Grandkids..

12:03:35 From Connie Halvorsen to Everyone:

I like Spinach Quiche. In fact I'm going to make it for potluck tomorrow!

12:03:46 From Heather Ross to Everyone:

Reacted to "I like Spinach Quich..." with 👍

12:04:14 From Connie Halvorsen to Everyone:

Happy Easter everyone!

12:04:46 From Valerie Noll to Everyone:

Thanks Shannon!