

VT Comms Strategic Partnerships Committee Monthly Meeting-20251024_100207-Meeting Recording

October 24, 2025, 3:02PM

59m 51s

● **Latiyfa Fields** started transcription

FJ **Farnor, Nathaniel James** 0:04

Perfect. There it is. OK.

Well hello everyone.

Thanks so much for joining us for our rescheduled committee meeting.

We're supposed to have met about a week and a half two weeks ago, but I think all, but maybe two of us on the screen were actually able to join for that call.

So we're able to reschedule.

So thanks so much for accommodating.

This is our last committee meeting before the retreat.

Is that right, Latifah?

Did I get that correct?

So several things we want to make sure we get through any final questions.

We get to see each other in person here in the next month or so.

With that, we'll go ahead and just jump right in and first couple of minutes.

Latifah you want to give some CSP updates?

Whatever you like to share.

LF **Latiyfa Fields** 0:49

We have the 1st event in Memphis next week, which is what we're calling right now, a purpose after hours.

Of course, we have the launch which had the happy hour for impact, and so we're keeping up that after hours fun vibe that of course, I think we talked about this has an emphasis on recruitment for West Tennessee partners because we do have a significant gap there in.

East Tennessee.

The next thing that will happen is the December purpose exchange, and the chairs would like to focus on instead of doing like stair tipper, cold education session where you have a panel or presenter, it will be more of like an information session on the

corporate social purpose network.

Itself, right now we have 30 members.

And of course, there was like a slowdown 'cause there was 26, I think in August.

So there has been a significant slowdown.

And the goal is to just make it fun. So it's not gonna be like information in just like a standard way, whatever that means.

But it's more gonna be like the core members sharing their experience and why they love, you know, service period, why they love their work and why they think this will benefit.

And then a couple of breakout groups that.

Just learn from folks on what they're doing already in the community and also what they think the benefit of this network will be for them.

And the state of Tennessee.

And lastly, I guess I will share that I think some of us know on the call there, we started maybe like a year ago more than that the special interview series on Corporate social responsibility professionals in the state of Tennessee.

And initially we're doing one-on-one interviews.

So we have now broadened that out because we have about like 82 interviews total, but a lot of that we had to put into different databank because there were some students that completed the survey and some non profits that completed the survey.

And so we have about.

38 solid interviews or I think it's like 38 to 40.

I'm not remembering or surveys from corporate social constantly professionals as I did all that to say. We have now expanded T triangle and so, you know, doing cold calls and also doing like more Internet.

Research based off of public facing information that seems like, you know, hindsight.

Duh, but that is what we're doing in a formal way now. And when I say what we are doing, that is the plan, because we do need to actually have the capacity to to actually now take these steps.

So, Avery Allen, Mavis Wolf who?

And I'm. I'm almost done.

Who started with us in the summertime? They had to reduce their capacity, of course, because school.

And other internships. They are going to complete a total of about 5.

So have the goal is to have about 5 from each of them, and so hopefully that will

lead to at least 5.

You know, solid to 10 more companies, individual CSR professionals to add to the database.

There's a lot of awesome happening.

We're also working with a graduate student who is a data engineer at Belmont who's going to help us build this database, but he needs the data.

To help support that, so I will stop there. A lot of awesome happening. I think my call out to the Commission always I talk to you team about this is you know thinking through how the Commission wants to prioritize this in the future of thinking about funding.

You know, do we want to require dues?

Do we want to input it into the budget?

I don't think that that's something that's seen as a desire at this time, but just what does that look like?

Do you want to bring on partners to be able to actually continue this in a sustainable way?

Is the question that I have right now I am done.

That took too long.

Sorry about that, Nathan.

FJ Farnor, Nathaniel James 4:54

No, you're good.

You're looks like there's somebody in the waiting room.

I don't know who it is, but I just saw that.

And then any questions for Latifah?

Regarding CSP.

Jim, you unmuted anything you want to add?

JS Jim Snell 5:09

Well.

That that person has been joining some of the meetings and I'm not sure who it is, but it's it's not a Commission member, so they should limit any comments to the end at the public comment.

FJ Farnor, Nathaniel James 5:22

Got it.

OK, perfect.

LF **Latiyfa Fields** 5:23

But go ahead and let them in.

JS **Jim Snell** 5:25

Yeah. I mean, it's a public meeting, so we need to get them. But.
The the rules say that the public comment comes at the end.

FJ **Farnor, Nathaniel James** 5:32

Perfect. OK.

Any other questions for Latifah regarding corporate social purpose from
Commissioners?

OK.

Very good.

And I know one of Yup. Go ahead Jason.

JS **Jason Scott** 5:44

Oh, wait, sorry, sorry. I was.

I was muted.

Yeah, you know what are your aspirations for? You talked about sustainability long
term, assuming that like environmental conditions are supportive of growth and
sustainability, like what would that look like for you?

LF **Latiyfa Fields** 6:04

Yeah. I think for me, you know, having the corporate social purpose network be and I
think for Jim as well like Jim's working on this for a long time and it's a passion for
the Commission.

To have this be an initiative that has the support and awareness in the Community
and we have, you know, CSR professionals across the state of Tennessee.

Many right now are in Middle Tennessee.

So you know, a good reflection of the state that are coming together like on a
project to support state of Tennessee and.

You know, benefit, of course.

The Volunteer Tennessee mission.

Is what I think, but I do want to also say like I think it's for the Commission to come together and also determine what does that look like for the Commission, like, how are we going to prioritize?

Is it you know, an initiative that we're taking putting in the same capacity as AmeriCorps?

How are we doing that?

Are we bringing in external partners to help support and sustainability?

JS **Jason Scott** 6:57
OK.

LF **Latiyfa Fields** 7:02
Because of course, right now we don't have the person power.
To manage it to that level. So I think the question is, what does the Commission see for is the question I get back to the Commission, what does the Commission see?
As how we make sure it's sustainable and longevity.

JS **Jason Scott** 7:21
Do do participants pay anything?

LF **Latiyfa Fields** 7:24
Currently not.
Right now.
And Jim might be able to add more to this.
So it's been within the budget I think for you know several years now under the assumption that it would be dues paid. The conversation has come up about dues based off of the 15 members within the core there is you know, strong alignment with dues as long as.
It makes sense.
The pause on that conversation came because we weren't sure who how we would manage that.
At first, you're talking to volunteer friends of Volunteer Tennessee.
And then we learned that their system may not be.
The best fit to actually be able to navigate that number of dues if it were ever to like

increase it a certain amount, and so then we, Jim and Candace right now are having conversations with.

Just assess.

Like what that looks like for us being able to take in card payments, just not only checks because our folks did say.

Being having to do a check would be difficult for their teams on the corporate end.

So yes, it's in conversation. I think that the next steps would be, you know, determining is a feasible gym and canister looking to that and then taking it to the annual meeting, the 1st annual meeting that will be at the conference.

And having the Members vote on whether or not they want these.

JS **Jason Scott** 8:48

Thank you.

LF **Latiyfa Fields** 8:50

Geez.

FJ **Farnor, Nathaniel James** 8:50

And James, I think you threw your hand up.

JH **James Hoggard** 8:53

You had mentioned after hours in Memphis, but one of Ray's membership in the in the East.

Any like events in the east being organized?

LF **Latiyfa Fields** 9:07

Yeah. So of course.

So definitely that's gonna be the next stop.

So we did Middle Tennessee and and then WI would love it if we could have the capacity to do multiple events across the state at the same time. That is an idea that we have for the future, future future. But yes, the conversation right now is in.

June and June, potentially.

I wanna say potentially, but we have talked about and they're very eager to do this, but we need to finalize.

That to make it efficient.

With that partnership, but they're looking to potentially host and if not.

Then someone else.

But I do believe that it could definitely be our unit partners who are a part of the core, which is the leadership team and that would look at June, I think again in Chattanooga.

JH James Hoggard 9:54

OK.

Thank you.

LF Latiyfa Fields 9:55

Hmm.

FJ Farnor, Nathaniel James 9:56

One thing I'll add, and I think this brings up in in regards to CSP, but as well as really just about anything else that we do as volunteer Tennessee and we'll get into the state Service plan framework conversation here in a moment.

If you had a chance to glance through it, one piece of context to keep in mind as we think through the New year three-year plan.

Is on boots, on the ground. Capacity is going to continue to be a problem for any of our programs.

Right. Just there's only so many staff.

We are a very large state geographically.

There's lots of needs to potentially have people boots on the ground, and I think you'll see that throughout that framework document that Jim and his team worked on.

There's a couple of mentions of can we do this question mark, can we make this work question mark all around physical staff and financial capacity?

So I think that's just a great, a great example of that. So.

Other questions for Latifa, around CSP from Commissioners.

OK.

Well, with that, thank you so much, Latifah.

Glad things are going well.

Oh, I'll throw one question out there.

I do know that we last meeting Jim had mentioned maybe the idea of trying to have

Latifah do a little 3 to 5 minutes at the retreat.

Were we able to perhaps negotiate that was that is that happening or do we know?

JS Jim Snell 11:19

To specifically talk about the corporate social purpose network.

FJ Farnor, Nathaniel James 11:23

Yep.

JS Jim Snell 11:24

Yeah. I mean, I think that could be plugged in kind of informally in a couple different places.

One is.

When the committees are kind of reporting out from.

Their their committee meetings.

That might be a place then. Also you know, depending on what, how you all wanna do it when I do the directors report. I could also I could call on Latifa to say a few words about that.

FJ Farnor, Nathaniel James 11:45

OK.

OK, perfect.

Well, I'll, I can.

I can touch base with Latif and see if I don't know how much time you would need Latifah and your comfort level with doing it.

But again, I know you've been able to give some reports to this group and I think it would be great for the larger Commission to to know exactly what's going on and to hear some of those asks as well.

So, OK, we can we can brainstorm that offline that that that's good. OK.

LF Latiyfa Fields 12:18

Sounds good.

FJ Farnor, Nathaniel James 12:20

Awesome. OK. With that, I guess we'll go ahead and transition into.

State Service plan and annual plan conversation.

I also wanna make sure we hold a little bit of time on the tail end to talk about the conference 'cause. I know there are some updates and we've got Candice on and we'll do those after state Service plan as well to start just to refresh everyone's.

Memories so.

Commission put together and agreed on those kind of large 4 bucket areas, those priority areas.

There were some initial input from the committee.

And commissioners and then Jim and the staff have taken some time since our last meeting to put together.

Hopefully Latifah did send it out in advance, so hopefully you all had a chance to glance at it, but they did kind of workshop through potential some more detailed outputs and outcomes and things related to those priority areas.

So Jim, what would be the easiest thing for this conversation?

Do you do you want to walk us through kind of your all thought process behind some of those or high level or?

Or what would be your recommendation on how to navigate that?

JS **Jim Snell** 13:24

Well, my recommendation would be to for Latifah to pull up that sheet and for the committee to just start discussing some of the the outputs and outcomes.

FJ **Farnor, Nathaniel James** 13:36

Perfect.

JS **Jim Snell** 13:38

Because that that that's where we are right now.

We're we're just at the committee level.

We're collecting the committee input on those draft outputs and outcomes, and then at the retreat we'll kind of we'll put all that committee.

FJ **Farnor, Nathaniel James** 13:44

OK.

Perfect.

JS Jim Snell 13:53

Comments.

In a single document for the retreat for the full Commission to discuss, and then when the committees break out during the retreat, you'll have more time to discuss it, a little more in depth.

FJ Farnor, Nathaniel James 14:05

Perfect. OK, that works.

JS Jim Snell 14:06

And and well, and what I would say is like unfortunately I made the mistake of not asking the committees to start on different ones.

FJ Farnor, Nathaniel James 14:07

Does that work?

Let's see.

LF Latiyfa Fields 14:09

Sorry.

JS Jim Snell 14:15

So everyone started on the first one and nobody has gotten to the last one, so.

FJ Farnor, Nathaniel James 14:21

Well, we can do that.

JS Jim Snell 14:21

Maybe maybe this committee could start with with the last one.

FJ Farnor, Nathaniel James 14:22

We can jump to the bottom.

Yes, we can do that.

JS **Jim Snell** 14:28

And then if you have time jump back up to the to the ones at the beginning.

FJ **Farnor, Nathaniel James** 14:31

Yeah, we, we we can make that commitment, Jim.

We'll do that.

JS **Jim Snell** 14:34

Yeah.

LF **Latiyfa Fields** 14:37

And I'm gonna share the link.

FJ **Farnor, Nathaniel James** 14:37

Sell on.

LF **Latiyfa Fields** 14:39

Sorry, Nathan.

FJ **Farnor, Nathaniel James** 14:40

Perfect. Nope. Go right ahead. Thanks, latifah.

LF **Latiyfa Fields** 14:43

I was just gonna say I don't know if anyone noticed, but the the page was off the the folder.

We had technical issues.

I'm gonna show the link for a new folder. You may have to request access, but it is on the screen now.

And I'm just make that bigger. Should be good to go.

JS **Jim Snell** 14:59

Yeah. And Latifah, if you, if you, yeah, if you'll scroll past #1 down to.

I think it's actually #3.

LF **Latiyfa Fields** 15:09
Me.

JS **Jim Snell** 15:09
Yeah, that.
Yeah, that's it.

LF **Latiyfa Fields** 15:11
Oops.

FJ **Farnor, Nathaniel James** 15:11
OK.

JS **Jim Snell** 15:12
Oh, actually there's number four, I think is.

FJ **Farnor, Nathaniel James** 15:15
Yeah, because number.
Yeah, because because the number 5 is the one that's like the required statute ones, right?

JS **Jim Snell** 15:16
Yeah, yeah, yeah.
Yeah, #5 is the required stuff that we we kind of have to do and there's.

FJ **Farnor, Nathaniel James** 15:21
OK.

JS **Jim Snell** 15:26
The the Commission will need to make some decisions about how how much you want to reach for that #5, but that's that's more of just like, here's what we have to do. And here's some suggestions about it.

FJ **Farnor, Nathaniel James** 15:39

So on just for some context, Jim or Latifah, whoever is able on all on all of these on all of them, the priority areas, I noticed that we have it broken apart, proposed output staff, proposed outputs public.

JS **Jim Snell** 15:50
Yeah.

FJ **Farnor, Nathaniel James** 15:52
Will you kind of walk through what what that means? Just so people know?

JS **Jim Snell** 15:54
Yeah. Yeah, sure. Yeah. Yeah, so.
For those of you who were at the August meeting, you may remember that the Commission kind of started discussing this.
And the the Commission decided.
On outcomes for each of these kind of major four major goals.
But they didn't.
The the Commission didn't really have time to get into.
The details of the outputs and so for those of you who are as familiar with kind of performance measurement lingo, you have outputs which are just countable things like the number of people trained or the number of volunteers.
It's just accountable thing that then leads to some sort of outcome.
Which is, you know, some sort of change, an improvement in something or, you know, a decrease in something that you want to decrease.
Etc.
So.
At that meeting in August, the Commission also asked if staff would take a crack at developing.
Some suggested outputs. So Latifah if you'll Scroll down just a little bit further.
Yeah, keep going. OK.
So that proposed outcome, that's what the Commission decided on as a, as a group at the August meeting.
So that's that's the outcome that you all said you wanted to have in August?
Although you'll notice there's there's no. There's no metric assigned to that.
It's just like we want to have people who are skilled and knowledgeable within the

Commission and and staff, that kind of thing, but there's no, like, you know, an increase of knowledge by 36 percent or what, you know, whatever. I don't think we need to get into.

That right now.

Now, but the outputs and sorry latifah's. Now if you'll scroll back up a little bit.

So the outputs the proposed stat.

Yeah, sorry.

Keep going a little bit more, a little bit further up, OK.

So the proposed outputs staff, those are the ones that the staff kind of generated after the August meeting as we kind of went through and looked at things. The proposed outputs dash public.

Those are outputs that came from the public.

Listening sessions that I held with just, you know, members of the public, anybody who wanted to join and then the one that's right below that the proposed outputs.

Sorry, Latif, if you'll Scroll down just a little bit.

Just sorry, sample outputs.

Yeah, a little bit.

There you go. That's good.

The sample outputs.

Those are outputs that the Commission has used in previous plans.

So either the current plan that we're operating under right now or the plan from three years ago, so just as kind of context for what the Commission has used for a similar goal in the past.

So that that's what those output things are. And so if if you all can right now focus on.

The the outputs and which ones you think should be included under this goal. That would lead us to that outcome.

And it it might be a good place to start with the staff recommended ones.

FJ **Farnor, Nathaniel James** 19:28
No.

JS **Jim Snell** 19:29

And then just you all can just kind of hash it out and you know recommend what you think should be included and I wouldn't get bogged down in the the numbers at this

point.

So Latifah, sorry if you'll scroll up one more one last time. I think to the staff section.

Yeah. So again, I wouldn't.

Worry too much right now about, you know, so that's like number of Commission members engaged in volunteering.

I.

I I wouldn't spend a whole lot of time thinking about that, but is that something that you want to include like you want to track?

FJ **Farnor, Nathaniel James** 20:05

OK.

Thank you.

JS **Jim Snell** 20:13

You wanna track as part of the new state plan and then we can figure out the number later.

FJ **Farnor, Nathaniel James** 20:17

Very good. OK.

So just as a reminder for the group then and we'll start with the proposed outputs of staff, the the priority area, the broad goal is operating with excellence.

So this is really about the Commission itself about our operations infrastructure, the engagement of the Commission members, the health of the Commission as a whole.

So this indeed, all of these things are really more internal centered by nature.

So just looking at what's on the screen there, I think it went away.

There we go.

So the one that says proposed output staff will start right there and you all can see those on the screen. If you've got it pulled up on another screen, you can look at it as well. But if you just want to look at those for a moment and.

I think if folks just want to unmute and offer some commentary, if they've got questions about any of them, again to to Jim's point, don't stress too much about the actual numbers or percentages, but the actual.

The actual output itself.

Is this a good output that we want to include?

So Jason, go for it.

JS Jason Scott 21:18

Yeah. So for the first item, number of Commission members engaged in volunteering, I'm, I'm not.

Apparent like it's not apparent to me how that works towards like supporting the excellence of the internal operations. It maybe speaks more towards like.

Maybe like philosophical applied buyin to like volunteer Tennessee and what it kind of represents, but I'm not sure.

That like how that fits, particularly in this section, just a initial thought.

JS Jim Snell 21:56

Yeah, Nathan, if I'll just really briefly.

The the outcome.

I'm sorry I don't remember the exact wording, so Latifah, sorry you'll have. You might have to Scroll down again to see what the outcome of, but it was something like, yeah.

Skilled and knowledgeable Commission and organization is the outcome, so.

You're right that, like the outputs should lead to that outcome, but also that larger goal.

So if you all don't think that, that's something that really fits within skilled and knowledgeable.

Then we we can exit.

JH James Hoggard 22:36

Because large or small number doesn't measure knowledge and and effectiveness.

JS Jason Scott 22:45

I.

I I tend to agree with that.

Also with with going back to Nathan's statement about limited capacity on things to track.

I mean, you know, one of the other items on here is 100% giving.

I I feel like I don't remember a meeting where we haven't asked people to uniformly give an ever gotten to 100%, which seems like the lowest hanging possible fruit.

So, like chasing people down to, like, get them to volunteer or track that.

AW **Amy Walter** 23:23

Well, it did say at the retreat.

FJ **Farnor, Nathaniel James** 23:23

So.

AW **Amy Walter** 23:25

And you know, we whoever's at the I'm not Jim, can you give us an idea of where that where that originated and what the the goal with it was?
And why it's there?

JS **Jim Snell** 23:38

You mean?

You mean the the output?

Is is that what you mean?

So you're muted, Amy.

AW **Amy Walter** 23:52

I think I'm we're jumping around.

I'm in the top one, the top, the one at the top.

Members engaged in volunteering.

JS **Jim Snell** 24:00

Yeah, yeah, yeah.

AW **Amy Walter** 24:00

I mean that that's easy to track.

Whoever's there, volunteers for whatever the service project is.

I'm not.

But where do we?

Where does that get us?

With the outcome.

FJ **Farnor, Nathaniel James** 24:11

Yeah.

JS **Jim Snell** 24:12

Yeah. And I think, sorry, Latifah, if you'll scroll up just a little bit so that the the goal itself is on the screen.

JH **James Hoggard** 24:14

And after the tree.

JS **Jim Snell** 24:20

So.

We kind of again we we looked at the goal the outcome and then some of the stuff in the past and we we just generated some ideas of things that you all might include as output.

So I think the thought about the Commission members engaged in volunteering. Part of that came from.

You know, how do we engage Commission members to make sure that they're actively participating in Commission activities?

And and also modeling the behavior of the mission, which is to encourage volunteerism and and community service.

But again, staff aren't tied to to any of these.

They're just, they're just.

Recommendations of things that you can include if you want.

FJ **Farnor, Nathaniel James** 25:15

So. So what I think I'm hearing from Jason James and Amy is that first one is good in the sense of, yeah, we want people volunteering in terms of, like a cultural norm and expectation. But in terms of a measurable output.

Probably not included is that I think that's what I'm hearing is that accurate?

Good. We want people volunteering, but it it probably isn't one of our listed outputs. OK.

JS **Jim Snell** 25:37

Yeah, and and so so just as a technical note, Latifah, if you'll if you'll save this document.

FJ **Farnor, Nathaniel James** 25:37
We'll make it.

JS **Jim Snell** 25:46
In in in the H drive with the Communications Committee slash.
Strategic partnerships and then take notes in the within the document. So if you'll track changes and just you can delete that one. And if you're tracking changes, it'll show that that this committee recommended deleting that one.

TS **Terry Silver** 26:10
I would like to say that it would be wonderful to be able to say 100% of our Commission members engage in voluntarism. That'd be kind of a cool thing to be able to say.

JS **Jim Snell** 26:23
Yeah.

JS **Jason Scott** 26:23
Phyllis.

JS **Jim Snell** 26:25
Sorry, what would? Just thinking about one of the things that the Board Development Committee also discussed is and kind of related to this was having all of the Commission members sign up for the Tennessee serves program and but that's not something that has to be included as as.
An output.

JS **Jason Scott** 26:50
Yeah, I mean just just how it's noted on the sheet.
It says like number of members that you know service projects done at the retreat.
I.
I mean, it's cool to have a service project at the retreat, but because we help pack

some diapers one time a year or something, I just don't know how meaningful that is. And again, you could look at attendance and just call it so so like for for me. It's kind of a matter of, like, what's logistically feasible, but also maybe. Meaningfully contributes to demonstrating. Operational excellence.

FJ **Farnor, Nathaniel James** 27:27

I think there's also the caveat too, right, of not every Commissioner, but at least the Commissioners that are like citizens appointed by the governor, not and by the nature of their role, by being on the Commission, you're you're engaging in volunteering, right?

Like this, the Commission itself, you bringing your connections, knowledge, skills is a form of volunteerism.

So by getting more people to show up to meetings.

And to donate and to know what's happening with the Commission.

Then they are being good volunteers, right?

JS **Jim Snell** 28:00

Yeah. And Nathan, that, that actually was what?

FJ **Farnor, Nathaniel James** 28:02

Yep.

JS **Jim Snell** 28:03

And Tracy Vanervate is the one who brought this up.

Her suggestion was that all the Commissioners sign up and count their hours at Commission meetings as volunteer time.

So if we're just like what you said, I mean, you're volunteering to as your role on this Commission.

So if we're tracking that, then that kind of meets that goal of having Commissioners volunteer.

FJ **Farnor, Nathaniel James** 28:28

Yeah. No, I'll if I can.

I'm gonna transition us down to that third bullet point under the staff one, the 100%

Commissioner participation meetings and donations.

Again, not focus so much on the the number, but should that really be two separate goals and not one goal?

Because whether or not people are giving money, whether or not they're showing up to meetings, you could have everybody doing one or the other and not doing.

I feel like that might be too too.

Outputs because there's two metrics there. Whatever the number is. I just think that might be two separate ones.

AW **Amy Walter** 29:02

I agree.

FJ **Farnor, Nathaniel James** 29:06

Other thoughts on outputs under this staff?

Proposed output staff anything folks want to highlight or comment on?

OK. We want to transition down, maybe see if there's any thoughts or out or input outputs now. Now I'm getting my words mixed up. Any input?

On the proposed outputs from the public, so correct me if I'm wrong, Jim.

These are the ones that came from some of your public comment surveys and conversations and things, right?

JS **Jim Snell** 29:38

Correct. Yeah. Yeah.

FJ **Farnor, Nathaniel James** 29:39

OK.

So any any thoughts?

JS **Jim Snell** 29:42

Yeah. I'm sorry. I don't. Did. Did you discuss the other? The other ones?

FJ **Farnor, Nathaniel James** 29:42

Go ahead, Jim.

JS **Jim Snell** 29:47

They are under staff.

FJ **Farnor, Nathaniel James** 29:49

I don't know if anybody had thoughts on them.

So the one regarding site visits, grant reviews Vt initiatives and then the bottom two around work plans.

And so PS do the folks have thoughts on either of those 3?

JS **Jason Scott** 30:05

I mean, what I what I do like about them is like staff would be able to read readily document the number of SOP's that they have so it's accessible.

I wouldn't take a lot of like herding of cats or meandering to get those numbers.

Sent to staff with individualized. Oh, I'm sorry. Work plans aligned to state Service plan priorities.

I mean, that sounds like a this sound like practical things that speak towards the operation skilled and knowledgeable.

Commission and organization.

Those kind of deal more towards the organization from like a staffing perspective, right?

So that's that's less of, you know, the Commission being informed because.

I think like from our perspective I you know over the years I've, I've heard people talk about like.

Like their level of comfort with the AmeriCorps piece of what we do.

You know, especially if you're not coming from an AmeriCorps background.

It seems like having pathways to do it just.

It's kinda like broad levels of comfort with the kind of key programs that that are done. Anyways. I think I'm just kind of meandering a little bit in terms of the staff proposed outcome pieces. I think making sure there's, you know work plans related to the state service.

Plan that makes sense.

And sops counting that you know that seems straightforward enough.

I do wonder though, like.

Is it is efficiency measured in SOPS?

I don't know.

Just just like we created three more SOPs, so does that mean your three SOPs more efficient or I don't know, I I don't have any like solid feelings kind of one way or the other on those?

FJ

Farnor, Nathaniel James 32:19

I like the percentage of Commissioners participating at least one site visit, grant review or BT initiative.

I think that makes sense.

That seems like the most basic expectation, right? You are doing the job description of a Commissioner, are you?

Or are you not?

So I think that one's pretty black and white to me percent just after the individualized work plans. I I agree with everything that Jason said.

I think that that makes sense. On the last one around the SOP's, I'd yes, I think to Jason's question is there a way to maybe phrase it or?

Tweak it slightly to.

You can have an SOP.

Does that mean you're actually performing any better?

But as a follow up to that I'm I'm not sure if it's number of internal tools or SOPs or is it percentage because at the end of the day you should only have a number of standard operating procedures that you do things to standardly operate right? Like if.

You only have eighty programs. Then you can only have 80 sops. There's nothing else.

So you know, unless you have 12 for the same program.

So that might also be a percentage. I don't, right.

Like, do we want all of our programs to have nsop?

Like that's either.

I thought that's tied to the number of programs or is it a hard number?

I don't know, but maybe that's a percentage.

I do like the idea of saying that, hey, we have some standard standard procedures for all of our major initiatives and programs like that.

That seems realistic to me, and not just that we have them that we are actively using

them and following them and trying to remain compliant with them, whatever they might be. But.

JS **Jason Scott** 33:46

I think when you frame it that way, Nathan, it makes more sense to me when I think about like staff transition or turnover and onboarding new folks.

If there are like standard processes in place, then a new person could kind of come in and have a better onramp to the work.

FJ **Farnor, Nathaniel James** 34:12

Other other thoughts on any of the so. So at this point, what I'm hearing, the only one that's prob that from this group at least of the five under outputs for staff recommendation the only one that perhaps is recommended removals the first one. The third one, perhaps splitting meetings and donations. And then the last one a question around, is it a percentage or a number? Did we miss anything?

JS **Jason Scott** 34:36

Now one thing it's in the most apparent one is the percent of commissioner donations.

You had mentioned splitting that out. I think participation and donations it'd be good to split those 'cause. I feel like it's different types of issues you run into, but I am curious if staff has any insight into like.

Why is it so stubborn?

Stubborn. Like like like what is the barrier to people donating \$1.00 a year?

Or in like anything. You know what I mean?

Because I feel like when, when even when Donovan was here, I remember he would do the pitch.

I remember like numerous iterations of of this board have been like please give and they give it to the entire room.

Like like like is there is it is the platform we're using.

JS **Jim Snell** 35:27

Yeah.

JS **Jason Scott** 35:35

Difficult to access. I mean I it seems pretty standard I I just don't know.
Or is there confusion about like are we counting governor appointed versus like?
Entity appointed and like if people who are representing some Department of
Government that have been appointed by someone, they may not be giving, are we
expecting them to give?
Is it unclear whether they should be giving?
I'm just kind of curious because.
You know, you get a room of like 10 people together and you're like, OK.
We're doing this collective thing.
Please donate at least a dollar or something just so we can say that our entire board
is giving what like do y'all have any insight into that we we could sit in a room and
watch people do it.
We're gonna sit here.

AW **Amy Walter** 36:26

Well, you know the other thing, if I just want to mention is you can even donate your
mileage.

JS **Jim Snell** 36:26

Yeah.

AW **Amy Walter** 36:31

I mean it.
We make it about as easy.
I mean, I don't you know.

JS **Jason Scott** 36:34

Right.

JS **Jim Snell** 36:38

So to a couple things one.
Regardless of whether you look at it as governor appointed versus ex officio, we're
nowhere near 100%.
So it just we're we're not and we haven't really ever been. I mean I think the closest
we've ever gotten was like maybe 50 or 60%.

So so I think it it's a, it's a, it's a tough thing.

And I don't know why.

Yeah, because we have tried to do lots of different things to try and make it easy for people.

You know I include the link in just about every.

Update e-mail that I send to the full Commission was like it's at the it's at the bottom.

You know, we talk about it.

The mileage donation we talk about that after every meeting, so.

You know, I don't think it's anything particular to this.

Body I think it's just human nature that, you know, people are like, oh, yeah, I should really donate.

And then they're like, oh, I need bread and milk. And it's like they leave the meeting and it's they totally forget about it, right?

FJ **Farnor, Nathaniel James** 37:51

2nd.

JS **Jim Snell** 37:52

I just.

I think it's more that than people than the makeup of this group or the, you know, the willingness of this group, because I think everybody is willing.

And and just for background, the reason that this is kind of.

Then in the kind of.

Mindset of the Commission.

Because this is not really a fundraising body.

I mean, we we administer federal funds and we have some events that need some sponsorship, that kind of thing, but it's not.

It's not like a non profit board that has to go out and raise money to do the operations of the of the group.

But what we found.

When the Commission was trying to do fundraising, is one of the questions that often came up on on applications from foundations is like what percentage of your board members donate to the organization?

And you know, if you, if you don't, if you're not able to say 100%, then those

foundations are like, well, why should we fund you if your own members aren't willing to contribute to the organization?

So that's that's historically how it kind.

Be a thing of us kind of badgering people to give money so.

So that's the history of it.

I don't know why it's difficult, you know. I guess if if I could answer that question then we we would not have any money, any money problems at all.

We'd just be able to get the money we needed to do anything we wanted.

AW **Amy Walter** 39:30

Well, I mean, we shouldn't have to pass the hat like a church.

JS **Jim Snell** 39:34

But we've done that as well.

AW **Amy Walter** 39:35

You know.

JS **Jim Snell** 39:39

But I mean you you get into things of like you know.

You don't want people to feel awkward about coming to a volunteer Tennessee Commission meeting, you know.

And so if people are like, I'm gonna get harassed for money if I go to this meeting.

Therefore, I'm not gonna go.

That's kind of counterproductive.

To the goal of the organization, which is to have Commission members participate in meetings, we've gotta have that.

So I think there's a kind of a fine balance of how how much do you like literally look over someone's shoulder as they log on on their phone to the donation site and click a dollar, you know, versus just kind of continually reminding people.

FJ **Farnor, Nathaniel James** 40:08

Mm-hmm.

So I'm I'm go ahead, Amy.

AW Amy Walter 40:24

Well, I mean.

Oh, sorry, I keep jumping in, you know. You know how kind of like a telethon. You know where you're like. We're at this percentage every meeting.

You know it looks collective versus targeted.

That where we're at on the giving, I don't know if that would resonate.

JS Jason Scott 40:46

We I think I recall, I was gonna say, I think I recall a period and I think is when Donovan was here, I think there was a chart or something that he would bring out every meeting and it would be like so we're still not at 100.

JS Jim Snell 40:56

Yeah.

JS Jason Scott 41:02

Percent.

It was like, but it did get a little bit to a point where it's like we're not saying specific names, but we're obviously still standing up here. So you should feel deep guilt.

Deep guilt.

FJ Farnor, Nathaniel James 41:20

So I'm going to I'm going to push this forward a little bit, 'cause we're at 11:43.

So I think we're all in agreement. Money's a problem.

It's still a goal. We want people to donate.

How we're doing it is yet to be determined, so maybe that is a topic of conversation for the retreat. Other I want to make sure we we're not obviously not going to get to all of our priority areas, but any other on the the staff recommended ones any.

Other final comments, specifically in the realm of whether or not they need to be included.

OK, so I think we'll transition down.

We'll maybe give this another couple of minutes and then I want to make sure we have some time to talk about the conference, so.

Are there any other ones, Jim, that you haven't had good input on?
You want us to jump to?

JS **Jim Snell** 42:04

Yeah. Well, Latifah, sorry if you'll go back to down.
Yeah. So, no, that's too far to the to the public input.

FJ **Farnor, Nathaniel James** 42:13

To the OK, so proposed outputs public enter #4 right. OK.

JS **Jim Snell** 42:14

Let's stay on #4.
Yeah.
Yeah, yeah.

FJ **Farnor, Nathaniel James** 42:20

So right there there's two listed.
Best way to get excellent operations so those so folks wanna read that for just a minute and.
Make sense of what's on the screen, and then we'll we'll try to take in another minute or two to discuss these as well.

JS **Jim Snell** 42:34

Yeah. And as you read it, these are actually more narrative than like a short output.

FJ **Farnor, Nathaniel James** 42:52

So what?
I'm interpreting the first one to mean.
Is.
Some sort of.
Standardized language toolkit.
That's kind of how I'm interpreting that that it needs to be like like everybody's on the same elevator pitch.
Is that am I reading that correct Jim?
Is that what they're saying?

JS Jim Snell 43:16

Yeah, but even shorter than an elevator pitch.

And again, this came from public comment. And there's there's, there's a couple examples there committed to greatness in. In our case, if the Commission.

Doesn't change its mission, which was one of the discussions earlier on when we started this three-year state plan process is, is the Commission's mission still what it needs to be?

But assuming that it's the same, I mean it, it could be.

FJ Farnor, Nathaniel James 43:44

Mm-hmm.

JS Jim Snell 43:46

Starting every meeting by saying the mission of Volunteer Tennessee is to encourage volunteerism and community service.

FJ Farnor, Nathaniel James 43:53

Mm-hmm.

JS Jim Snell 43:54

Or our goal is to encourage volunteers and community service.

Or something like that would be an example of what I think this member of the public was suggesting so that.

FJ Farnor, Nathaniel James 44:05

Embedding it into kind of the culture of the Commission and using it got it. OK.

JS Jim Snell 44:08

Yeah, right. Right, right.

So that so that every staff meeting starts off with it, every Commission meeting starts off with it so that everybody in the organization is easily able to remember it and say it to a member of the public. And then you can get the public to then also be.

Able to very easily understand that tagline as well.

Anyway, so again, this is not something that you have to include as an output.

FJ **Farnor, Nathaniel James** 44:32

OK.

JS **Jim Snell** 44:37

It might be something that the Commission considers doing just kind of outside of the state plan.

FJ **Farnor, Nathaniel James** 44:43

Yeah.

I like the idea.

That's just me thinking.

I like the idea.

I think it might be a part of something larger though, around just.

The Commission identity, right?

How do we talk about the Commission publicly, privately? How do we make sure we have shared language and then this being a part of that right of like, how do we internally stay true to mission?

Because I'm not even sure.

I mean, do people even?

I mean, you've rattled off that, you know the the the mission a couple of times.

Jim, do our Commissioners even know it to that point?

Like you know, if we said what is our mission, they'll say oh, to promote service.

But like, do they really know what word for word? Kind of a thing?

So I feel like we have a little bit of an identity problem, so I'm even wondering if I don't know how you turn that the way it's written into a direct output other than every meeting we are going to.

Right. I don't know.

So may could could the output be that we're doing? And I think we've done this before.

Right. Are we doing some sort of a dedicated training or a dedicated workshop with commissioners and staff around how we want people to talk about and use? And I don't know, I feel like we've kind of done that before.

I don't know if it was helpful or not.

I just don't know how to make that an output that isn't just at every meeting you will dot dot dot.

JS **Jim Snell** 46:06

Yeah. Yeah. And again, I mean, this is you don't have to include this. I mean, if you think it's it's too amorphous to include as an output, that's totally fine.

Again, this is just something I mean, it seems like a good idea that something that we should figure out how to do, but it doesn't necessarily have to be part of the state plan.

JS **Jason Scott** 46:28

What? What?

What I would say is because both of these are kind of in more like a question or statement state and they're not really well positioned to be.

Outputs at the moment.

Maybe we just move on from them. I I think I think the concept that was presented is worth discussing.

So maybe we keep it on there as like a discussion point 'cause maybe the outcome can have something to do with identity as well, you know, skill, knowledgeable Commission, operating with excellence and a clear sense of identity.

Or like maybe there's some modification to that, but just for the sake of like going through what comments are there that might be able to be like check no check maybe.

We just keep on trucking.

FJ **Farnor, Nathaniel James** 47:08

Yep. One thing I'll throw out there that is not listed, but our conversation today has made me think that maybe this is worth exploring.

Is is there. We talk about the Commission and we talk about the staff is there.

1/3 category that doesn't exist that needs to exist.

Is there?

Do we have Vt ambassadors?

Do we have right?

What does it look like to give and train somebody who's a super volunteer that's based in the Memphis area?

We give them a T-shirt and a name tag and they're the person that can go and do some tabling and do a pitch if needed.

For one off event, so we have a couple of those across.

I don't know, right?

So that was me. Literally just making that up on the spot.

But is there a third bucket of right? If we have a capacity problem, which we've heard around every single one of these is there's only so many Commissioners that are scattered across a big state.

We only have so many staff. Is there a need for a third entity that is able to do that? More boots on the ground volunteerism.

Kind of work that is just spreading the good message that is Vt.

I'll throw that out there.

We can workshop what that might be, but maybe something worth thinking about. So.

JS **Jason Scott** 48:22

I will say, you know, volunteer Tennessee does have.

I like the idea of scaling volunteers, but that has seems to have more capacity to work with.

But I mean, I know volunteer Tennessee has done internships before, and those seem to be pretty productive in terms of adding some scale.

One thing I do want to throw out there is that they're unpaid, I believe, and that's something that I think is.

Somewhat limiting in terms of who will be able to participate in them.

FJ **Farnor, Nathaniel James** 48:50

Agreed. OK.

OK.

We've got 10 minutes left, so I want us to be able to. One people may have some other updates and things, but I do want to make sure we have at least a couple of minutes to talk about conference.

So it's Candace, are you still on?

Hello, Candace.

So as you all will recall, last last meeting there was some debates and questions and Candice got some input from us and from some from some others around the

conference as a whole.

Full value of the conference and that sort of a thing had a chance to meet with the Executive committee and have some conversations around kind of the future of the conference and some decisions were made. And I think Candace has made some progress since then and there may.

Be some updates.

So Candace, you want to share whatever you would like to share? And then what what you need from this group?

CT **Candace Taylor** 49:41

Sure. So just to be clear, did you have you gone over the updates that were made with the groups just so I can know where to start?

FJ **Farnor, Nathaniel James** 49:49

No, they they do not know the decisions outside of what was maybe communicated via e-mail. I have not shared the the decision of the Executive Committee to move forward with the two the two day. So if you want to start with that, the decision and move forward with.

CT **Candace Taylor** 50:02

OK.

FJ **Farnor, Nathaniel James** 50:02

The two day where you're at from there, yeah.

CT **Candace Taylor** 50:05

OK.

I'll start there. Well, hello everybody.

So hopefully I can get this done in under 3 minutes.

So here we go.

So the.

FJ **Farnor, Nathaniel James** 50:14

Take your time.

CT **Candace Taylor** 50:17

Take your time.

So we met with the executives committee just about the kind of the the topic has just been about, you know, resources and how we're spending it and how we're being this steward of the dollar.

So the executive committee decided that it is a good time to just start refreshing and rethinking the things the way that we're doing things with the conference.

So one major thing that is different is that instead of the conference being.

Monday and half of Tuesday that it's just going to be on Monday, just one day.

So, so all of the tracks that include corporate social purpose, higher education, any of the workshops?

The the service event will also be moved to Monday. The award of Excellence will also be moved, and those are the only two big things that we had going on on Tuesday outside of the traditional workshops that we that we typically have.

So. So I just wanted to let you guys know know that.

I see that our guest is typing, but before I move forward I wanted to see.

Or were there any questions or thoughts or feedback?

About us just doing it for one day instead of a day and 1/2.

JS **Jason Scott** 51:36

No, Candice, I think it's a good idea.

CT **Candace Taylor** 51:36

Oh, thumbs up.

JS **Jason Scott** 51:39

I feel like historically the past conference is by the time you hit the second day, you have all sorts of people bailing, and by the time you get the closing plenary, there's, you know, half of the people maybe left.

CT **Candace Taylor** 51:41

OK.

JS **Jason Scott** 51:53

So so I think that's fine and just like really focusing on the quality and the options on a single day, it'll probably increase like maybe it's easier to fit into people's schedules too, I don't know.

CT Candace Taylor 52:06

That's really what we're kind of going for is just to keep also keeping the resources of the attendee in mind with one day of, you know, spending on a hotel. You know, the also the date of the conference, which is the 8th and 9th kind of leads into. Spring break.

So just just sort of bringing it in so that but the governor's Volunteer Stars awards will continue as usual on the Sunday in the way that.

In the way that that has traditionally been.

So.

That's the update on that.

Just for Tom's sake, I think probably the next most important update.

Would be that we are meeting with our STS team which is internal IT here at the state about actually transitioning maybe to having to where we don't have to use Eventbrite for registration, collecting the money and just having a link that would be internal.

That's directly related to our website. I think it's pretty exciting news just to kind of cut out another third party to where we can just sort of keep things in house, manage things a little bit better in house instead and having that for all the events for Reg.

For corporate social purpose.

For whatever we may be having, it allows us to just sort of keep it in house instead of going through Eventbrite or other modalities for for registration and collecting money and and things like that so.

So we're still reviewing that. If you guys are wondering.

About the ticket sales, but hopefully we will have that up and running quicker rather than later if we're going to move forward with this conference with using that modality.

But Eventbrite, of course, is ready to go.

We're just still sort of going through the timing of if that's going to be the capacity is going to be good for us to have the timing to support it for this conference, which I think that it will, but those are my two major major updates I really.

Don't want to get into the thick of things with other things, considering that we only have a couple of minutes left.

We have.

Probably about 7 or 10 workshop nominations, so if you guys know anybody that you think would be great to do a workshop, just please reach out to them. Let them know that we're still accepting workshop nominations. If you know of any business or nonprofits that would be good.

Honorees for the governor's Volunteer Stars Awards please reach out to them. All the wonderful companies, no matter how big or how small your community that you think would be great for this honor.

Um, I think that's me in a nutshell.

FJ **Farnor, Nathaniel James** 54:38
Perfect. Thanks Candace.

CT **Candace Taylor** 54:39
I think this me in a nutshell. You're welcome.

FJ **Farnor, Nathaniel James** 54:40
Yeah. Yeah. Questions for Candace.

JS **Jason Scott** 54:42
Yeah. Are, are there particular types of presentations that you'd like based on what you've already got?

CT **Candace Taylor** 54:42
Yeah. Questions for me.
You know, I I personally would love conversations that surround.
Just the the where we are right now is just in the state of hoof, you know.
You guys know that?
You know, just things that are going on personally in people's lives that are coming up throughout the year that may not be that affect our volunteer, the volunteers that we have. So for me it's how to move forward, how to maybe use AI, how to use the. Resources that we have in the state of where we are.
Are to move forward to help not only the volunteer, but the nonprofit and the

volunteer professionals that are that are along so with me personally. Those are some just the top three things off my mind that I would like to see, but I am open to to differe.

To different topics, just so we have a good balance of a little bit of everything.

JS Jason Scott 55:43

Thank you.

CT Candace Taylor 55:43

Thank. Thank you, Jason.

FJ Farnor, Nathaniel James 55:46

Questions for Candace.

I will just publicly say thanks to Candace for working through the chaos that was this summer with all of the budget questions and and trying to come up with a plan that gets us where we need to be and adapts and does all the things. So thanks cand.

For your work.

I know there was.

CT Candace Taylor 56:08

You're welcome.

FJ Farnor, Nathaniel James 56:08

There was some stressor moments in there, but you got us through.

CT Candace Taylor 56:10

It's still.

It's still a tad bit stressful.

I'm not gonna lie like there's still a couple of hurdles that we're working through, but along with Latifah, I would just like to respectfully ask for about 5 minutes at the conference as well, just to just lay out where we are and where we'll be then, so that.

FJ Farnor, Nathaniel James 56:13

Yeah.

Yeah.

CT Candace Taylor 56:27
Everybody's aware of what's going on and we can move together collectively.

FJ Farnor, Nathaniel James 56:31
Agreed, agreed. Not bred on board.

CT Candace Taylor 56:33
Thank you.

FJ Farnor, Nathaniel James 56:36
Thanks so much Candice.
And then I think Candace may have may not have said this, but one of the things the executive Committee also discussed is once we get through this year's conference, what does it look like to pull a group together with Candace to really, really get in the we?
And have like some good high visioning of what this looks like.

CT Candace Taylor 56:52
It is my goal to have 2027 the completely different than the past 15 years that have been going on. Not that the past 15 years are they're awesome and we have so much that we can work with to upgrade and to meet our audience where they.

FJ Farnor, Nathaniel James 56:53
In in in coming years.

CT Candace Taylor 57:09
Are I'm really excited about the prospect of the conversation of what the future of our impact looks like in Tennessee. So thank you, Nathan.

FJ Farnor, Nathaniel James 57:16
Very good.
Thanks, Candace. OK.
We were one minute left, so I'm going to go ahead and jump to public comment.
So Jim, do we have anybody for public comment?

JS **Jim Snell** 57:28

We did not receive any requests for public comment.

FJ **Farnor, Nathaniel James** 57:31

OK.

Very good.

I will couple of quick quick updates. Just so you all know with our last like 12 seconds.

You heard everything from Candace, the GBSA nominations that Candace referenced on November 14th.

Is that right, Candace?

Is that when they're?

CT **Candace Taylor** 57:47

Yes, that's my staff's date, you know? And but I. But I really wanna have every every submission wrapped up before Thanksgiving.

FJ **Farnor, Nathaniel James** 57:49

OK.

CT **Candace Taylor** 57:54

That's my that's my ultimate date.

FJ **Farnor, Nathaniel James** 57:54

OK.

Perfect. OK.

CT **Candace Taylor** 57:56

But what's out there is on the 14th.

FJ **Farnor, Nathaniel James** 57:56

So you got a couple. You got a couple of weeks to get them in. So so tap your people and then the last thing, just so you all are aware that the executive committee made a decision on, there was a couple of references to funding during this call.

We are pulling together an ad hoc committee to talk about the relationship between. The Friends organization and the Commission and how to strengthen some of those things and there's some opportunities on the horizon, some funding opportunities and we just want to make sure we're in the best place to be able to.

Navigate those so that is in the works and we've got that call scheduled for here in just a couple of weeks, so.

Jim Latifah, Candace, any final things on the staff side and then I'll dismiss us.

CT **Candace Taylor** 58:39

For me, just, you know, have a happy Friday everybody.

FJ **Farnor, Nathaniel James** 58:43

Thanks Jim.

Latifa you all good.

JS **Jim Snell** 58:46

Yeah, I'm good.

FJ **Farnor, Nathaniel James** 58:48

OK.

Thank you all. Thanks everyone.

Have a wonderful weekend.

It's starting to get cold, so it's time to swap out your wardrobes, so thanks.

JS **Jim Snell** 58:55

Thanks everybody.

JH **James Hoggard** 58:56

Thank you, everybody. Have a good weekend.

LF **Latiyfa Fields** 58:57

Yeah.

JS **Jim Snell** 58:57

Bye bye.

FJ **Farnor, Nathaniel James** 58:57
Bye y'all.

CT **Candace Taylor** 58:58
Take care.
James, if you don't mind, I was just about to ask you, do you have a minute?

JH **James Hoggard** 59:02
Candace, you got a minute?

CT **Candace Taylor** 59:06
But if we could, because this call is still being recorded because it's public.
Would you prefer for me to call you on the phone, or did you want me to set up another virtual meeting?
Bing.

JH **James Hoggard** 59:20
Set up another virtual meeting so I can see your face to face.

CT **Candace Taylor** 59:23
OK.
All right. Perfect. Perfect.
So what I'll do is I will send it right now and could we could we do it at 11 O 5?

JH **James Hoggard** 59:32
11:05 works.

CT **Candace Taylor** 59:34
OK, perfect. I'll send that over right now.

JH **James Hoggard** 59:36
All right.
See you then.



Candace Taylor 59:37

All right, perfect. Thanks.



Candace Taylor stopped transcription