

# Grants Committee Meeting-20250421\_151007-Meeting Recording

April 21, 2025, 8:10PM

1h 9m 40s

● **Elizabeth Lemieux** started transcription

**JS Jim Snell** 0:05

OK.

Yeah. So the kind of the.

Kind of the the.

Bottom line for the national situation is that we don't know.

What's going to happen?

Because the Doge Department of Governmental Efficiency.

Is has gone into the MIRACOR offices and they have.

Essentially, put 80 around 85% of the workforce on immediate lead.

Which obviously leaves a kind of a bare bones staffing.

So there's there's that.

The other thing is that we don't yet know the results of the competitive process and.

The original funding timeline called for the AmeriCorps agency to let us know in mid-april what the results of that process would be, which is why we kind of had the the

May Commission meeting scheduled when it when it's scheduled and why this meeting was kind of sched.

For.

For when it is.

With the caveat that we knew about a month or so ago that it was possible that we wouldn't get the competitive results before the Commission meeting or before this meeting, and at this point it's unclear when we're gonna get that that competitive.

That competitive results, so that obviously complicates things. Not knowing which of the competitive applicants are gonna get funding.

And because the typical process and and I think both of you know this.

We would take any applicants that didn't get funded in the competitive process and drop them into our formula pool and have them considered in the formula pool.

**EW** Eileen Wollam 2:24

Great.

**JS** Jim Snell 2:29

Along with any other brand new formula applicants.

And so that's kind of how we would deal with it in the past.

Since we don't know what's going to happen with the competitive process, our thoughts for the Committee for today before we, you know, before we realized kind of that we were going to have quorum issues and still not knowing really what's going on that the the federal level was.

That we would talk about like scenarios like what?

**EW** Eileen Wollam 3:03

Mm hmm.

**JS** Jim Snell 3:04

What are some of the possible scenarios?

And what?

What might that look like?

In terms of.

What?

'S.

What might happen with formula dollars that that we that we have?

So.

And the the other thing that I'll say is.

My I I we don't have any information really at all about what's gonna happen with any of the the grant processes at emirc or agency my.

My guess would be that.

Well, not my guess, but kind of just some speculation on my part would be that.

That that it's possible that they may.

They may just cancel the competitive process entirely.

**EW** Eileen Wollam 4:10

Hmm.

**JS** **Jim Snell** 4:12

But because they the the doge, when it has gone into other agencies, has looked at kind of canceling, pausing all all kinds of things related to various federal grants and contracts.

And.

The competitive, at least in my kind of guesstimate.

Would be the easiest thing for them to to either pause or cancel.

I think I think it would be.

It would be harder for them to pause or cancel formula funding because that involves all the states.

And they would very quickly get sued by at least the blue state.

Relatively quickly, saying you know this money has been appropriated by Congress, the federal statute requires that you allocate it on a formula basis.

Give us our money.

So so I think they would.

They would get pretty quickly sued if they tried to cancel or pause the formula process, but and they could very likely get sued anyway if they try and cancel or pause the competitive. But because that competitive process by statute, the determination of how that funding gets allocated is.

**EW** **Eileen Wollam** 5:22

Hmm.

**JS** **Jim Snell** 5:30

Done by the AmeriCorps agency.

In in my opinion.

And it is the most at risk for any kind of Doge action for reduction or elimination.

**EW** **Eileen Wollam** 5:37

Mm hmm.

**JS** **Jim Snell** 5:42

So I think the the worst case scenario.

Might be that.

None. None of the competitive applications get funded.

Or it's possible because we do have a couple continuation competitive applications and so it's possible that they might fund those continuation applications not not just ours but across the country any continuation applications because.

You know, there's a general understanding that when when a an applicant is selected, it's got three years to perform.

In you know in the after the first year, you've got two years of continuation funding and then at the end of the year.

3rd year you have to recompete.

So it's possible that they may just not give any new competitive grants and instead just provide competitive continuation funding.

That's that's another possibility.

So I don't know.

I'm gonna. I'm gonna stop and see if if either of you have any questions about that. Kinda.

**EW** **Eileen Wollam** 7:08

So so my question is.

We have quite a few right that are that are designated as competitive this year.

**JS** **Jim Snell** 7:22

Yes. Yeah.

**EW** **Eileen Wollam** 7:23

Actually the the spreadsheet that I sent out.

It's easy for us to see at a glance.

What's competitive?

What's formula? What's new?

What's continuation?

So that wasn't the intent of the spreadsheet, but.

**JS** **Jim Snell** 7:37

Yeah.

**EW** Eileen Wollam 7:38

But now it's, you know, it's helpful for that.

**JS** Jim Snell 7:41

Yeah, yeah.

**EW** Eileen Wollam 7:45

So, since there are, I don't know.

I'm thinking almost 10, maybe that are in the competitive bucket.

If they don't get funded and they flip back to formula.

That means that the the the money that was allocated for formula won't go as far, so we won't be able to.

Award to as many.

Programs as we ordinarily.

What is that?

Am I standing that correctly?

**JS** Jim Snell 8:24

Not, not necessarily, because.

**EW** Eileen Wollam 8:25

OK.

**JS** Jim Snell 8:27

Last year, I think we had.

Sorry, let me let me look at it rather than guessing give you our correct answer.

So last year we had.

We had 14 operational formula grants.

So those are grants for programs that actually have Members who had fourteen of those. And then we had.

That that were funded. And then there were three planning grants.

**EW** Eileen Wollam 9:10

Mm hmm.

**JS Jim Snell** 9:11

So the the planning grants I I wouldn't.

I wouldn't really worry about those, except that we did.

We did provide them with some funding and it was it was small amounts of funding compared to a program grant.

The largest one of those was about \$75,000.

And and that was the largest of the planning grants and typically like a a medium sized americorp program might get like 150 or \$200,000.

So.

The challenge with what you're talking about, Eileen, is that.

A bunch of those formula programs were at the end of their three-year process, three-year funding process.

And when they get to the end of their three-year grant cycle.

We ask them to, well, they have to submit a new application and that's that's required by by the feds.

**EW Eileen Wollam** 10:00

Mm H.

**JS Jim Snell** 10:04

So they have to submit a a new application or recommend they do that at that natural three-year break in a three-year cycle. We then send them to the competitive process to compete nationally with other programs, so.

We have room in the formula portfolio for roughly 14 or 15 programs.

Rough roughly.

So the fact that there's a bunch that are in the competitive process that just is a an oddity of timing that a lot of those were on the same three-year cycle and because they were at the end of their three-year cycle, we asked all of them.

That were at the end of the three-year cycle.

To go into the competitive process.

And there there were. In addition to that, there was one program in the competitive process that was at the end of its three-year grant cycle.

In the competitive process that's Public Education Foundation.

**EW** Eileen Wollam 11:05

Hmm.

**JS** Jim Snell 11:06

And so there's generally there's just there's a a larger number of programs that compared to what we would normally have in the competitive process.

But it doesn't mean that we couldn't absorb a bunch of them back into the formula process.

Us.

**EW** Eileen Wollam 11:22

OK.

**JS** Jim Snell 11:23

Because right now.

With with the Formula Continuation program, so the ones that haven't that are still in the middle of that three-year grant cycle, we have 1234, we have 4 continuation.

Formula grants.

So just kind of again based on the the numbers roughly we could then?

**EW** Eileen Wollam 11:43

Right.

**JS** Jim Snell 11:50

Take ten of the competitive applicants that don't get funded.

Into the formula portfolio.

Or and it doesn't have to be necessarily the existing programs, it could be.

It could be a combination of existing programs and some of the new applicants that have applied for funding.

That could be absorbed into the formula process.

In in in hole.

But it would again.

It's around around 14 or 15 is about how many we could handle in the in the formula process.

**EW** Eileen Wollam 12:25

OK.

OK.

It's it's. It's always confused me that.

The the THE programs that have completed a three-year cycle.

When they reapply their.

Their.

Considered new.

Because in my mind, they're not new.

Because they've had AmeriCorps programs before. So, you know, there's new. And then there's really new.

**JS** Jim Snell 12:59

Yeah, yeah.

Yeah, well, what, what the what the term we use for that is recompeting.

**EW** Eileen Wollam 13:08

OK.

**JS** Jim Snell 13:09

As opposed to new, which is is your right. I mean we generally call a new applicant someone who's never had funding for us or who hasn't had funding from us within like the last five years.

The others that are just at the end of their three-year three-year cycle, we call those recompeting.

So it is a bit confusing, but they're those new and recommendations are all kind of in the same boat that they have to compete for the funding, whereas the continuation again, as long as they're kind of meeting their purpose goals and not not having serious issues.

**EW** Eileen Wollam 13:32

Mm hmm.

**JS** Jim Snell 13:41



We generally kind of consider them.

To be on the list to get funded as long as we haven't have the money for it.

 **Eileen Wollam** 13:48

Right, right.

 **Jim Snell** 13:56

Yeah. So I don't know if.

But if you have any other questions kind of about the the general.

Funding status.

 **Eileen Wollam** 14:10

Well.

 **Adam Jarvis** 14:11

I think you mentioned that they could be eligible for a regular process.

Would they have to just to check my knowledge? Would they have to resubmit through that process?

 **Jim Snell** 14:25

No, no.

So what?

What we what we do, what we've done in the past for any of the applicants that we send into the competitive process if they don't get funded in the competitive process, they just drop back down into the formula process and in terms of the the electronic system that.

 **Adam Jarvis** 14:43

OK.

No problem.

 **Jim Snell** 14:46

We used.

It's a fairly simple process.

In it's called egrants to to ship them from the competitive into the formula process.

So we.

That that's usually.

I mean, that's usually not a big deal to to do that.

So no, no, I'm sorry.

The the short answer is no, they don't have to reapply.

We take the application that they've already submitted into the competitive and use that as kind of the the starting point for their their formula application.

 **Eileen Wollam** 15:12

Mm hmm.

 **Adam Jarvis** 15:14

Thank you.

Yeah, I forgot about that. Thank you.

 **Eileen Wollam** 15:20

So.

I mean, this is a huge problem.

Because we're, you know, we're we're working with a certain calendar and with due dates and deadlines at at different times, but.

With 85% of the agency gone.

They're not going to be able to meet.

Their their milestones.

And.

And there might not even be anybody around to kind of tell us what new milestones might be.

 **Jim Snell** 16:04

Yeah.

Yeah. No, it's it's definitely.

It's definitely.

It's definitely a challenge and and we still don't know.

We still don't know the actual number of staff that have been put on that leave, although we have a strong suspicion that our very own Caroline Ledley, who is in the Atlanta office and represents the AmeriCorps Agency on the Volunteer Tennessee

Commission.

She has not responded to outreach from us, so we think that she is one of the ones that got put on that that admin leave.

**EW** **Eileen Wollam** 16:40

Hmm.

Yeah, 'cause, they're not.

**JS** **Jim Snell** 16:47

Last week.

**EW** **Eileen Wollam** 16:48

They've been forbidden to even communicate.

I.

I believe.

**JS** **Jim Snell** 16:52

Yeah, yeah, we're right.

Well, they've been told that they should be monitoring, although I'm not sure how the the memo was was a bit had been a complete, conflicted messaging because it said don't do anything. But it also said monitor your stuff in case we need to get in touch with you.

And so so my my understanding is that they are supposed to monitor for communications from the mayor for agency.

In case they, the mayor for agency, needs them.

To do something, but otherwise they are not supposed to do anything, work or respond to any other request from anybody other than the mayor core agency.

So in effect, it's we we don't expect to hear from Caroline until all of this is resolved.

So and then.

The the fact that the regional offices have, as far as we've been told, essentially all of them have been shut down with kind of a just a bare bones structure of the regional office folks left in place.

I mean, obviously it brings up questions not just for us, but across the country of like who's gonna handle all of this grant making responsibility in terms of, you know, we have to submit our formula application.

**EW** Eileen Wollam 18:06

Mm hmm.

**JS** Jim Snell 18:13

Airport. It's got to go through internal processes to get the awards made and out the door, etcetera, etcetera, so.

It it does bring up serious questions and potential challenges.

Unfortunately, we just don't have enough information at this point to be able to.

To be able to know what that is gonna really mean.

I mean the the worst case scenario is that we don't.

We don't because we still don't have.

Latifah correct me if I'm wrong.

We still don't have our formula allocation yet.

So we we don't know how much funding we have to spend even just in our formula portfolio based on the appropriations that were made for this upcoming program year.

So the worst case scenario is we we don't hear anything about the competitive process.

Says and we don't.

Get information about our formula.

Allocation in time to be able to get contracts started and completed by the August one start date.

Which is a challenge.

I mean it's it's not wouldn't necessarily be the end of the world.

I mean, we could.

We could, instead of having an August start date, we could potentially have for our contracts and and the programs because the programs can't start any earlier than our contracts with them.

Our state contracts with them, so we could push back the start date to September 1 potentially or October one.

But that would mean for quite a lot of programs that they would have a gap in service, particularly for those that operate in schools.

**EW** Eileen Wollam 20:04

Yeah.

Mm.

Mm hmm.

**JS** **Jim Snell** 20:11

August.

So those programs would absolutely see a gap in service where there would be potentially a month or even two months depending on when we would be able to get contracts started where they just wouldn't have any AmeriCorps members in their sites at all.

**EW** **Eileen Wollam** 20:31

Hmm.

**JS** **Jim Snell** 20:31

And that's unfortunately that's a fairly large percentage of our portfolio is programs that operate within the schools either directly in schools.

**EW** **Eileen Wollam** 20:39

Mm hmm.

**JS** **Jim Snell** 20:41

In classrooms or after school programs, tutoring and mentoring. So. Yeah, it's it's a. It's a big. It's a big question mark.

**EW** **Eileen Wollam** 20:57

Do do we know what other states are doing?

Are they?

You know, are they proceeding or are they pausing for you know what?

Do we know what they're doing?

**JS** **Jim Snell** 21:11

Latifah are you? Do you?

I wasn't able to get they they they actually had a call.

American Service Commission had a call for programs.

A little earlier today, but they reach capacity and when I tried to get on so I wasn't able to get on. Latifah, were you able to get on that call?

**EW Eileen Wollam** 21:27  
Oh.

**LF Latiyfa Fields** 21:30  
The same thing happened to me.  
I was gonna say what we heard from the last two calls which which is not a lot.

**JS Jim Snell** 21:35  
Oh, yeah, yeah, go ahead. Yeah.

**LF Latiyfa Fields** 21:38  
I think everyone is in a similar or not everyone isn't similar but different things are happening based on the state. I think more in blue states they're having you know a particular response and what we've been hearing is a lot of folks encouraging their programs to get legisl.  
Out to do visits, do site visits and education.  
So some folks have like created like packages.  
Packages.  
Of like talking points, whereas some are just like not doing that as yet and also just looking at what's happening on base camp, people are really like looking towards the larger states that have been fairly involved from the beginning in response.  
Yeah, that's that's all that I've heard so far.

**JS Jim Snell** 22:21  
Yeah, I mean, yeah.  
So everybody's in the same boat as we are.  
Not every state has their formula process this early. At some, some states try to have their their formula contracts start in July. That for us that just isn't possible because of the amount of time it takes us to get our contracts processed.  
And and approved.

**EW** Eileen Wollam 22:45

Mm hmm.

**JS** Jim Snell 22:46

There's just no way for us to be able to do that, but some states have a have a a quicker.

Contract process and so they have their contracts start in July. Some don't start there may core contracts until September or October.

So, but I think we're we're probably kind of an average in an average situation where. States have upcoming start dates that.

Are, you know pretty important for programs to be able to have continuity of operations and and nobody really knows anything more than us?

**EW** Eileen Wollam 23:22

Mm hmm.

**JS** Jim Snell 23:22

You know, especially related to the formula allocations in the competitive process, nobody really knows what's going on with with either of those.

**EW** Eileen Wollam 23:29

Yeah.

I don't know what to say.

**JS** Jim Snell 23:42

Yeah.

Well, yeah, so all of, that's all that is is potentially problematic.

And.

I think.

You know, I I think for for the purposes of this discussion.

What? What we could do is.

Maybe.

Maybe.

Just take a quick look at.

At the actual funding.

Funding chart I mean this chart is.

Well, it is a funny chart, but it is.

It it is not the typical chart that you all would see from us with strong recommendations about what to do, because there's so much.

So much uncertainty, but let let me.

Let me share my screen.

Quickly. OK, so this is kind of the typical chart that we would present to you all.

But.

So for the time being, just kind of ignore this stuff beginning.

Sorry, actually, let me just make it bigger and it'll be easier for you to ignore those columns.

OK, so up at the top in red, these are all.

These are all of the applicants that we have submitted to the competitive process.

And their status is unknown.

And again, it's as you pointed out, Eileen.

It's it's a lot of programs.

**EW** **Eileen Wollam** 25:47

Mm hmm.

**JS** **Jim Snell** 25:48

So.

And I think actually I'm gonna have to probably have to make it smaller so that we can see things better, but just kinda as a starting point.

The the perms that are where the name is in black.

Those are programs that are continuation programs in our formula process.

The ones that are in blue, those are programs that are are continuation programs in the competitive process.

And as a worst case scenario.

The starting point for this spreadsheet is assuming that none of the competitive programs get funded.

So.



**EW** Eileen Wollam 26:35

Hmm.

**JS** Jim Snell 26:36

So these are these would be all of the continuation programs, both formula and competitive.

**EW** Eileen Wollam 26:43

OK.

**JS** Jim Snell 26:44

So see, that's what is it 7 in total.

I I will say, just as a note and one of the things that.

Again, I since there's not really a quorum for the committee today, it's probably more of a recommendation for the full Commission.

But then, for a vote artist year submitted their application late.

And.

It in the past when that has happened.

And the Grants Committee has done conditional funding for that particular applicant to say, OK.

We're gonna fund you, but.

Future funding is contingent on submitting your application on time, and as it has a baseline, just a just to say look, you can't do that.

**EW** Eileen Wollam 27:32

Mm hmm.

**JS** Jim Snell 27:39

So that's just a caveat about artists here otherwise.

You know there's.

For for what they have requested.

**EW** Eileen Wollam 27:48

Hmm.

JS

**Jim Snell** 27:50

It's about 2.2 million.

Dollars, the other thing.

Sorry, actually I'm gonna change the the color of this.

The allocation that's based on last year's formula allocation.

Again, we don't know what our current year allocation is gonna be, but.

If we get, you know, kind of similar to what we had last year and as long as the AmeriCorps agency in Doge honor the appropriations that have been made, I think we could expect close to that amount.

It's little over 3.7 million. The carryover amounts. Typically it would just be lumped together.

But the challenge with our carryover this year is this.

This \$537,000 amount.

Under the 22 fxh. And don't don't worry about that, except that that designates the fixed grant.

Award as opposed to the AF, which is the formula cost free and board cost reimbursement award. And it's not that again typically we would just combine those numbers together and they would all go into the chart together.

The reason that they're separated in this chart is that the 22 fxh grant actually is at the end of its three-year grant cycle.

And we can request a no cost extension.

And so we can award that \$537,000.

Assuming that that the whole American world doesn't get blown up.

We can.

We can allocate that \$537,000 for next year.

For 2526 program operations, but any program that we funded with that money? Would have to.

Their members would have to get the current year Education award.

Which would be less than the new education award for everybody else for 2526.

So it it anyway.

It would just come with some caveats that that if we offer it to programs, it could put constraints on what they can do, especially if you're if you're offering a program that has a lower cost. Sorry.

Sorry, a lower education award than other programs?

It might make that program a little less attractive, but if we're in a worst case scenario where we have to use this money that I think that would be the option, we would go to like kind of the the bottom of the list of programs that we.

Considering and say look.

We can.

We can fund you, but it's gonna have to be using last year's money, which comes with some caveats to it.

Yeah. And I'll also say that.

That what Latifah just shared.

I mean this document is is kind of rough.

It's in rough form because there's so many question marks.

But yeah, it's I think Latifa just put it in in case you all want to like go in and zoom in on on it on your own, OK.

So that's the continuation.

The and I am gonna make it smaller again.

Try and fit everything on the screen I can.

OK.

So these programs are the.

The ones in blue are recoming programs that are in the formula process.

And the ones in red are brand new applicants.

**EW** **Eileen Wollam** 31:48

Mm hmm.

**JS** **Jim Snell** 31:48

Well, so East Tennessee, East Tennessee state.

United Way West Tennessee and Tennessee Charitable care network.

They currently have planning grants.

But they do not have operational grants, so for the purposes of this they are considered a new applicant because they don't currently have an operating grant.

So the ones in red are are down below.

So the and again the funding request.

If I Scroll down a little bit.

If we get.

Our formula allocation that's close to what we had for the current year and we use all

of our carryover funding.

Funding.

We could fund every single applicant, all the brand new ones, all the all the.

Sorry, that's not right.

Something's not right with that formula.

Sorry, I just realized that there's a problem with the formula again because there's so much.

Yeah, but that just that didn't pass the smell test.

OK.

Yeah. So.

If we if we use all of the, if we use all of our.

Allocation for the current for the next year, that again as long as it's similar and we use all of the carryover funding, we'd still be \$6 million in the hole from what's requested.

So we're, we're we're not anywhere close to having enough money to fund everybody.

So.

It then gets into the question of all right, do we do we want to kind of?

Baton the hatches and just focus on existing programs and and take care of our own, so to speak, and.

And not worry about these programs that have requested new funding.

And let me let me correct these formulas over here as well.

So if we if we did that and just focused on.

Just focused on the kind of our existing programs.

We're still.

We're still \$3,000,000 in the hole.

**EW** Eileen Wollam 34:33

Well.

**JS** Jim Snell 34:34

In terms of and again, this is the worst case scenario, assuming that we have to take on every single competitive program, both the continuation and the new and and recomputing.

So this is every single program that currently exists in.  
In one of volunteer Tennessee's portfolios.

**EW** **Eileen Wollam** 34:53  
Hmm.

**JS** **Jim Snell** 34:53  
So so it's still the amount of the amount of request is you know not quite double but close to double what what we would have available.  
So.  
And and that's that's even assuming that we, let's see actually let me make a couple. Additional adjustments.  
That I just realized that some of these.  
When we're establishing the baseline, we take the lower.  
Of.  
Either their current request or their previous year request, depending on which is which is lower and I just realized that some of these don't have that.  
And so that will change.  
I mean, it's still, we're still not gonna have enough money to fund everyone. Even doing what I'm doing right now.  
But it it is helpful in terms of thinking about.  
If we just hold everybody steady at either the lower of what they requested for this year or last year, whichever is lower.  
We're still at about \$2.8 million in the hole, so not quite as bad as three, but still still pretty bad.

**EW** **Eileen Wollam** 36:15  
Hmm.  
Yeah.

**JS** **Jim Snell** 36:20  
So that's where we get into now the challenge of thinking about.  
And where the input from this committee typically would come in, where we we talk about.  
You know what's?

What's the preference?

How would you all like to approach it?

What would you like to look forward to the Commission and again understanding that this might not be this this scenario, this is the worst case.

We could.

We could look at what it might look like if some of the applicants get funded in the competitive process.

**EW** **Eileen Wollam** 36:57

Hmm.

**JS** **Jim Snell** 37:01

And see what that looks like, because that that is a possibility. But I think in terms of what what gets presented to the Commission next week.

It needs to probably be a couple different scenarios like one is the worst case. What what happens then?

And then maybe the best case, which would be, in my opinion the best case is that the continuation applications get funded, you know, and I think that's that is the best case.

I mean, it is possible that they might fund a new competitive application, but it just seems a little unlikely to me.

In the current.

The current climate.

**EW** **Eileen Wollam** 37:43

Mm hmm.

**JS** **Jim Snell** 37:45

So.

Um.

That's that's kind of the question for the two of you. And we can certainly give you additional input.

**EW** **Eileen Wollam** 38:04

OK.

**JS** **Jim Snell** 38:11  
And.

**EW** **Eileen Wollam** 38:12  
I.

I guess you know if if you think there might be a chance for the continuation.  
Programs in the.

In the competitive process to be funded.

You know, maybe we should try a scenario where those were those stay in  
competitive and we just have to move the the others into.

**JS** **Jim Snell** 38:40  
Yeah.

**EW** **Eileen Wollam** 38:42  
Formula.

**JS** **Jim Snell** 38:45  
Let me let me let me do that.  
So this is then that.  
This is then what that would look like in terms.  
So I I just took out the continuation applications from the the top.

**EW** **Eileen Wollam** 39:10  
Mm hmm.

**JS** **Jim Snell** 39:12  
That.  
That again holding holding programs to the lower of their either their current year  
request or their previous year request.  
That puts that does a a lot.  
It puts us only 700,000. I mean, I say only.

**EW** Eileen Wollam 39:30

Yeah, right. Right.

**JS** Jim Snell 39:31

Only \$700,000 in the hole as opposed to 3 million.  
Dollars in the hole.

**EW** Eileen Wollam 39:37

That's that's yeah.

**JS** Jim Snell 39:38

So it is.  
It is a much better.  
Scenario looking at the possibility that those those programs might get funded.

**EW** Eileen Wollam 39:55

The other thing I wanted to say is.  
The the new the new new program.  
That's the Tennessee Charitable care network.

**JS** Jim Snell 40:06

Mm hmm.

**EW** Eileen Wollam 40:08

So.  
The main.  
The main purpose for this spreadsheet that I created was to see if we if we had any  
any programs or potential programs that were focusing on food security.

**JS** Jim Snell 40:27

Yeah.

**EW** Eileen Wollam 40:27

And this one Tennessee Charitable care network.



**JS** **Jim Snell** 40:27

Mm hmm.

**EW** **Eileen Wollam** 40:34

Has 50% focus on obesity and food.

So I realized that this is a new new program.

But if we want to meet the objectives in our in our plan.

That we might we might want to try to fund them.

**JS** **Jim Snell** 40:58

Yeah, and that certainly is a very reasonable thing to want to do, I will say.

I mean, there's there's too much stuff in here to try and put everything on the screen so.

**EW** **Eileen Wollam** 41:08

Yeah.

**JS** **Jim Snell** 41:11

I I hid the the review scores so the the blue at the top are just listed alphabetically.

Those are our current programs, the red, the new programs they're listed in order by their review score, and the Tennessee Charitable Care Network had the next to the lowest.

**EW** **Eileen Wollam** 41:30

Yeah.

**JS** **Jim Snell** 41:30

Review score.

So I mean it's that doesn't mean that that you couldn't recommend them for for funding. But I mean there's there's a, there's a lot of other applicants that had better scores than them.

**EW** **Eileen Wollam** 41:35

Yeah.

Right, yeah.

**JS** **Jim Snell** 41:46

So anyway, that's just something to consider.

**EW** **Eileen Wollam** 41:49

OK.

Tennessee Community Assistance Corporation that was actually recommended for the competitive and it is a continuation that had 15% devoted to obesity and food.

**JS** **Jim Snell** 42:04

Yeah.

**EW** **Eileen Wollam** 42:08

So that's something.

**JS** **Jim Snell** 42:11

Yeah, Latifah has her hand up. But and before she goes, I will say University of the South has kind of does a lot of things. Part of their program does focus on health outcomes.

**EW** **Eileen Wollam** 42:13

Yeah.

**JS** **Jim Snell** 42:25

I.

I don't know.

And Latifah or Lizzie can probably answer this better than I can.

I don't know if they continue to focus as much on.

Food security. I mean, it used to be something that they did.

I'm not sure if it's something that they continue to do.

They they have kind of. Generally they're looking at health and Wellness.

**LF** **Latiyfa Fields** 42:43

Yeah, it's definitely one of their. They have a meals on, not Meals on Wheels, a summer program each year, and that's like a big piece of their programming.

**EW** **Eileen Wollam** 42:43  
Mm hmm.

**EL** **Elizabeth Lemieux** 42:44  
Well.

**LF** **Latiyfa Fields** 42:52  
That's towards meals and I think the goal is around food security.

**EL** **Elizabeth Lemieux** 42:59  
Yes, I'll just agree with Latifah.

**EW** **Eileen Wollam** 43:00  
Hmm.

**EL** **Elizabeth Lemieux** 43:02  
They do.  
I did just write a spotlight on and on them and meals is one of the services that they are currently providing.

**LF** **Latiyfa Fields** 43:11  
It's a super successful program. I also wanted to note too about Tccn, so team and I were just talking about this this morning.

**EW** **Eileen Wollam** 43:11  
OK.

**LF** **Latiyfa Fields** 43:21  
There were for some reviews, and as Jim referenced like this happens all the time where you will have folks score all kinds of terminal's because that's the whole benefit of bringing different minds to the table when a peer review process. However, I did recognize several incorrect, just like literally incorrect responses to

certain questions, like if a if they included.

Duration or dosage for members, which is very just like yes or no and what that was and you know there were some including TCC and I caught like two different reviewers that just included zero percent or sorry 0 scores for certain areas which I think lowered their score.

And we're putting that in a document that's gonna be shared with the Commission when y'all are reviewing at that meeting.

**EL** **Elizabeth Lemieux** 44:12

Yeah. I think just to reiterate what Latifah said about tccn, it might have fallen at the lower end of the total peer reviews. I think if you look at just the way Latifa and I scored it, it fell to the middle.

So you know, it depends on who's scoring it, certainly.

**EW** **Eileen Wollam** 44:31

Mm hmm.

**JS** **Jim Snell** 44:36

Yeah, I mean, and that is that is the challenge with any peer review process.

I mean, you get some peer reviewers who.

Are very tough in their review scores and some that are very easy and their review scores.

And unfortunately, there's not really a way for us to know that until after they've submitted their scores, whether they're, you know, tough or easy.

So it's it's a little hard to control for that, but that you know that's why we try and get multiple peer reviewers to engage in the process and review every grant so that we can kind of.

Hopefully spread that out a little bit so that it it doesn't.

Doesn't penalize anyone particular program if they get a Tupper viewer.

Is it you know if we get multiple Tupper viewers and every applicant has at least one Tupper viewer and each applicant has at least one relatively easy, that kind of all. It balances out a little bit.

**EW** **Eileen Wollam** 45:35

Yeah.

**JS** **Jim Snell** 45:40

Yeah. So so going back to.

Going back to kind of the like, this kind of better case scenario at \$750,000.

You know in the whole.

It and it's possible. Let's see, there's.

1010 programs.

I mean, we could.

We could do a couple things.

Because that that still is a fairly significant amount. And so if we.

If we look at funding programs at the full amount that they requested, it would mean that we would have to eliminate programs in order to fund programs that they're requested amount.

**EW** **Eileen Wollam** 46:34

Mm hmm.

**JS** **Jim Snell** 46:36

Which you can certainly do. The other option is to kind of reduce programs to get to the point where we're we're not 750,700 and \$5000 in hole and that we we're funding what programs with the amount we have and again just.

Remember the caveat that we do this 537 if we're gonna use that, that's gonna.

It has to go to these programs that have fixed amount after their name.

Which there's there's several in the continuation and several in the new in the RE competing that are fixed amount, so it's shouldn't be an issue, but those programs would have to accept based on the knowledge that they essentially are playing by last year's rules related to what.

The members are gonna get for their education award.

So it's it complicates things a little bit.

But I mean given.

The given the even the possibility of this kind of best case scenario if we don't use it.

So let me take let me take that amount out.

That that then puts us back up to \$1.2 million in the hole if we if we we don't use that money.

**EW** Eileen Wollam 47:57

Mm.

**JS** Jim Snell 48:04

So if we if we find ourselves in this even in this kind of better case scenario, and again it is possible that that some of these programs down here in blue that are recoming to get funded in addition to the continuation.

And make it a little bit better of a scenario that is that is possible.

I just don't know how likely it is to happen.

So my recommendation would be to look at.

At doing.

Doing some reductions to.

Start with kind of the recommending applicants and doing some reductions.

Although we could do it kind of across the board for continuations and and recoming and to say everybody gets whatever.

A5 5% reduction or whatever percentage is necessary to get rid of that that deficit. It could be just kind of an across the board because you know this is kind of a crazy unusual year and you know we're not going to penalize programs for for past.

**EW** Eileen Wollam 49:01

Mm H.

**JS** Jim Snell 49:11

Performance. We're we're not gonna, you know, we're just gonna. We're gonna do the best we can to fund programs and keep things going until we can potentially get to a better place in the future. Where?

We have a better funding situation.

That that, that's one way to approach it.

I'm not saying that we have to look at it that way, but that is that is certainly one way to look at it.

But we could also apply more targeted reductions.

To programs, so however you all want to think about that.

**EW** Eileen Wollam 49:49

So Memphis teacher residency.

So last year they accepted 900,000 and this year they're asking for a million.

**JS** **Jim Snell** 50:03

Yes.

**EW** **Eileen Wollam** 50:04

When when you did your calculation, did we use the 900,000?

**JS** **Jim Snell** 50:08

Yeah. So I'm yeah. Yeah. So looking in column J, it might be a little hard to see. So in this column.

**EW** **Eileen Wollam** 50:09

Because yeah.

OK.

**JS** **Jim Snell** 50:17

We've taken again either the lower of their. Yeah, we're we're. So column E has what they accepted for the current year.

**EW** **Eileen Wollam** 50:20

Oh, OK.

That's the column all right.

**JS** **Jim Snell** 50:28

And then column F has what they requested for the upcoming year.

And then column J takes the lower of those two.

**EW** **Eileen Wollam** 50:35

OK.

**JS** **Jim Snell** 50:37

Unless I miss something, I think.

I think I captured, I'll. I'll do another really quick look at it just to make sure that that's that.

**EW** **Eileen Wollam** 50:43  
OK.

**JS** **Jim Snell** 50:46  
That's right.  
So yeah, it does it.  
And that does include.  
Memphis teacher residency at 900,000 instead of 1,000,000.  
Because 900 is what they accepted last year.

**EW** **Eileen Wollam** 51:00  
Right. OK.

**JS** **Jim Snell** 51:01  
Umm.  
Yeah, and it looks like.  
It looks like all the yeah, it looks like we.  
These are all the lower of the two.  
Of.

**EW** **Eileen Wollam** 51:18  
OK.  
So Memphis teacher residency.  
Must work differently internally in terms of funding than than Teach for America and relay.  
Do right because teach for America and Relay ask for a lot less money.

**JS** **Jim Snell** 51:37  
Yeah, they're they're structured differently.

**EW** **Eileen Wollam** 51:40  
Yeah.



**JS** **Jim Snell** 51:41

Memphis Teacher Residency is what's what's considered a traditional.

Traditional americorp program.

Teach for America is what's called.

A.

What it's it's not really.

It's called an educational award only program or professional program.

So those programs just get a minimal amount per full time member a 1000 and that's in this column H.

**EW** **Eileen Wollam** 52:09

Mm hmm.

Yeah.

**JS** **Jim Snell** 52:12

Those programs get \$1000 per member because.

The bulk of the cost for those programs are covered by usually by the school systems, so the Teach for America members are getting paid directly by the school systems.

**EW** **Eileen Wollam** 52:18

Hmm.

Mm hmm.

**JS** **Jim Snell** 52:30

And so teach for America doesn't have to cover that cost.

And so they can.

**EW** **Eileen Wollam** 52:33

OK.

**JS** **Jim Snell** 52:34

They can.

They can do a program for for much less than than other programs.  
That's that's why they're they're cost per MSY is 1000.

**EW Eileen Wollam** 52:40  
Yeah.

**JS Jim Snell** 52:43  
So yeah, Memphis teacher residency.  
Although it it uses a similar model of bringing in people and training them, how to  
how to teach it, it just uses a slightly different model, so their cost per MSY is is.

**EW Eileen Wollam** 52:53  
Mm hmm.

**JS Jim Snell** 52:55  
25,000 per per MSI.

**EW Eileen Wollam** 52:58  
OK.  
OK.

**JS Jim Snell** 53:12  
Yeah. So I don't know if either you have thoughts about how how you want to  
approach.  
Kind of getting that \$705,000 negative number to 0.  
Again, there's there's a couple options.  
One is just kind of across the board reduction for all all programs, continuation and  
recommending until we get rid of that amount and whatever that percentage needs  
to be.

**EW Eileen Wollam** 53:36  
Mm hmm.

**JS Jim Snell** 53:39  
Or.

Doing some again, some sort of more targeted reduction.

Just you know, my general opinion is because this is such a unusual process.

Uh.

It's, you know, we're in this situation through no fault of anybody.

It it it on on this call and on this chart, you know that they had, you know the they all you know they had the ones that are down here in blue just had the unlucky fortune of being at the end of their three-year grant cycle and.

That's why they're down here instead of up here, where again, kind of when we're in a normal year, we would say, OK, we're gonna fully fund the continuation program.

**EW** Eileen Wollam 54:24

Mm hmm.

**JS** Jim Snell 54:31

S.

Because they're, you know, they're in the middle of their three-year grant process and that's kind of what the, what the Commission has typically done is to fully fund those and.

And and then take whatever's leftover, and then kind of dole it out to the new and recompute based on some sort of combination of review scores or past performance that kind of thing.

But.

You know it's it's we're just kind of in a unusual situation.

And in the past, I mean, the Grants Committee has has done that in the past when we've been and we've never been exactly in this situation. But when we have been in somewhat similar situations, the Grants Committee has said OK, let's just, we're just going to do an.

Across the board reduction for everybody, whether they're continuation or recompeting and it's just gonna get us down to where we need to be.

And that way, everybody shares in the pain.

**EW** Eileen Wollam 55:32

Mm H.

**JS** Jim Snell 55:35

And I mean that that at least in my opinion, is kind of a fairway to do it when again it's you know these programs are in this in this boat.

I mean, we have had in the past.

We've had programs that have performed poorly in their grant applications, and the Grants Committee has said you must recompute because you did so poorly in this this round of applications.

And so they're they have to recompute two or three years in a row.

But usually not three, but two years in a row. And in that case it is kind of the fault of the program that they would be down in this bottom part of the chart because they did poorly in the previous year and the grants committee said as.

Contingency on your continued funding you you have to reapply as a recompting program again and if your score doesn't go up, we're not gonna fund you.

But that I mean that's that's just not taste this year with any of these these programs.

**EW** Eileen Wollam 56:34

Mm hmm.

I would suggest to that we, you know, find whatever percentage of deduction.

Would you know, get us to break even and just and and do that across the board.

**JS** Jim Snell 56:51

OK.

OK.

**EW** Eileen Wollam 56:54

I mean that seems the fairest to me I think.

**JS** Jim Snell 56:58

Yeah. Well, and and certainly, I mean we don't have, you all don't have to sit here while we go through this chart and do that.

**EW** Eileen Wollam 57:04

Yeah.

**JS** Jim Snell 57:05

Are there other types of scenarios that that you all would like staff to look at and

have available for the Commission meeting next week? Any other types of? Reductions that you'd like us to look into and and we can cook up the numbers, not cook up, but.

Jen up the numbers and have those ready for for next week.

For the full Commission to review.

Adam looks like you're trying to.



**Adam Jarvis** 57:40

I was.

I was on the edge 'cause. It's it's an impossible ask 'cause the programs that they requested here might not be the same, but I was looking and these were a few that I had sent you, Jim, over the last few months.



**Jim Snell** 57:51

Oh yeah.



**Adam Jarvis** 57:52

But it's for awareness, Elaine and team.

Groups can make funding requests to the governor's office to get included in the governor's budget and.

He can.

He can know anything discussion with his team.

Put those into what's called the amendment, which is the kind of the second-half of the legislative session.

And I had sent Jim a few because the Memphis teacher residency as well as Nashville teacher residency had made the list to be funded through that program or through that that work.

Now they could be different programs.

Or or different.

Aspects of the programs that they're funding, but I just took a look.

So just because it gets put in the governor's amendment to be funded.

Will the legislature still have to pass it and actually add it? That funding? And I just look and they did pull out.

Memphis and Nashville, funding that was slated for June and 50K.

As well as a different teacher residency that was statewide.

So they didn't.

They didn't get them.

They, the governor, did green light them in.

Webster took them out.

So all that along with the way of saying, I don't know what other funding streams they have.

But I think these groups are taking hits from several different areas of the.

**JS** **Jim Snell** 59:23

Yeah, yeah.

And so the the larger.

So Memphis Teacher Residency is a a local nonprofit.

They're they're not associated with a national.

Larger group teach for America obviously is it's it's a national nonprofit.

They've got, they've got lots of lots of weight behind them.

So.

I mean they they still rely on the AmeriCorps funding to do what they do particularly.

The education awards.

You know you got.

110 members in the Education Award is something like it's gone up a little bit, let's say \$6500.

That's a. That's a pretty big chunk of change if you're talking about  $110 * 6500$ .

So that's where those kind of big national nonprofits I think rely a little bit more on AmeriCorps as opposed to the the operational funding again, because those those programs, those Members are getting paid by the school.

Systems where they are serving.

So they don't have as quite a high of an operational expense as some of the other programs that that are in the portfolio.

But, but you know, if you were to ask them, they would say we can't really do what we do with without americorp.

Now, that doesn't mean that we can't look at like.

Reducing some of those that are that have potential to get funding from other sources.

**EW Eileen Wollam** 1:01:01

Hmm.

**JS Jim Snell** 1:01:01

Just that they would.

They would say that what they get from the Air Corps is.

Kinda important to how they how they make their program work.

**EW Eileen Wollam** 1:01:12

So where where does that education award funding come from?

Because it doesn't show up on on this.

**JS Jim Snell** 1:01:18

Yeah. So that, yeah, that comes from a completely separate pot of money that we don't have to worry about.

**EW Eileen Wollam** 1:01:23

OK.

**JS Jim Snell** 1:01:24

Fortunately.

That that money is appropriated by Congress and put into what's called the National Service Trust. And so for for all the Members that are approved under the operational money.

Congress also appropriates money for the Education awards for those members that get get supported by the operational money.

So yeah, we don't.

We don't have to worry about that.

It doesn't come from this budget.

It doesn't come from anything that we do.

**EW Eileen Wollam** 1:01:53

OK.

**JS** **Jim Snell** 1:01:57

Yeah. Yeah, it's very good.

Yeah. Otherwise we would be in a much, much, much worse position than we are right now.

**EW** **Eileen Wollam** 1:01:59

Mm hmm.

**JS** **Jim Snell** 1:02:05

Well, I I know. We're we're we're over time.

So I I I I don't keep the two. I mean we're certainly happy to keep talking about options and scenarios if you want.

I mean we we can certainly though go off and we can work up the numbers and find whatever the across the board percentage is that gets us to the right number.

In both cases, I mean we can do that for this one.

That's kind of the better case scenario and the worst case scenario where we've got kind of all of them, we can do that for both in both cases and that that, that's again that's just a matter of figuring out what that percentage is. So we can we Don.

**EW** **Eileen Wollam** 1:02:33

Yeah.

**JS** **Jim Snell** 1:02:41

Need to take up time on this call to do that, but if there's other things that you all would like us to look at, we can certainly do that.

**EW** **Eileen Wollam** 1:02:41

Mm hmm.

Great.

**JS** **Jim Snell** 1:02:51

OK.

**EW** **Eileen Wollam** 1:02:52



Yeah, I can't.

I can't think of.

I mean, there are other ways to to skin that cat, but.

**JS** **Jim Snell** 1:02:59

Yeah, yeah.

**EW** **Eileen Wollam** 1:03:01

Nothing, nothing comes to mind.

Can we?

Like regroup next Monday or so, I mean maybe.

You know, we'll, we'll have some some news about the competitive in another week or so.

**JS** **Jim Snell** 1:03:22

Yeah, sure.

I mean, if if you would like, if you'd like us to do another doodle poll and find the time on the 28th, we might know something by then.

I I I don't know, but we could.

Certainly we could.

We could reserve a time and if we don't know anything else by then, we could just cancel that meeting.

**EW** **Eileen Wollam** 1:03:39

Yeah.

**JS** **Jim Snell** 1:03:41

If you'd like, I mean we we do.

We would need to kind of do the public notice process.

**EW** **Eileen Wollam** 1:03:47

MMM.

**JS** **Jim Snell** 1:03:48

Which is? I mean, we can do that. It's not.

It's not a big deal.

Our internal preference is to try and do that public notice a week ahead of time.

The state Statute actually doesn't define how far in advance of a meeting.

I think it says it says something generic like a reasonable amount of time or something like that.

**EW** **Eileen Wollam** 1:04:02

Mm hmm.

**JS** **Jim Snell** 1:04:08

A reasonable notice, I think, is what it says.

Or something along that line. So we could we could do a public notice in less than a week.

But we would need to know within the next day or so if that's something you want to do so that we could do that public notice.

And and still have it out. At least you know three or four business days before before the meeting.

**EW** **Eileen Wollam** 1:04:27

Yeah.

I don't know.

I mean, I suppose we could, you know, just do it by e-mail.

You would let us know.

If you've heard something specific.

**JS** **Jim Snell** 1:04:45

Yeah, we could.

**EW** **Eileen Wollam** 1:04:46

Umm.

**JS** **Jim Snell** 1:04:46

We. Yeah, I could certainly do that.

But if you wanted to then have a meeting based on what we learn, we would need to.

We would need to go ahead and do the public notice.

**EW Eileen Wollam** 1:04:53  
Right, yeah.

**JS Jim Snell** 1:04:55  
One thing we couldn't do would be to like, hop on a call at the last minute, the day of, you know, without, and do a public notice. The day of that.

**EW Eileen Wollam** 1:05:02  
Right, right.

**JS Jim Snell** 1:05:05  
That would probably not not be good.

**EW Eileen Wollam** 1:05:06  
Yeah, that doesn't work right.

**JS Jim Snell** 1:05:09  
Again, I I think we would to to not kind of come under anybody's.

**EW Eileen Wollam** 1:05:10  
Yeah.

**JS Jim Snell** 1:05:17  
Ireful glaze.

**EW Eileen Wollam** 1:05:19  
Right.

**JS Jim Snell** 1:05:19  
We probably need to do it.  
You know three or four business days beforehand.

**EW Eileen Wollam** 1:05:26  
Right.

**JS** **Jim Snell** 1:05:26

As opposed to our current process is to do it five business days beforehand.

**EW** **Eileen Wollam** 1:05:34

Umm.

And how much time would you need then?

Like if we made any changes after that meeting to have stuff ready for the Commission meeting.

**JS** **Jim Snell** 1:05:49

Well, I mean we.

That we can turn around pretty quickly.

I mean, if if you all make changes.

Then we make the changes and we would just have to change what's on our.

Our Commission Member website with the documents that we upload, but that that's pretty easy and then we could send out a notice and say, hey, look, the the Grants committee has changed to this document.

**EW** **Eileen Wollam** 1:06:08

Yeah.

**JS** **Jim Snell** 1:06:13

Please look at the new document that that we could we could do pretty quickly.

**EW** **Eileen Wollam** 1:06:14

Yeah, yeah.

**JS** **Jim Snell** 1:06:21

But our our goal.

So what we also do in terms of our internal timeline that meeting is on May the 2nd, so.

**EW** **Eileen Wollam** 1:06:31

Yeah.

**JS** **Jim Snell** 1:06:32

We like to have all the materials uploaded to that Commission member website. One week, one calendar week or five business days beforehand. So we'll we'll have all of that stuff posted by Friday.

**EW** **Eileen Wollam** 1:06:48

OK.

**JS** **Jim Snell** 1:06:49

Including including like a version of this chart that has the kind of the across the board.

**EW** **Eileen Wollam** 1:06:55

Mm hmm.

**JS** **Jim Snell** 1:06:56

Cut.

Reduction. We'll have that loaded up by Friday. But again, if if you wanna meet next week and make some changes, if we hear any news, we could just upload the new.

**EW** **Eileen Wollam** 1:07:05

Mm hmm.

**JS** **Jim Snell** 1:07:08

We'd leave the old version up and put the new version up as well and and just notify people that that we that the committee has made some changes.

I mean, I think honestly, I think it's a little unlikely that we're gonna.

I think it's unlikely that we're gonna get the competitive announcement between now and and Monday. I think that's unlikely.

**EW** **Eileen Wollam** 1:07:26

Yeah.

OK.

 **Jim Snell** 1:07:32

We we might, or hopefully we'll have more clarity on what's going on at the airport agency.

 **Eileen Wollam** 1:07:39

Mm hmm.

 **Jim Snell** 1:07:40

But funding wise, I doubt we're gonna know anything more than what we know right now.

I I doubt we're gonna get the formula allocation by then so.

 **Eileen Wollam** 1:07:50

OK.

 **Jim Snell** 1:07:52

So I just don't in terms of the numbers, I don't think we're going to know anything that's going to be helpful by by Monday. I I mean I could be completely wrong about that.

 **Eileen Wollam** 1:07:57

OK.

OK.

I'm I'm just probably being overly optimistic.

 **Jim Snell** 1:08:05

No. Well, that's good. Optimism is good.

 **Eileen Wollam** 1:08:10

So I don't know.

Do you have any thoughts about that, Adam?

 **Adam Jarvis** 1:08:18

My thoughts are in the gym. I think we would be really lucky if we knew.

**EW** Eileen Wollam 1:08:22

Yeah. OK.  
OK.

**JS** Jim Snell 1:08:26

Yeah.

**EW** Eileen Wollam 1:08:26

So let's let's let's leave it as is.

**JS** Jim Snell 1:08:29

Yeah. Well, and if we do say we, if we do get some fantastic news between now and then, I mean staff can work certainly work something up and we could send it to the members of the Grants Committee and to say, hey, here's what we found out here. Here's some potential changes.  
Let us know if you have any thoughts about it.

**EW** Eileen Wollam 1:08:50

Mm hmm.

**JS** Jim Snell 1:08:53

So I mean, we could kind of do it via e-mail as opposed to getting together for an actual meeting.

**EW** Eileen Wollam 1:08:54

All right.  
Yeah.  
Yeah. OK.  
I'm OK with that.

**JS** Jim Snell 1:09:01

OK. OK, great.  
Well, thank you both.  
Sorry this is so so nebulous.

**EW** Eileen Wollam 1:09:06  
Thank you.

**JS** Jim Snell 1:09:10  
And.  
Not concrete.  
But it's it is kind of where we are right now.

**EW** Eileen Wollam 1:09:16  
Yeah. OK.  
We'll we'll deal with it. Thank you.

**JS** Jim Snell 1:09:20  
OK.  
Thank you, latifah.  
And Lizzie, can you all hang on for just a second? Thanks, Adam.

**LF** Latiyfa Fields 1:09:26  
Hmm.

**JS** Jim Snell 1:09:26  
Thanks. Ailing Robbie. Bye bye.

**EW** Eileen Wollam 1:09:27  
OK.  
Thank you.

**LF** Latiyfa Fields 1:09:28  
Is that what I mean?

**EW** Eileen Wollam 1:09:28  
Talk to you guys soon. Bye.



**JS** **Jim Snell** 1:09:32  
It stopped the recording.

**EL** **Elizabeth Lemieux** 1:09:35  
Yeah, let me do that.

● **Elizabeth Lemieux** stopped transcription