

# VT Comms Strategic Partnerships Committee Monthly Meeting-20250912\_100138-Meeting Recording

September 12, 2025, 3:01PM

1h 2m 5s

● **Latiyfa Fields** started transcription

**LF** **Latiyfa Fields** 0:03

Understand. Alright. We're good to go.

**FJ** **Farnor, Nathaniel James** 0:06

Hello everyone. Thanks so much for being on.

I'm taking this call from the other side of the state.

I'm about as far away from Johnson City as possible.

I'm in Memphis. So literally 8 1/2 hours from where I'm normally at.

So the time change this morning I've had, I've had to readjust and make sure I was on the on at the right time.

Apologies for missing the last large Commission meeting.

Unfortunately, I had a passing in the family pretty close to the Commission meeting date and I wasn't having to navigate that.

So a small portion of today's meeting may likely be you all catching me up slightly on a on a couple of points. I went back through and did watch the Commission meeting in its entirety just to try to get a better understanding of decisions that were made where.

We as a committee need to be at this moment in time, of course, when you're watching a recording that limits your ability to ask any questions.

So I'm I'm sure I'll have someone that's called but.

To start off, as I shared, Candice will be a few minutes.

And it's late at some point during today's conversation. I do want to offer her a chance to to share a little bit about GBSA and the conference.

She had a chance to briefly present and chat with the executive committee.

Over the last few days and I think some of that information was helpful and there may be a little bit of insight and feedback that folks on this screen that weren't a part of that conversation may be able to offer so, but we'll hold that till the very.

End when she's able to join us.

First couple of updates.

And then I think we can get into some discussion items. First, hopefully all of you saw the e-mail that went out several weeks ago, but we have made the decision to postpone and I'm using the word postpone.

The roadshow, as you all know, we have the last little bit been short of communications person. We've also been navigating some very unique funding challenges in lots of ways and also at the same time trying to go through our strategic planning process so.

Didn't seem like the ideal time.

To be on the road and promoting all of our services and our our work, when all of those things perhaps had some asterisks and question marks next to them.

So again, I'm using the word postponement because there certainly is a desire from several Commissioners, myself included, to do the roadshow.

We think there's great value in it.

It gets us out of Nashville.

It gets us out of some of the metro areas and then throughout the state, but maybe it's just a little bit more of a question around timing.

So at this moment in time.

We probably.

Or just put a pin in the road show and revisit that in the New Year.

Maybe something looking at for upcoming summer?

By that point, we'll have our new state Service plan.

We'll kind of know the the flow of things.

We'll know how things have adjusted and changed if needed.

So any questions about that?

I just want to make sure if you hadn't seen that e-mail, that everybody was just aware.

Any questions about the decision to postpone the roadshow?

Very good. OK, excellent.

So we'll mention that again, until after the new year, as I said.

Next, I'm going to ask Jim, if you wouldn't care. I think since this committee last met, there have been funding some of those funding freezes have been lifted, specifically around that one position, the vacancy.

Do you want to share just a little high level update on kind of what that process is going to look like?

I know you all are still kind of drafting what that position is going to be, but just anything you might want to share just for awareness.

**JS Jim Snell** 3:32

Yeah, sure.

So this just happened within the last couple weeks, so it was even after the August meeting.

So really, I think probably Terry is about the only one on this call that's familiar with the the fact that the Commission Investment Fund, which is the the slightly smaller operational grant that we have, that's specifically for providing training and technical assistance for the Commission members, the Comm.

Staff and the program staff.

That was on hold.

The the Federal Office of Management Budget had put a hold on those funds that was released and those funds have actually already been awarded.

So the money's there and ready for us to use.

That's a that's great news because one, it does free up money for us to now look at filling that vacant staff position.

But two, it also that was a significant source of funding for the Tennessee Conference.

Some volunteers and service learning.

And and we were really quite worried about how we would maintain that conference if those federal funds weren't available.

So that's that's quick update, Nathan. I can go into it more if there's questions.

**FJ Farnor, Nathaniel James** 4:49

Any questions?

**TS Terry Silver** 4:52

Yeah. I was wondering, Jim, have you thought about, are you going to feel the communications position or you is it going to be a different position if you thought about that?

**JS Jim Snell** 5:02

Oh yeah. Well, right.

So that that was on hold until we got this money because, you know, without that Commission, because within the Commission Investment Fund.

**TS Terry Silver** 5:08

Yeah.

**JS Jim Snell** 5:15

There's money for an entire staff position.

So since we didn't have that, we couldn't refill the vacant slot because we just didn't have enough money to cover the the salary for that.

But now that we have that money in hand, we can look at filling the vacancy.

Slot and now that we know that we've got the money, what we'll do is the staff will meet and we'll kind of talk about all the responsibilities that are that are out there that need to be done and if there's anything that we need to shuffle around with.

**TS Terry Silver** 5:46

Thank you.

**JS Jim Snell** 5:48

Existing staff.

Staff will take on different things if they want to take on different things and then we'll take what's left over and kind of form formulate a new position description.

My guess is it'll be fairly similar to what we previously had.

**TS Terry Silver** 6:02

OK.

**JS Jim Snell** 6:07

But just just for clarity's sake.

We're gonna de emphasize the communications part of it because volunteer Tennessee is too small to have a full time communications person.

And I don't want the next person person coming in thinking that they're going to be a full time communications person because we just don't have enough work for that. And we need that person to do other things.

**TS** **Terry Silver** 6:30  
OK.

**JS** **Jim Snell** 6:31  
So we need them to pull pull weight that the rest of the staff need help with for things like the governor's Volunteer Stars awards or the award of excellence etc. Etc.

**TS** **Terry Silver** 6:32  
Uh-huh.  
Mm-hmm.  
Mm-hmm.

**JS** **Jim Snell** 6:45  
So. So what?  
We'll probably reframe the title, but the communications part of it will certainly be part of of that overall position description.

**TS** **Terry Silver** 6:49  
OK.  
OK.  
Thank you.

**JS** **Jim Snell** 6:57  
Mm-hmm.  
That that is, unless a current staff member wants to take on that, that responsibility, in which case we we would we would ship that to a current staff member and then whatever they were doing we we put into the what we then go out and look to fill.

**TS** **Terry Silver** 7:03  
Mm-hmm.  
Gotcha.

**FJ** **Farnor, Nathaniel James** 7:15  
Other questions for Jim.

**JS Jason Scott** 7:15

Is that is that your way of nudging Latifah?

**JS Jim Snell** 7:19

No, no, no, not at all.

No. So yeah, no, no, no.

**JS Jason Scott** 7:20

OK.

**JS Jim Snell** 7:23

So this is that's essentially what we do anytime we have a staff vacancy we we we do what we used to call a fruit basket turnover where we take everything like we take the responsibilities that need to happen and we figure out who wants to do what and.

Then what's left over gets kind of put in the new the new vacancy.

So no, it's it's not at all trying to pressure.

Latifah to take on communication stuff.

It's just to say that we'll we'll assess everything that needs to be done and then whatever's not taken by an existing staff member will go into the the new position.

**FJ Farnor, Nathaniel James** 8:06

Other questions for Jim.

So just to add a little bit of context.

So to recap and summarize, of course, both Latifah and Candace have been offering a tremendous amount of support over the last several months depending on the the project, right.

Depending on what it was, if it was a conference or gvsa or the roadshow or corporate social purpose or any number of other things, once this, once the gym and his staff have remapped out that new position and everything has kind of fallen back into place.

Of course, that may shift slightly.

The way the folks on this screen are engaging with those staff members may may not.

We don't know. They haven't.

They haven't determined that yet, but just for your awareness as that person comes on as they reshape that role.

It likely will shift some of the dynamics just on our team and like what staff members are helping with what initiatives and projects. So just wanted that to be on your radar as of right now.

Again, we'll continue to see Latifah and Candace as wonderful faces and and and they'll continue.

Need to offer support, but just know that in the in the coming weeks slash months there may be some slight changes and Jim will communicate those as appropriate I'm sure.

So, OK, wonderful. The other item again on the note of the grant and Jim mentioned this, that grant also provided a significant amount of funding around the conference. So Candace is going to be a little late to this call, but I did ask her at the end.

Of our call, if we have a little bit of time left, if she wouldn't care to just offer a little bit of context.

Fixed on some of the challenges that she's seeing kind of on the horizon and some concerns she may have.

Again, she shared those with the executive Committee when we met recently, but I think they're just helpful for context and to give us some more things to think about and potentially offer some recommendations on as her and Jim and the staff are trying to think through how to.

Navigate so, but we'll have that conversation at the end.

Very good. Before we jump into all of the official committee business.

US I'll hand it over.

Latifah any corporate social purpose updates you would like to share or any information since we last met.

I know there have been a couple of couple of new things that have happened I think.

**LF** **Latifa Fields** 10:18

Yeah, I'll be brief.

So we had our first set of programming on last week.

Maybe I'm sorry, I'm actually not remembering time, but that was our first purposing stage, which is a learning session.

You know typical webinar style coming in to, you know, have various experts, panel

style and then we are gonna have our next set of programming which is a special event in Memphis, TN.

In the future, these special events will potentially continue. Not potentially. We hope it'll continue.

To be regional across the state.

But there is a heavy focus on recruitment and not just for fun. The initial goal was like this is gonna be a networking fun event and that is exactly what it's gonna be. But it does have a heavy emphasis on recruitment because our continued gap area is having.

Members and just engagement from folks in Ethnothi and also SNFHE. The next special event we're talking to Unum right now in East Tennessee.

They're hoping to host something.

And there is a lot going on. So much fun.

I'm actually forgetting what a priority item might be. We're meeting with the core for the first time since the hard launch.

That's next week, and they're gonna determine.

How core members are voted upon by the network, and that's gonna happen at the annual meeting that happens at the conference and then also the next thing that they're gonna be working on is just onboarding in general.

So we have a pretty good onboarding packet like a slide deck. The interns were wonderful.

Helping us with that and they're just gonna finalize those items. So much going on. I tried to keep folks.

Apprised of what's happening as much as possible, and I definitely try to CC you, Terry and all types of communications with corporate social purpose.

But if anyone else wants me to copy you on those, just let me know.

Right now we have 31 members signed up, which is really good, but again, the gap area that we hope to fill.

All the awesome.

The gap here is that we need to look for some and West Tennessee members because right now those folks are.

Or only on the core, which would be our tier and two of our other core members?

Thanks Nathan.

I don't know if I might be missing something.



**FJ Farnor, Nathaniel James** 12:32  
Did you have something?

**JS Jim Snell** 12:36  
Trying to do the clap hands thing when Latifah said there were 31 members and I accidentally hit the raised hand instead. So sorry.

**FJ Farnor, Nathaniel James** 12:43  
Very good. Awesome. Any any questions?

**JS Jason Scott** 12:45  
31 is really great.  
It's just a comment.  
That's a really great start, yeah.

**LF Latiyfa Fields** 12:52  
Yeah. Yes. If you all know of any businesses that may be a good fit, pass them the link.  
I'll put that in the e-mail if that's OK. Nathan. When we follow up today.

**FJ Farnor, Nathaniel James** 13:00  
Yep, that'll be perfect.  
Other questions?  
Comments for latifah.  
I the one thing I would add, and this is probably more towards Jim and Terry, but would love to find not a question, just more of a comment.  
Would love to probably find a time now that I feel like the the corporate social purpose network is fairly well established and is moving and we're beyond the empathy stages.  
We're still children, but we're not babies at the moment. Now that it's moving, trying to find an opportunity, maybe for Latifah to be able to offer some sort of.  
A 5 minute high level something. At some point I don't know for the whole Commission.  
I don't know if that's at that retreat.

I don't know if that's at a Commission meeting, but I feel like we're in a place now where there's enough structure that it would make sense for Latifah probably to be able to kind of share those successes and and and present in some capacity. Again, don't know when.

That would be, but I think I think we're at a place where we could raise awareness a little bit more for the rest of the Commission.

I know I occasionally still get some questions, so maybe maybe having Latifah do that if she's willing and able, I think would be would be nice so.

Again, don't know when that would fit in, but would be helpful I think.

**JS** **Jason Scott** 14:06

Nathan, it could also be real good content for the conference.

I mean, it could be a session or it could be something just to kind of highlight the work that's gone into it and there's still, you know, a number of months before that would happen.

**FJ** **Farnor, Nathaniel James** 14:16

Mm-hmm.

**JS** **Jason Scott** 14:17

So it could be a cool topic.

**FJ** **Farnor, Nathaniel James** 14:18

Yeah, I got it.

And Jim hand, this time not clapping.

**JS** **Jim Snell** 14:23

It it that it was intentional at this time just to respond?

So I think the retreat would make the most sense, especially since, as the Commission is looking at its new three-year state Service plan, there may be outputs that are related to the corporate social purpose network that would be good for the Commission to at least have the.

Background of what's happening.

Before they put those into into the plan.

So I think there's there should be time and the the Board Development Committee is

meeting again.

They're they're working on scheduling their next meeting, but it'll be soon and and we'll provide a draft agenda for for them based on the input that they've already given staff on what they think needs to happen at the retreat.

So we'll we'll put that forward to them in that draft and see what they say.

But I I don't think they'll have a problem with taking 5-5 minutes or so for Latifah, or if Latifah doesn't want to do it, maybe you Nathan to just give an update.

They don't want.

**FJ** **Farnor, Nathaniel James** 15:26

Perfect. That's wonderful. OK.

Thank you, Jim. Excellent. OK.

Any other final questions or comments regarding CSP?

OK.

So the other the the final agenda item on our agenda for today of course is state Service plan before we directly transition into that, I am going to ask and Terry, I did not Prep Terri. So I put Terry on the spot. I'm going to ask Terry in.

Reviewing the the larger Commission meeting, I know there's a couple of other folks on this screen that just for everyone's awareness, we're on the same page.

So I at the larger Commission meeting in August, of course, reviewed the all of the many outcomes.

That were submitted for the the state Service plan and tried to divvy through those a little bit. Had some conversations on where we landed on those as well as some conversations around structure of the committee.

Would you care to maybe just offer a little bit of context on where we landed?

Summary As it relates to this committee, just so we have that context before we go into further discussion.

**TS** **Terry Silver** 16:27

Sure. We. I thought we had some really good discussions.

We did not have a quorum, so we had more time to really talk through those core.

Goals I would say, and we chose those four as presented to the Commission that we're working towards, we did not land on whether or not we're going to be teams or committees.

I think we're sticking with committees at this point.

And then we're going to flesh out further those core, I call them goals.

I think that's what that we were calling them.

Flesh those out further at our retreat.

I would like to put a plug in if I may, Nathan here that I'm seeking a chair for the Strategic partnerships committee team. I would love for someone to just enthusiastically volunteer for that.

I'd love to have that person in place by the retreat so that you know, Nathan's got his hands full with two committees.

You know, full busy functioning committee so.

So if anyone would like to volunteer, we would love to have you.

And if there's anyone that you would like to suggest.

Recommend I'll be happy to get in touch with that person.

But yeah, that's where we are.

**FJ** **Farnor, Nathaniel James** 17:42

This is the chance to to volunteer someone that's not on the screens. If you've got some recommendations, this is your moment.

They can't say no if they're not here.

**TS** **Terry Silver** 17:50

Exactly.

**FJ** **Farnor, Nathaniel James** 17:52

Very good, very good.

So at this moment in time, Terry, so at least between now and the the retreat, of course we'll continue to meet the way we are as a joint committee until we flesh that out. Is that accurate?

**TS** **Terry Silver** 18:05

Yes, and and I I am that is a goal of mine, Nathan to relieve that from your shoulders hopefully by the retreat. I'd love to.

**FJ** **Farnor, Nathaniel James** 18:06

OK, perfect.

OK.

OK.

**TS Terry Silver** 18:13

I'm working on that.

**FJ Farnor, Nathaniel James** 18:14

OK.

Very good. And then I mean this could be Terry or Jim either one.

So as it relates to talking about the state Service plan today, what does our priority really need to be for for this conversation?

I know we we've still have some outcomes that are out there.

Are we still talking about outcomes or are we thinking more tangible outputs at this point?

Or are we kind of in a little bit of a holding space?

What does that look like?

Jim slash Terry.

The collective.

**JS Jim Snell** 18:45

Well, I mean TER can jump in and correct me if I'm wrong, but like like she said, I think at the August 8th meeting, the Commission kind of identified what those kind of four primary outcomes are gonna be.

And then they asked if staff could work on developing some sample.

Outputs that go along with those, so that the Commission can then at the retreat decide what it wants to have.

As the the outputs but part of that is having the committ.

Ees.

Kind of look at those suggested outputs and talk about it and make recommendations so that when we come to the full Commission meeting and retreat in November, all of the committees have looked at that stuff and then at the retreat, the Commission can then do the work of.

Determining what it wants to pick as its final version.

Of those outputs, so and the staff are actually having a meeting to talk about that soon. So I would say at your October meeting of this committee, we should have

those draft, you know, kind of staff recommended sample outputs ready for you all to look at.

If that if that works for you.

**FJ Farnor, Nathaniel James** 20:10

No, that makes sense.

So any so for today's conversation and and I think Candace will hop on in a minute.

We can of course chat about comp rent. So as it relates to state Service plan on this call, is there any actions we really need to take or is this just if?

Some if there's anything the group would like to share for, you're all consideration as you're working through outputs.

Is that where we're at?

There's not a hard ask of the committee at this moment.

**JS Jim Snell** 20:36

Yeah. I mean, if you want, I mean I can.

I can share with you all the document that the staff is going to be reviewing next week. If you'd like. I mean, I can.

**FJ Farnor, Nathaniel James** 20:43

I I think that would be helpful that way if this group has just any high level thoughts, of course for you all to work through or here's a possible recommendation, of course as you all are drafting your version.

**JS Jim Snell** 20:46

OK.

**FJ Farnor, Nathaniel James** 20:54

But yeah, I think that would be wonderful. When I try to maximize the fact that we have folks on the screen.

More input in the merrier, so.

**JS Jim Snell** 21:03

OK.

**JS** **Jason Scott** 21:03

What? What?

**JS** **Jim Snell** 21:04

Hold on just one second.

**JS** **Jason Scott** 21:06

What one thing I would note is James is new to our group and and it might be useful to just do kind of a like a quick synopsis of kind of like because there is a bit of a a pivot from the way we previously did the state. Plan and just to kinda give an indication of that if if.

**FJ** **Farnor, Nathaniel James** 21:26

And Jim, are you comfortable doing that?  
Can you kind of walk through how we get here?

**JS** **Jim Snell** 21:29

Sure.

Yeah. So, so, so James.

I mean, we talked about this very briefly during your orientation, but the Commission has a three-year state Service plan and we're currently in the last year of the current three-year plan.

And so the Commission needs to develop a new three-year state plan Service plan that will begin in January of 2026.

And so the process that the Commission has done so far is.

Early on in well back in 20.

2025 No, sorry, we're in 2025.

So the Commission has already gone through several different phases of having Commission members provide input on what the kind of the skeleton of the plan should look like.

We've gotten some public input on that, that skeleton, and then at the last meeting the Commission narrowed down what it wants.

Its kind of outcomes to be.

And so, for example, this first one let me make it a little bit smaller so it'll all fit on the

screen.

So the Commission set out kind of four major goals.

The first one is supporting a robust, robust network of volunteers and service learners. And as the proposed outcome of that, the Commission at the August meeting decided that the outcome would be.

Engaged in consistent Tennessee volunteers members slash participation.

And now the task is all right.

Well, how do we get there?

And that's where the outputs come into play.

And so that's where we are now is working.

With the staff to develop some proposed outputs that will then present to to the committees as they have their meetings in in October.

And then the committees will discuss and provide their input, and it will take all that input and at the retreat in November, the Commission will pick its final version of the outputs.

And if there's any adjustments to the outcomes, they'll do that as well.

So so where we stand right now is.

So this is the document that staff will be using.

Again, we'll be talking about this next week.

So the proposed outputs.

That were.

That the Commission selected from its meeting in August are are these.

There aren't really numbers associated with most of these, so that's one thing we'd have to work on.

We got some public input that had some interesting possible outputs, and then based on previous state plans we have some sample outputs.

Step the Commission has used in the past.

And so we can, if you all want to talk about this first goal, we can.

Or if you want me to go through the individual goals 1st and then come back

Nathan. However you want to do it.

FJ

**Farnor, Nathaniel James** 24:39

Let's do a high level run through them all, just so everybody's aware and then we can see how much time we have left of. That's OK, yeah.



JS

**Jim Snell** 24:41

Yeah. OK.

Sure, sure.

So then the second one was building capacity for volunteer success.

So let me go back and say so for the first one.

This first goal is specifically about the individual volunteers and how volunteer Tennessee can support and encourage individual volunteers to to get out there and do stuff the second one.

Building capacity.

For volunteer success.

This.

Is specifically about the organizations that either utilize or recruit or manage volunteers.

And.

The Commission didn't identify any specific outputs at the August meeting.

But it did decide that the outcome for this goal would be organizations will have resources to recruit, retain and manage volunteers efficiently and effectively.

And so we've got some some sample outputs and again these are outputs from previous state plans that we might consider using. And then we got some pretty good public input suggestions of some potential outputs.

The third goal.

Maximizing the value of communications and partnership. This is specifically about how volunteer Tennessee raises awareness of what volunteer Tennessee does and its programs.

Against there's some proposed public outputs and then some sample outputs from previous plans. The Commission didn't identify any outputs at the August meeting, but the outcome.

For this was increase awareness of and engagement in volunteer Tennessee and its initiatives.

And then the 4th one is operating with excellence and this is specifically about internal operations for Volunteer Tennessee, both the staff and the Commission.

And you know again some potential outputs.

Sorry, this says outcomes, but it actually should say outputs.

In the proposed outcome that the Commission identified in August was to have a

skilled and knowledgeable Commission and organization.

So those are the four goals and I'll also add that we've talked about this briefly in the past, but there's there's a separate set of requirements that specifically about the AmeriCorps programs that will have to include in the state Service plan like things like you know the.

The number of members that are recruited, the number of volunteers that AmeriCorps programs recruit, and we'll we'll present some past data for the Commission at the November retreat and also as the committees are meeting to think about that.

But those are things that are statutorily required that we have to have in the plan. And again, we typically base those on historical data.

So it it's a more of a.

It's more of a plug and play type part of the plan as opposed to this stuff that's on the screen does require some thought and input from the Commission and determination of what needs to happen. The other thing that's also statutorily required is a Service plan for individ.

55 and older.

And for that, we typically what we do is we get input from.

It's currently.

The Tennessee Department of Aging and Disability, and we'll get some input from them on what they they recommend for that.

And typically we just take their recommendations and put that into our plan because. The statute is worded kind of weirdly.

The statute says that the Commission needs to recommend to them what they should be doing within their own sphere of expertise.

And and the way we've approached it in the past.

As we go to them and say, you know, what kind of things can we help you with? And then we take that and we put that into the plan rather than trying to tell them what we think they should do.

So. So those two pieces aren't included in this document, but will include it in in the stuff that we present to the committees at the October meetings.

And again, those are statutorily required.

So there's not really, there's not as much room for, you know, thought and and discretion on that part.

FJ

**Farnor, Nathaniel James** 29:34

OK.

Any questions broadly for Jim and then if not, maybe we can just kind of spend a couple of minutes and just go section by section and see if.

People have any just high level.

Any big thoughts about the document as a whole or anything shared?

OK.

So what I think maybe we can take the next few minutes while we're waiting on Candace to be able to join us.

And maybe if.

And we don't have to spend a significant amount of time if we don't have anything on each one, that's fine. But are there any just high level thoughts?

Something you want the staff to consider as they're working through this document prior to the following meeting?

So what's on the screen?

What Jim has, of course.

Just to reiterate what he shared, this particular section is really around the volunteers themselves, the people who are physically serving.

You'll see supporting a robust network of volunteers and service learners, and then some of those proposed outputs that were identified, and then the proposed outcomes there at the bottom.

So any just initial thoughts or anything additional to share with Jim in regards Jason?

JS

**Jason Scott** 30:35

I appreciate that we are engaged in staff in the development of this plan this year.

I think it'll make the you know performance based items that we select more attainable and less nebulous.

When staff are working on this, I I think I would.

Appreciate and I'm. I'm sure what's gonna be brought to the table is gonna be functional and implementable, but maybe maybe if there's, like, maybe if the staff has some ideas.

Is that they like that are maybe a little more aspirational if there's like scales of like we are doing this. So we can absolutely do this or we think there might be room to do this and this is how we would do this. I think just having a.

Real clear understanding of like what is being done, what can be done and what is aspirational but possible.

We'll challenge the staff to.

To think about like maybe growing.

Going beyond what we're doing, but also thinking functionally the mechanics of it.

So by the time it gets to us, we can get we can get a sense of like what is?

Being done what is doable and what is aspirational, but still possible so that we can kind of have a range to look at.

So it's not just like how do we develop a plan around exactly what we're doing, but maybe get a sense of kind of like you know, maybe there's some areas that the staff has seen opportunities for growth.

Maybe is?

Maybe more clearly able to see where there's opportunity and that that can help us see the opportunity and maybe find opportunities to elevate or to kind of stretch in terms of what we might be able to do.

**FJ** **Farnor, Nathaniel James** 32:24

Thank you, Jason, Terry.

**TS** **Terry Silver** 32:29

Uh.

**FJ** **Farnor, Nathaniel James** 32:29

I love when we're raising hands.

We're so organized.

This is wonderful.

**TS** **Terry Silver** 32:32

And I love how it goes 123, it tells you who's where. But anyway, you know, there was a time when we.

**FJ** **Farnor, Nathaniel James** 32:42

I think you muted, Terry.

**TS** **Terry Silver** 32:45

Thank you. I thought it myself.

There, there was a time, way back in my heyday when we did service learning, training and we had.

This wonderful response to training service learners who would go in and then take it into the schools, take it into higher Ed. I wonder if we could revisit that and maybe even do.

A.

A plan for an east, middle and West.

Training.

For service learning 'cause I just.

I just really believe that that is so important to bring into our schools in higher Ed and it's kind of been quiet over the past several years about service learning and how that translates with the curriculum and the learning objectives in a classroom.

**FJ** **Farnor, Nathaniel James** 33:38

Thank you, Terry.

One one thing I would add to that too is I appreciate you sharing that.

I agree.

I do think you know, I want to play devil's advocate.

I'm not actually playing actually devil's advocate, but just so I can think ahead. One of the barriers I think I could perhaps see staff having with service learning trainings would be capacity.

So what?

I would then add to that now to play devil's advocate of my own.

Devil is, I don't think that when we necessarily put something in the plan, that means we're the ones 100% having to execute it, right.

I think really when you start talking about strategic partnerships, I think that's where there's a lot of opportunity, right.

Like we have a Tennessee nonprofit network, we have numerous colleges and universities across the state that have service learning components, so it may not be so much that.

**TS** **Terry Silver** 34:15

Uh.

Yeah.

**FJ** **Farnor, Nathaniel James** 34:25

It's Jim and Latifa having to be in Crossville teaching service learning.

**TS** **Terry Silver** 34:28

Yes, right.

**FJ** **Farnor, Nathaniel James** 34:28

Right. It might simply be that we are helping to facilitate some experts in that space in doing service learning training.

**TS** **Terry Silver** 34:34

Yes.

**FJ** **Farnor, Nathaniel James** 34:35

So just wanted to add that as a note that it, I think that's a great idea and and if there's hesitation around it around capacity, I think it could still be accomplished and it doesn't require us to be the ones doing it.

**TS** **Terry Silver** 34:36

Yes.

Yeah.

Yes. And we have a group of service learning trainers in the state of Tennessee that were trained by can't remember her.

**JS** **Jim Snell** 34:57

Joan liptrot.

**TS** **Terry Silver** 34:58

Yes, yes, just for that purpose.

But we, you know, we just haven't had the capacity to do that recently. But I do feel it's important. I just thought about that as we were talking.

**FJ** **Farnor, Nathaniel James** 35:12

Thank you, Terry.

A comment I would add, and this is probably around that first proposed output.

Volunteers who are initiating to volunteer more than one time a year, so I'm assuming that that is hinting at like returning volunteers, right?

Like, are people coming back to volunteer multiple times? If that's the case, I definitely think there's something to be fleshed out around.

Volunteer experience. I think we talk a lot about number of volunteers, but our you know, it's one thing to say you had a volunteer that came and volunteered.

Did they enjoy volunteering?

Did they find volunteering meaningful?

Did they see the value in it?

Because I think those are all going to be barriers to whether or not somebody comes back and volunteers again.

So don't know what that looks like.

I don't know if that's a data collection.

Comment. I'm not really sure.

I don't know if that's more of a, you know, are we creating some sort of a document?

For somebody that says, like, you know, here's, you know, here's how you know, a training, maybe around how to improve your volunteer experience.

I don't what that looks like, but I think there's something to be said about volunteering experience.

Because I think that directly ties to whether or not volunteers want to return.

Jason.

JS

**Jason Scott** 36:24

I really like the the concept of thinking about the volunteer experience and kind of the parallels it has with AmeriCorps member experience. And you know, why would a person come back for a second term or whatnot? And like, maybe what kind of opportunities there might be to build?

Some kind of capacity. So like, you know, one of the great things about being an intermediary is we'll partner with 3040 organizations and they'll have different levels of capacity.

But whether you're a member serving with a.

You know, alongside a one person staff or a federal institution. You know, you all kind of collectively have opportunities to be brought together or to have, like, collective benefits.

So maybe some thought around what kind of like collective benefit there might be with so, so like you know, we have the the network and the platforms and the other things and maybe there's some.

Ability to at least talk about like what a collective benefit.

Might be and I'm not.

You know, we already kinda do that with the Volunteer Stars awards as like a statewide recognition of volunteer service, but maybe building on that so that more than once a year there's opportunities to connect with the the people that are up like functioning within these systems to offer.

Some kind of value added doesn't have to necessarily be something that costs money.

I don't know exactly what it is, and it may not be as robust as like a merit or where you're physically.

Bringing together cohorts, are you doing but but but maybe there's some kind of cross cutting opportunities where we can create some standardization or some value added in the volunteer experience?

FJ

**Farnor, Nathaniel James** 38:13

Jason.

Other comments around the the volunteer component specifically, again talking about the volunteers themselves, just in just anything to note.

The the last thing I would probably add.

Again, not a recommendation, but just something. I know that this is a slight debate during.

I think during the larger Commission meeting.

So apologies again for not being there. I think again, that distinction between.

Volunt, when we talk about volunteers talking about the volunteers that are engaging in our initiatives and programs versus volunteers across the state, because those are two different populations of people. One, we directly control one, we can indirectly influence, but we don't necessarily control.

So I think as we're thinking through the wording and the phrasing of some of these, just trying to be conscientious about who are we actually talking about.

And we may be talking about both for different things, right?

Like for this particular population.

Like you know, so for example, the proposed output volunteers who are initiating the



volunteer more than one time a year. Are we talking about across the state?  
Are we talking about in our initiatives and programs?  
Are we talking about?  
So maybe just that's probably just some clarifying questions, right?  
And in each of those, are we talking about all volunteers? Tennessee statewide.  
Are we talking about volunteers that we control?  
I think there's value in both.  
I'll I'll add that there's value in both, but just recognizing which is which.  
And then Andrea?

**AH** **Andrea Hill** 39:37

And and I would just add, I think to that is thinking about the Galaxy digital system that we use, how we promoting it, are we getting more people to to utilize it?  
And how do we do that 'cause? I know hearing and I'll say it again.  
In Memphis specifically, we have United Way. We have volunteer Odyssey, we have volunteer Memphis and we probably have maybe one or somebody may be using another system as well.  
And so how do we get them all connected?  
To volunteer, serve or or to TN serves and so we can start collecting all that data and that's something we can potentially control.

**FJ** **Farnor, Nathaniel James** 40:19

No, thank you for that.  
I think that's I think that's great, Jason.

**JS** **Jason Scott** 40:26

Yeah. Yeah. Agreeing with that and thinking like if we are developing cross cutting program to enhance volunteer experience that maybe you know connecting to that or having access to that is a you know is a incentive to be part of the Galaxy digital platform that we're using so.  
When people are like, why would I use that platform?  
Maybe they're thinking about that.  
Maybe there's a value argument that by using that, besides just being able to list and there's some kind of additional value added that might position that particular platform. As you know, having something that besides being able to list your

opportunity and connect to people who are looking for.

It you also have some kind of systems or opportunities or incentives in play that are like wow, you know, by running my volunteers through this.

They they get a improved experience, even if I as the organization.

And maybe don't have the capacity to add whatever that magical value added is.

**FJ** **Farnor, Nathaniel James** 41:33

Very good.

Thank you. OK. We have got about 15 minutes left.

I I want to certainly continue this conversation.

So what I'm going to ask is if folks have any more of those kind of I'll go back to Jason's comment visionary kind of things.

You're like, hey, just something to throw out there to think about offline.

Feel free to feel free to share those. You can either send those to me or Terry or Jim, or if you send it to me, I'll be happy to share them over.

So there's something on that list you're like, hey, is the staff is working on this?

Just think about this. Consider this.

Feel free to share those over again, thinking about volunteers directly thinking about the organizations we're serving, thinking about communications, which is a goal 3:00.

And then of course, that final goal is the Commission itself.

So in those four buckets, volunteers, partners, communications and the Commission itself, there's anything you just want thrown on the list for consideration.

Feel free to share those and we'll make sure Jim and his team have them to think about and to work through.

OK. With our last 15 minutes, I think Candice is now on.

Candace, are you here?

Did I see your name?

**CT** **Candace Taylor** 42:36

I am here.

**FJ** **Farnor, Nathaniel James** 42:38

You are here. Welcome, welcome.

**CT** **Candace Taylor** 42:39  
Hello. Hello. Hey, James, how are you?

**FJ** **Farnor, Nathaniel James** 42:39  
Thanks for joining us.

**CT** **Candace Taylor** 42:43  
New members. Hey, Terry here.

**FJ** **Farnor, Nathaniel James** 42:45  
So Candace, for some context, at the very end, I did ask you, Jim, to just provide a little update on the funding situation just broadly, not necessarily related specifically to the conference, but just broadly that you know those funds have now been released since our last meeting and.

**CT** **Candace Taylor** 42:53  
Who?

**FJ** **Farnor, Nathaniel James** 43:02  
That that now has triggered a couple of allow us to to have some conversations. That have kind of been on hold a little bit.  
I also shared that you were able to spend some time with the executive committee recently and share just kind of high level how some of those things have of course impacted conference planning.  
And questions, but also thinking more long term. I think some things that are just on your radar.  
Of concern, as we think about not just this year but future years. And I thought that was a very helpful context for the executive committee.  
So if you were comfortable, maybe just sharing some of those similar thoughts, again not with any specific asks, but just in case folks on the screen have questions.  
Or maybe they even have some of their own ideas.  
I know that's something you and Jim and the team are going to be working through, but just so you have some more, some more ears and just for their awareness that there are some unique challenges related to the comprehensive, is that OK, just some

high level kind of?

What you shared with the the executive committee?

**CT** **Candace Taylor** 44:00

Yeah, absolutely. Absolutely. Sure.

And if I'm missing something then please, you know you or Jim Terry, since you guys were involved in the meeting, please jump in and you know, whenever you feel free to make sure that we have a 360 context conversation.

But y'all, thank goodness that things are back up and moving like it's like putting gas in a car that has had that's been on east for months.

So it really is.

Reassuring to know that you know that we're moving back in the in a good motion.

But as I was talking to the sorry as I was, I'm speaking to the executive Committee just about, you know, where we are, how things are going to look for this year.

They just had very, very good questions about engagement and where we stood just with the conference.

As as a whole for like for the entire.

For the entire committee Commission rather.

So a couple of those things that were brought up.

Were, you know, if not only, how we're gonna do it, but where we're gonna do it.

How you know, just making sure that we're pulling together a conference that is, that is where our output and our energies is meeting the goals and the metrics that we're setting for ourselves and for volunteer Tennessee and for the Commission.

So I think that that's pretty much the high level of the of the conversation.

And is, you know, it's not so much of is this conference still valuable, you know, because I think we all agree that the conference is valuable and it brings value add to those who attend.

But how do we get more people?

You know, is it worth us moving and really re strategizing?

Maybe not moving, but just re strategizing what we're doing as a conference to we're reaching and making sure that we're still checking the things that are mandatory for us to do to maintain the grant that we have. So that is really the 62nd sort of synopsis of that.

Conversation, I said.

I'm happy to answer questions you guys are welcome to come off of mute or or

throw them in the chat, but that's just really where we are.

So I think for me, I'm sort of fishing for.

And I know I've spoken to desanta.

About this and you know, and just really reaching out to see where our opportunity is to grow within the conference, so that it affects every.

60 right in turn, it's going to grow AmeriCorps.

In turn, it's going to grow corporate social purpose. In turn, it's going to grow our volunteer Tennessee branding and how we get out there.

But the question is is, you know, we have a short amount of time between now and 2026 to really make that happen.

And and then not to put too much in the future. But you know, just really understanding where that places us in future years for the conference, just really not. Knowing.

It's the fear of the unknown, fear of the unknown, right?

Just really not knowing what 2026 and future years hold as we talk about the conference. So just being good stewards of our dollar was a top question from the Executive Board and being good stewards of our time and our efforts and our branding to make sure.

That.

Everybody is in a good light. Do I do good, Terry? OK. All right, so.

So.

Any, just like any questions, just you know, Jason, I hate to pick on you, but I think you're used to it from volunteer Tennessee at this point and maybe not picking that's a bad word because it's recorded. But you know you have a unique perspective, Nestor like you.

Have a unique perspective perspective of you know how it is from a Commissioner and from of the Mayor Corps standpoint.

How do we strengthen that?

You know, I was talking to desanto about how do we even actually.

Make the Commissioners be more visible in this space.

And I was gonna fly an idea by you guys. And I've talked to Latifa about this one as well. Is maybe it's time for us to just really start putting ourselves on the forefront.

Right.

Like would you guys be interested in not being workshop managers, but actually being on the panel to talk about volunteer Tennessee from the perspective of?

Like a Commissioner.

Like what do those small things look like as we as we re strategize now?

What these strategy meetings look like moving forward, I have no idea how often we need to meet.

I don't know, but I'm grateful that this is the a kickoff for a great start to a conversation with really reimagining our space in the conference world and in the volunteer world like in Tennessee.

**FJ** **Farnor, Nathaniel James** 48:49

Jason, you go ahead and then I'm gonna add a little context. You go first.

**JS** **Jason Scott** 48:52

Oh, I was just gonna say I love it.

I like that idea. I'm here for it.

Happy to be a part of the conversation.

Yeah, you know, just just let me know.

**CT** **Candace Taylor** 49:03

I will.

I will thank you, Jason, for your, for your just your support is grateful. Thank you.

Go ahead, Nathan.

You wanted to add a couple things for context.

**FJ** **Farnor, Nathaniel James** 49:10

Yeah. So just a couple, a couple of boxes I'm trying to as you share everything from the previous conversation, Candace and what you've shared.

Now I'm trying to like compartmentalize it into some like key buckets. For me, I think one of the components that definitely stuck out from the conversation at with the executive Committee, it's a costly event.

It is what it is.

Conferences are expensive.

They require money. They require resources.

So I think that's a bucket of questions for me.

I don't necessarily have specific questions, but a bucket of exploration for y'all to think about a little bit is avenues, partnerships, donors, right.

Thinking through some of those buckets of how do we?  
How do we not be so heavily reliant on perhaps some grant funding that may or may not exist? As we learned this year, right?  
So just thinking through, I think the money pieces right.  
Like physically putting on this conference, I think that's something to think about.  
I do think I agree with Candace completely.  
Like, who is the audience of this thing?  
Right. Like who are we attending?  
Who are we trying to impact?  
Who is it for?  
I think some follow up questions that come in that bucket is how does this conference play with other conferences, right?  
I mean, Andre is on the call, right?  
It's like there is a they just had a wonderfully successful Tennessee nonprofit network conference at the I believe at the Opryland, right?  
Obviously, that conference very specifically towards more of the nonprofits and the partners she's got those hand claps going there.

**CT** **Candace Taylor** 50:39  
Yeah.

**FJ** **Farnor, Nathaniel James** 50:40  
But trying to think through right when I think about the conference on.  
And Tennessee conference on volunteerism and service learning how?  
What is that in comparison to that and any other things that may exist, right?  
Like if if if partners are coming. If nonprofit entities are coming to a conference like Tennessee nonprofit Networks for those professional development, do we do that at our conference?  
Maybe, maybe not. Is that? Is that a competition or is it like we're supplementing in a different way, right?  
Like what is the value add on the conference?  
I think there is a lot, but I think just maybe fleshing out those things right, like if we want nonprofit partners to come to this conference, maybe we don't.  
I don't know.  
That's a question, but if we do.

Right.

What are they getting out of it?

What is the value add for them? So I think that's that's a big question. And then I do think the third question, which is a very, very practical question that Candice already mentioned is I think the logistics of the conference itself, right.

So this year, if you all saw the newsletter and some of the communications Candace has already tentatively gotten a conference down to a day.

In terms of just scheduling, so GBSA on Sunday conference on Monday, so a little bit, a little bit shorter. But I think thinking through.

Things like that, right?

The timing of the conference, the location of the conference, right.

So those are the big questions that are in my head.

Right. Money situation, the physical logistics of the conference. And then, like, who's it for?

What's the value add?

So I just want to add that content.

Those are the three big buckets of inquiry that I have.

But just yeah, Jason.

**JS Jason Scott** 52:13

Yeah, one one thing I will say is it's it's not clear to me like what capacity America's service commissions might or might not have in the future to do the big americor convening that they do that a lot of programs go to.

So there might be some good opportunity on the state level to think about some like americor centered programming or do do something in that space.

Like again, I think that's a.

I think that's in conversation with them, but like anybody in the network, especially those supporting programs, when programs when the number of members goes down and the capacity in the ecosystem goes down, those supporting agencies lose capacity also.

So it kind of limits the scale and scope of what they're able to do a little bit.

**JS Jim Snell** 53:07

Yeah. So yeah, my comment wasn't about that specifically, but since Jason brought it up, I mean, there are the American Service Commission's, I believe now that the



Commission Investment Fund grants have been released by OMB, that that.

Ask will be able to move forward with having those national service trainings, but I don't know it's it's a good question.

I will say that those those I don't think can take the place of our conference because they're kind of specifically focused on national service programs and not volunteerism in general.

But I think you know.

With the the scare of the funding this year, the Commission is, I think, currently in A at a turning point where it needs to decide, does it want to continue to have a conference that specifically focussed on.

Volunteerism and service learning.

And in terms of, you know, cost savings, I will say, you know part of part of the agreement with the hotel that where we've been using it and any place that we might have it.

Is they give us the space for free, but we have to meet food and beverage minimums. And so if you cut off a day of the conference, your food and beverage is gonna go down.

Therefore, you may not be getting the space for free, and so that instead of giving the space for free, they charge you for the space. So your overall cost may not go down as much as you think by eliminating a day at the conference, it might go down.

A little bit, but if we're having to pay for the space that we typically would get for free.

It's it's going to offset the savings of eliminating a day at the conference.

So just in terms of thinking about things.

In terms of, you know, and that again that's going to be the case with any hotel where we have it now. We've been talking about alternative locations like ETSU, Nathan's, put that out there as a possibility for having the conference there.

I mean, there are other places where we could potentially have it.

That we might be able to get the space itself either for free or at a much lower cost than what we would have to pay the hotel.

But you know, those are things that to be quite honest, thinking about the the conference now potentially you know if it's in, if we're going to try and have it in March.

You know, we're six months away and and so we're getting at the critical point where we have to, you know from a staff perspective, I have to tell you that we have to.

We have to make this decision really, really soon.

I mean we we we can't.

We we gotta. We gotta make these plans.

We gotta be figuring out where it's gonna be.

And if it's not gonna be at the hotel where we've been having it.

We we've gotta.

Got a lot of logistics that we'll need to figure out.

So either we'll need to kind of stay where we are for this upcoming conference and maybe completely reimagine for the next year.

Or we need to figure out what we're going to do and change it up and do that right away.

FJ

**Farnor, Nathaniel James** 56:43

Thanks, Jim. Candace.

CT

**Candace Taylor** 56:48

Totally agreed.

I'll I'll reserve my comment because we only have a couple of minutes left, so I'll I'll leave the floor for Jason.

JS

**Jason Scott** 56:56

Wow. Maybe we were gonna say the same thing, or my question was just, you know, Nathan has put it out there that ETSU might be a space does considering that space offer us more flexibility than work working with like a business entity cause like I just think like.

If if we are working through Nathan and his relationships and the space that's available at ETSU.

Does that allow us to have a little bit more time to like wiggle that around?

Around what?

Maybe if it's, you know, like a business relationship with the hotel, it's gonna maybe constrain something.

I mean, I guess we would still have to have a a hotel relationship.

Yeah. Sorry I was.

I was just thinking of it collectively, you know.

**CT Candace Taylor** 57:40

Well, I know you're you're thinking out loud and and I appreciate that.

So I mean it's a.

It's a double edged sword there Jason, because if we are going to like, let's say, ETSU and they're like actually we don't have any time in March at all, we could get you guys in April.

So you know we it possibly gives us a little bit more wiggle room, a little bit more flexibility.

And the logistics we have to work out, but I mean to Jim's point like you know the hotel is kind of a one stop shop.

You know where we're, you know, just sort of, you know.

Going through, it's a one stop shop where the logistics aren't that, you know, aren't that difficult. But as Jim was saying, you know, if we're going to make a move, then you know this year would be the year to consider that.

I've researched a couple of state parks that could be a possibility and then also actually having it in State Building like in the state buildings and Nestor you kind of, you know gave me that idea when we had our life.

We have these great these great buildings and Jim had mentioned that years and years ago when we first started that GVSA was kind of held there and we graduated to this point.

So I think it begs the question of is it time for evolution and is that time now you know like where, where do we go from here? And I think as we continue to move out that those sponsors and those donors will will start coming in, but we.

Got to start somewhere.

Just putting putting it out there.

I'm not in.

I I don't think that we should cancel anything 'cause. I'm not trying to talk myself out of a job. But you know, we we do need some space, right?

But what does that look like if, if the Commission's if one of the Commission's main point is that it's a costly event?

Then that's something that needs to be considered and you know, sort of compare and contrast of what it is and reaching out more beyond just AmeriCorps.

But that involves a full not only does it involve.

A decision, but it involves full commitment from the entire Commission.

**FJ** **Farnor, Nathaniel James** 59:42

Great. And I know, I know we are at time.

So I want to recap what I heard.

Clearly heard from Candace and Jim, which I agree with, whatever we end up doing.

In the immediate time, we need to make a decision and I I think at this moment, at least, unless we're willing, you know, hop on a call offline and chat through some logistics of things, it sounds like we've got space held in Franklin, which is good. We're ready.

**CT** **Candace Taylor** 59:56

Yes.

**FJ** **Farnor, Nathaniel James** 1:00:05

To move on it, and Candace is already kind of started those things.

Of course, we've got the grant funding for this year that has now been released.

Or at least in theory, we have the grant funding for this year that has been released.

**CT** **Candace Taylor** 1:00:14

I have not signed any contracts so everything is just like soft holds.

**FJ** **Farnor, Nathaniel James** 1:00:16

So OK.

Yeah. So, so I think that's something to be explored, but either way, whatever exploration's happening is very soon exploration.

So that's one part.

But then what?

I do very clearly here though, is at least whether this year or not, at least for next year.

In future years, there's definitely an interest from the folks, at least the folks on this screen.

I won't say the whole Commission, but at least the folks on this screen on a willingness to try to explore.

Some more visionary things, whether that be moving it, whether that be completely reshaping the way that it looks, I feel like I heard some commitments from some

people on the screen to help with some of that that myself included.

So is that accurate to Candace? To what?

You heard it sounds like we need to make a decision this year one way, but then can vision about future too?

**CT** **Candace Taylor** 1:00:59

Yeah.

Yeah, I believe so.

And I think when we left at the at the executive Committee that there was going to be a doodle poll or a time to meet again before the end of the month because I would like to definitely let you guys know where where we're headed by the end.

**FJ** **Farnor, Nathaniel James** 1:01:08

Excuse me.

**CT** **Candace Taylor** 1:01:15

Of September.

**FJ** **Farnor, Nathaniel James** 1:01:16

Perfect. OK. And I know we're a little bit over, so I will pause this conversation there.

**JS** **Jason Scott** 1:01:18

Yeah.

**FJ** **Farnor, Nathaniel James** 1:01:24

Jim. Candace latifah. Anything else from you all that you needed from this group that we didn't get today beyond a lot of lot of just brainstorming I think was most of this meeting but.

OK, awesome. Thank you all. So so so, so very much.

**LF** **Latiyfa Fields** 1:01:34

Hello can you?

**FJ** **Farnor, Nathaniel James** 1:01:38

We will keep you all in the loop and updated on some things and of course Jim will

keep every the Commission as a whole updated as staffing changes may happen as they're navigating things and of course Candace as well about the conference and there aren't any changes so.

Thank you all so much.

That is, the lawn mower outside, so that is probably my time. Don't. Well, so thank you all.

**TS** **Terry Silver** 1:01:51

Thank you.

Bye bye everybody.

**CT** **Candace Taylor** 1:01:55

Thanks. Bye guys.

**JS** **Jim Snell** 1:01:55

Thanks everybody.

**LF** **Latiyfa Fields** 1:01:56

Have a good weekend.

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

Bye bye.

● **Latiyfa Fields** stopped transcription