

Volunteer TN Committee Chair +1 State Service Plan Session-20250618_140554-Meeting Recording

June 18, 2025, 7:05PM

1h 3m 16s

● **Jim Snell** started transcription

JS **Jim Snell** 0:05

OK.

So the recording is started.

TS **Terry Silver** 0:08

Thanks.

JS **Jim Snell** 0:09

So and I'll I'll I'll share my screen.

The and this is the document that I sent out beforehand, so hopefully people have had a chance to look at this, but this is this is what came out of the last meeting.

TS **Terry Silver** 0:18

OK.

Mm hmm.

JS **Jim Snell** 0:28

That included Kim and the committee chairs plus one and that then.

Went to.

It was presented to the full Commission, not not for any action at the Commission meeting in May, but just for for an update.

So it included.

The vision, which is a a shorter, more compact vision than the the current vision.

A slightly revised mission.

And then the what?

Being the core areas of work and then the thing that.

TS Terry Silver 1:03
Mm hmm.

JS Jim Snell 1:06
Kinda came out of the last meeting, is all most of these ABCD things that are underneath each of the goals?

TS Terry Silver 1:11
OK.

JS Jim Snell 1:14
So supporting a robust network of volunteers and service hours.
Which?
A is kind of the entire age range from you to older folks.
Rural to urban corporations, to individuals and then.
Awards programs which?
It is essentially like our governance Launcher stars awards our.
School Award of Excellence. Those kinds of things and also the.
The champion of Service award that the Commissioners can do individually.
So anyway, just the the various award things, building capacity for volunteer success,
then Volunteer Placement, grant making, programming primarily being a mayor
corps.
But there are a few other smaller ones.
And then volunteer promotion engagement.
Then the third kind of main work area is maximizing the value of communications
and partnerships.
And then information awareness, celebrating and encouraging individual volunteers
supporting corporate volunteer programs, community engagement, story collection
and storytelling, and then sponsorships.
And then the 4th is operational, so operating with excellence, so board and resource
development, financial oversight, bylaws, infrastructure and personnel supervision,
slash management.
So that's the work that came out of the last meeting.

TS Terry Silver 2:54
Right.

JS Jim Snell 2:54
And I think that if I remember correctly, kind of the discussion coming out of the meeting in May, the next step for this group to start to consider is.
Are there some like specific goals that we that the that this group might want to start putting into these this framework?
And and it might be like specific number goals, but it might be.
That might be other kind of non specific goals, but I think that's so essentially taking this document and starting to make it a little bit more concrete.
In terms of what we hope to achieve at the end of three years.
In terms of outcomes and outputs.
At least as a initial start on that discussion.

TS Terry Silver 3:57
I remember we also talked about how we wanted to frame these 4 broad core areas.
Into either our current structure of committees or changing the structure of committees.

JS Jim Snell 4:09
Mm hmm.

TS Terry Silver 4:12
Maybe we can talk about that just a little bit with this group.

JS Jason Scott 4:22
I I recall that conversation as well, like looking at, you know, maximizing the value of communications and partnerships.
You could just call that communication and partnerships.

TS Terry Silver 4:35
Yeah.

JS **Jason Scott** 4:36

Operating with excellence could just be operational excellence. You know, just just giving them kind of.

Themed names.

Which would create four groups.

TS **Terry Silver** 4:52

Mm H.

JS **Jason Scott** 4:53

That seemed like kind of.

A amalgamation. I don't know if that's the right word for it, but I like that word and it just came to my head of like, the existing committees, but working in kind of a unified way, kind of like communications and strategic partnerships is already kind of.

Morphed into maybe what #3?

TS **Terry Silver** 5:15

Mm hmm.

JS **Jason Scott** 5:16

Would ultimately become.

And maybe that's worth consideration.

Well, I think there was some discussion about whether.

Was there whether people's groups just kind of fall under these new categories and they work together, or whether people would newly select the groups that they would want to work on.

TS **Terry Silver** 5:36

Mm hmm.

Mm hmm.

JS **Jason Scott** 5:39

Yeah.

TS Terry Silver 5:40

'Cause, we had some committees that are very light with participation.

And I do feel.

I don't know that that it makes good sense of our time to start setting goals for these areas if we're going to put them back into the committees, I think that would be something that the committees would want to do and commit to. But I don't, I Don. Know, I know we've got the communications and strategic partnerships and probably board development #4.

Yeah.

That that is that right? Does that sort of fit in with board development #4?

JS Jason Scott 6:32

It does look like board development.

EW Eileen Wollam 6:34

Mm hmm.

JS Jason Scott 6:34

I will say I'm not.

Who is our board development point of contact?

I know Eileen is OK.

TS Terry Silver 6:39

Greg.

EW Eileen Wollam 6:41

I think it's Greg now.

TS Terry Silver 6:42

Uh, huh. Mm hmm. Mr. Greg Lyles.

JS Jason Scott 6:45

OK.

TS **Terry Silver** 6:47

And then we have our grants committee and let's see volunteer programming.

I'll wait till Jim.

Yeah, there we go.

Supporting our volunteers and service learners.

JS **Jason Scott** 7:19

OK.

TS **Terry Silver** 7:22

Mm hmm.

EW **Eileen Wollam** 7:29

I'm I'm seeing some overlap.

Of course, you know between the the the different goal areas.

TS **Terry Silver** 7:32

Mm H.

Mm hmm.

EW **Eileen Wollam** 7:40

And I'm wondering if you know if we should, we should take a look at that.

So for example.

In area #2.

K.

We have C volunteer promotion and engagement.

TS **Terry Silver** 7:58

Mm hmm.

EW **Eileen Wollam** 7:59

And then under three we have B celebrating.

And encouraging individual volunteers.

So they, you know like.

There, there, there is an overlap between those two.

TS Terry Silver 8:16

Cool.

Mm hmm.

EW Eileen Wollam 8:18

And you know, so I'm not.

I'm not.

Sure. You know if that was intentional on our part or if we want to try and minimize overlap as much as we can.

And then of course under one we have awards programs which actually is celebrated if we're thinking of that as the the gbsa that that actually is.

TS Terry Silver 8:45

Mm.

EW Eileen Wollam 8:48

3B celebrating and encouraging individuals.

Volunteers.

So I think.

If if these goal areas are going to break down into the committees.

We we we might run into some snags there as to you know which which committees responsible for.

FJ Farnor, Nathaniel James 9:14

If I can.

EW Eileen Wollam 9:15

Which part?

Which part of volunteer promotion engagement encouraging?

Celebrating.

TS Terry Silver 9:22
Mm hmm.

FJ Farnor, Nathaniel James 9:22
No, no, I I agree with Eileen and I think.
I think part of it is probably the language that's on the screen.
So if I harking back to, I think the big commit, the, not the committee meeting them.

EW Eileen Wollam 9:28
Mm hmm.

FJ Farnor, Nathaniel James 9:33
Our most recent Commission Full Commission meeting in Nashville, where we presented this high level.
I think what it is, if I remember correctly, this is just me.
I'm not referencing any notes, so this may be incorrect, but the way we had talked about it is goal #1 supporting a robo robust network of volunteers and service learners.
That particular goal is specifically around.
The volunteers themselves, the people that are doing the work that is volunteering, right?
Right. So how do you increase the number of volunteers?
How do you bring awareness to volunteer opportunities?
How do you recognize exceptional volunteers?
So I think from that lens, the ABCD I think makes sense, right?
It's in.
It's the actual volunteers, the people themselves. #2. When I hear capacity building, it's not the volunteers, it's the organizations they're volunteering with.

TS Terry Silver 10:21
Mm hmm.

FJ Farnor, Nathaniel James 10:30
I think again this is me trying to so.

JS Jason Scott 10:30
Yep, OK.

FJ Farnor, Nathaniel James 10:34
Think when.
Like Volunteer Placement, Grant making volunteer promotion engagement.
In my mind, I'm thinking less about the volunteers and I'm thinking more about support mechanisms to help nonprofits or partners.
Recruit volunteers increase volunteer capacity so that could be the Tennessee service network that could be funding and grants.
That could be so.
This is support for the partners, the first goal being support for.
Volunteers themselves, and I'm assuming #3.
I'm assuming the reason #3 looks like the kitchen sink.
Is likely because.

EW Eileen Wollam 11:13
It's because it is.

FJ Farnor, Nathaniel James 11:15
Yes, is likely because it's communications and I think so I'm wondering if when we say celebrating and encouraging individual volunteers, I wonder if what that really meant was just like uplifting the stories like not so much. Because to your point, Eileen, I agree.

TS Terry Silver 11:18
Mm hmm.

JS Jason Scott 11:27
Hmm.

FJ Farnor, Nathaniel James 11:30
Like when I hear award programs under #1, that's the actual.

Like gvesa, but I think what maybe I think what was intended under #3 was how do we better just raise awareness and highlight.

EW **Eileen Wollam** 11:35

Mm hmm.

FJ **Farnor, Nathaniel James** 11:44

Not so much.

Give an award, right?

But in all of our marketing, all of our communications and all of our networks, how do we share stories of success?

How do whether that be individual or group? I think that I think that that's the difference, but I agree with you reading it this way.

TS **Terry Silver** 11:58

Mm hmm.

EW **Eileen Wollam** 11:58

Mm hmm.

FJ **Farnor, Nathaniel James** 12:00

They all kind of look like the same thing.

EW **Eileen Wollam** 12:03

Yeah.

FJ **Farnor, Nathaniel James** 12:03

So I think trying to figure out and part of it may be that there needs to be a little bit more action even if there's not numbers.

Right. Like instead of saying celebrating, encouraging individual volunteers mean do we need to play with the language a little bit to make it make more sense, right?

So is that language.

Uplift, I mean we it's kind of it's really E story collection storytelling, right?

TS Terry Silver 12:26
Yes, councillor, I yield.

FJ Farnor, Nathaniel James 12:27
Yeah. So I'm wondering if they're just.

EW Eileen Wollam 12:27
Yeah, it's. It's actually part of storytelling.

FJ Farnor, Nathaniel James 12:31
Yeah, I think maybe it's just cleaning it up a little bit perhaps to make it make a little bit more sense.

TS Terry Silver 12:37
Maybe we could add B to EA story collection storytelling, which?
Support.
I can't see it now.
The support, yeah. Support.
Well, it's gone.

EW Eileen Wollam 12:52
Our highlights which highlights.

JS Jim Snell 12:54
Sorry, I are you talking about in three.
I I moved it.

TS Terry Silver 12:58
Yeah, incorporated into that one, yeah.

EW Eileen Wollam 12:59
Yeah.

JS Jim Snell 12:59

I moved it to be under.

Yeah, under under D.

FJ **Farnor, Nathaniel James** 13:07

I think my.

TS **Terry Silver** 13:08

That makes sense.

FJ **Farnor, Nathaniel James** 13:10

In my, in my mind, Terry, going back to your comment, I think we need to make sure before we hand this document back to committees.

TS **Terry Silver** 13:10

Yeah.

Mm hmm.

Mm hmm.

FJ **Farnor, Nathaniel James** 13:18

If we have questions about the document and we give it back to committees.

TS **Terry Silver** 13:24

Mm hmm.

FJ **Farnor, Nathaniel James** 13:25

They're gonna likely have the same, if not more questions, right?

So it needs however we decide to move forward from here. I think it needs to be in a way that committees are confident that.

As one of those committees, right?

Like what is the task before the committee like right?

What are we really asking the committee to do?

And I don't know if we've really identified that.

EW **Eileen Wollam** 13:46

Mm hmm.

JS Jason Scott 13:46

You know, Nathan, your clarification really got me kind of recalling that conversation about like the the focus and and and it seems like what it is, it's is, it's volunteer.

Organization.

Systems and then internal capacity for volunteer Tennessee and then people just kinda choose when serving on those committees. What type of thing they're most interested in focusing on, whether it's how to directly support volunteers, the organizations that support them, the systems that support the organizations and the Vol.

FJ Farnor, Nathaniel James 14:16

Mm hmm.

Mm hmm.

JS Jason Scott 14:23

Collectively, by elevating story and other features, or if they're interested in looking inwardly, to support the infrastructure.

FJ Farnor, Nathaniel James 14:25

Mm hmm.

TS Terry Silver 14:31

Mm hmm.

JS Jason Scott 14:31

Sure, a volunteer Tennessee that that seems pretty intuitive, actually, in terms of like the ways you can kind of frame your work on the Commission.

TS Terry Silver 14:35

Mm hmm.

FJ Farnor, Nathaniel James 14:40

Yeah, like, who are your? Yeah, your targets, right?

Yeah, no.

JS **Jason Scott** 14:43

Yeah.

FJ **Farnor, Nathaniel James** 14:44

And and so do you all envision?

So in theory then from that lens, at least in our current committee model, we're not assuming we're doing any drastic changes in our current committee model.

That could mean a committee could be working in within multiple goals in, in different ways. Is that accurate?

Or no.

JS **Jason Scott** 15:04

Hmm.

If if we were to maintain the current committee model, I suppose that would happen potentially.

FJ **Farnor, Nathaniel James** 15:07

Events.

JS **Jason Scott** 15:15

In some ways I.

I almost wonder if.

Like if I came into the Commission instead of being presented with a collection of committees being presented with these kind of focal areas and working with a group that's focusing on the focal area.

FJ **Farnor, Nathaniel James** 15:32

Mm hmm.

JS **Jason Scott** 15:37

Also, in terms of like shifting between, there's also kind of an interesting dynamic there where you might come in and you're pretty close to like volunteer management. So maybe you come in and you're real interested in working with systems that directly support volunteers, but maybe you do that.

For a year.

Or two, and then you know, it's like the idea of supporting the organizations might be like a really intuitive trend, you know.

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

Mm hmm.

Yeah.

JS **Jason Scott** 16:04

You know.

FJ **Farnor, Nathaniel James** 16:05

Yeah. No, I think that makes sense.

I'm trying to think the next steps like what's the logical right?

It's like here.

EW **Eileen Wollam** 16:15

Mm hmm.

FJ **Farnor, Nathaniel James** 16:15

Everyone here is this document.

Run with it.

I don't think that's a great guidance.

I have.

TS **Terry Silver** 16:22

I've been on the Communications committee since I joined volunteer Tennessee, and that committee has always had.

EW **Eileen Wollam** 16:22

Yeah.

TS **Terry Silver** 16:33

Areas that we were dealing with.

In in all the committee work, because we're communications.

We're communicating what's happening within all those areas and that's so I'm trying to think if if someone came in and we said, would you like to work with specific volunteers or would you rather work with the organization or partners that actually house those volunteers or further?

My feeling is that.

This person could potentially serve on three different three different.

But that's what they are.

Three different committees with those committees at those time at different times.

EW **Eileen Wollam** 17:12

Mm hmm.

FJ **Farnor, Nathaniel James** 17:16

Mm hmm.

TS **Terry Silver** 17:17

So I guess my question is, do you think our group is ready to expand from committee work to?

Specific goal work.

That you know not attached to.

I'm on the committees. I'm on the communications committee, so I'm not meeting with board development, but so are we.

Do you think we're ready for that shift?

FJ **Farnor, Nathaniel James** 17:43

I'm always ready. Terry, what are we doing?

JS **Jason Scott** 17:46

I love it.

TS **Terry Silver** 17:49

Yeah, I mean.

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

And it's a valid question.

Cause at the end of the day, whatever it is that we decide to do, it needs to be done in a way that we actually have the capacity and the and the interest and the dedication to do right. We can build the greatest structure in the world.

TS Terry Silver 18:01
Yes.

FJ Farnor, Nathaniel James 18:06
But if it doesn't align with the the folks and the people that are actually having to execute, then it the greatest plan can mean nothing really, right?

TS Terry Silver 18:06
Yes.
Yes.
But I also feel I feel two ways.
One way I feel is that this group that we're working with right now.
Are very visionary.
I think.
They're they're worker bees, on the other hand, I feel like we're in a place where people are sort of losing enthusiasm.
So if there's a way we can get that enthusiasm.
Back into whatever work we create here and get those worker bees and those visionaries back at task, I feel like we can do great work.
I really do.
I think we're going to have to be a little creative.

JS Jason Scott 19:00
Well, like thinking about the conference.
And the GFGVSA.
You know, I I feel like, well, maybe that was maybe in a specific category because it's such a, you know, such a big event for volunteer Tennessee. If it ended up being, you know.
One through 3 collectively working on it.
It would bring more people from more pieces.
Together to work on different pieces of it.

TS Terry Silver 19:31
Mm H.

JS Jason Scott 19:33
So like, OK, we're gonna work on the story, and we're gonna engage the organizations, and we're gonna engage like there's ways to subdivide and to have those kind of.

TS Terry Silver 19:34
Mm hmm.

JS Jason Scott 19:45
Main activities become something that multiple pieces can work on intuitively and and and more opportunity to kind of collaborate.

TS Terry Silver 19:49
Mm hmm.
Mm hmm.
Mm hmm.

FJ Farnor, Nathaniel James 19:58
I like that.
I like it because I feel like if that seems more organic and actually aligns with the way that people conduct work, right?
Like when I think about.
I feel like right now our strategy, whether on paper or it's just culturally how it's happened, has been that we have all these programs within Volunteer Tennessee and there's this sense that again, maybe informally, but that they're owned by a particular committee and I don't know if that.
Really, in the real world, how anything works, right?

TS Terry Silver 20:32
Mm hmm.

FJ **Farnor, Nathaniel James** 20:32

It's like, I mean, when you think about.

You know you pick any topic, right?

I think, OK, I think about the corporate social purpose network right now. The corporate social purpose network for the most part, everyone would say is directly kind of how's within the strategic partnerships plus Communications Committee, right?

And in reality, though, it's like there's a component of corporate social purpose network that is absolutely like partnerships and communications 100%.

But the big portion of it is also that they're really interested in is doing corporate volunteerism.

Well, that's direct volunteering and there's an opportunity to use the Tennessee service network to do that, right.

TS **Terry Silver** 21:07

Hmm.

Mm H.

FJ **Farnor, Nathaniel James** 21:14

And there's an opportunity to recognize corporate so, so that one program in and of itself touches goals one through 3.

TS **Terry Silver** 21:21

Mm hmm.

FJ **Farnor, Nathaniel James** 21:22

Now we, but I think historically that's not how we've talked about it, right.

It's like this one thing is owned by this committee and they're the leads on this project and it's like not really right. And but I think you could say the same about the conference.

TS **Terry Silver** 21:25

Wendy.

Right.

FJ Farnor, Nathaniel James 21:32
I think you could say the same about gbsa.

TS Terry Silver 21:33
Mm.

FJ Farnor, Nathaniel James 21:34
There's a communication component to all of them.
There's a programmatic partnership component to all of them.

TS Terry Silver 21:37
Mm hmm.

FJ Farnor, Nathaniel James 21:40
There's a professional development component to all of them, and I think by allowing.

TS Terry Silver 21:40
Mm hmm.

FJ Farnor, Nathaniel James 21:47
A committee to touch one project from a different angle, I think.
Yeah, I I agree completely with Jason's point is, I think it elevates, encourages some collaboration and it allows people to kind of own the portion you don't want somebody like Oh well, I can't support corporate social purpose because I'm not on that committee and it's not my.
Thing, well, no. If you've got something really interesting and a connection and a resource and an idea, come forth.
Right. Like. And I think that that, that just that shift in language.
Culture, I think allows that.
I like that. I like that.

JS Jason Scott 22:22
Because, like we recognize organizations at the GVSA, right?

Like and we recognize individual volunteers. We tell the story of that.
So, like different people within our group, you know, some could really lean into like how do we get every county participating?
You know, how do we reach out to volunteers?
How do we connect them?
The organizations can figure out how do we reach out to organizational representatives that are.
Being recognized or engaged in unique ways around this particular activity and the storytelling could broadly kind of connect to all of that to be like, OK.
So you have these volunteers that have these really great stories. You have these organizations.
Maybe there's some other strategies that can be applied, but like that subgroup would be thinking about the narrative formation the the volunteer piece would be thinking about how to engage.
And connect and like the volunteer experience.
In terms of like being recognized at the GBSA and then even when you go to the conference, you know just thinking about the conference in terms of like, OK, maybe somebody really wants to focus on like how do we get.
AmeriCorps members to participate, or volunteers to participate, but somebody else might be thinking about like, how do we get these organizations that run these programs to bring that kind of material or participation or sponsorship to it? And then how do we someone else is thinking about how do.
We tell this this story and then, you know, the 4th being kind of internal. What can we do to support the people that are like?
Making this all come together.
Just really kind of encouraging.

TS **Terry Silver** 24:09
Mm hmm.

JS **Jason Scott** 24:10
Kind of collectivism.
Around these these kind of core projects we do because when when thinking about outcomes or like measurements.
Those things can be.

I mean that they can even be broken down into signature events because those are the things that are that we actually do right.

TS Terry Silver 24:31

Mm hmm mm hmm.

JS Jason Scott 24:33

So there might be a way to, like, deconstruct gbsa and the conference.

There might be ways to look at.

The the Galaxy Digital platform that we're using, and so maybe one component is people thinking how to how do we promote this to individuals and volunteers to get them engaged. And then another group, how do we market this and just like breaking it down by these core fun.

Areas, I mean, I I even think about Don and his work with the CERT teams and things like that and how you know, again breaking it down to the cert volunteer, the organizations that support those maybe help.

Getting them signed up so that they can support volunteers and how to market that it all seems to kind of breakdown.

In a.

Kind of intuitive way along those lines.

TS Terry Silver 25:25

Mm hmm.

FJ Farnor, Nathaniel James 25:27

Can I?

Can I ask?

And this is probably a GM question.

I'm liking this direction of of of this more collaborative kind of cross sector approach.

My question being is from a staffing perspective?

How does how would that gym? Because I could see how that could potentially complicate.

I know right now we we've essentially loosely got staff members assigned to offer support to various.

Committees, while also of course in their day work like, you know, like, you know,

Latifah has corporate social purpose, right?
Or Candace has X and that sort of thing.
So what?
What does that look like?
Or could that look like from a staff perspective?
Because I now also don't want to say, oh, now if we do this, take this approach.
Candace now has to be in every single committee meeting that happens because every committee is touching her projects, right, like.

JS **Jim Snell** 26:21
Yeah.

FJ **Farnor, Nathaniel James** 26:22
And that that seems like very quickly would become quite overwhelming.
An unmanageable threat for anybody.
I mean I I you know, 11 committee meeting on a monthly basis is a lot.
Seven becomes quickly, so just throwing that out there.

JS **Jim Snell** 26:34
Yeah.
Yeah, I mean, it could.
It could be a problem although.
The Communications Committee is the only one that meets on a monthly basis.
The others meet on a quarterly.

FJ **Farnor, Nathaniel James** 26:52
Mm hmm.

JS **Jim Snell** 26:53
Basis so you know if we continue to have mostly quarterly meetings, it probably would be OK, but it it you know it would potentially be a problem if every committee. Wanted to meet every month and need every member of the staff to be on that kind of committee call.

FJ **Farnor, Nathaniel James** 27:09

Mm hmm.

No.

JS **Jim Snell** 27:13

You know, it's that that very quickly.
Could become a challenge.

FJ **Farnor, Nathaniel James** 27:19

OK.

JS **Jim Snell** 27:20

So, so. But you know, yeah.

FJ **Farnor, Nathaniel James** 27:21

That's helpful. OK.

JS **Jim Snell** 27:25

Yeah.

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

You know, I like this idea, though.

I mean, I'm just. I'm thinking about the call prints. I'm thinking about Candace, right?
And I think about the ability for Candace to be with one particular committee one day and having a conversation specifically around how do we better market and promote, right.

TS **Terry Silver** 27:32

Have you?

FJ **Farnor, Nathaniel James** 27:46

That sounds like a conversation, probably for communications.

Or how do we find sponsors? But then on another day, she's still talking about the conference, but she's specifically talking about.

The award processes and right like with a different committee and and the ability for that one project to now touch a lot of hands. The other thing I like about this and

this makes me think about corporate social purpose, network, some of the feedback we've gotten around corpor.

Social Purpose network has been that outside of of communications and strategic partnerships, a lot of Commissioners just don't really know much about it.

TS **Terry Silver** 28:21
OK.

FJ **Farnor, Nathaniel James** 28:22

At beyond the the highest, highest surface level and part of it is because they don't have anything to do with it.

Right, they're not.

They're not supporting it in any way.

They're not touching the work in any way, so they just kind of hear that language in passing.

But there's really, I mean I there's no expectation that they would need to, right.

So this idea of everybody's, at least at a surface level, touching everything, even if it's just very high, high, high level, I think also encourages a little bit of a culture for the Commission as a whole to at least know the high level version of what's happen.

In all the key spaces.

I think it promotes that kind of organically, right, just by being everything's going to get at least briefly mentioned in a meeting, right.

What? What does this look like in practice then?

So. So let's say if we were to go this direction, what is the next step?

What do we how do we get it to a place that the committees could actually respond to something?

JS **Jim Snell** 29:21
Here muted Eileen.

FJ **Farnor, Nathaniel James** 29:21
Think you're muted, Allen?

EW **Eileen Wollam** 29:30
It seems to me.

That it would be helpful.

To.

Annotate this outline.

With with the projects that might be covered by that particular item and we've got a little bit of that already, right?

We have the awards programs, Gbsa Award of Excellence, champion of service.

If if we do that as as much as we can, it will.

Then, when the committees need to work on it, then they'll be able to associate a project.

JS **Jason Scott** 30:13
Hmm.

FJ **Farnor, Nathaniel James** 30:13
Mm hmm.

EW **Eileen Wollam** 30:14
Which which then becomes our action items when we have to do that form.

FJ **Farnor, Nathaniel James** 30:19
Mm hmm.

EW **Eileen Wollam** 30:22
So I think that would be helpful.

TS **Terry Silver** 30:24
Mm hmm.

EW **Eileen Wollam** 30:24
We've done a bit of it already.
I I think it'll also.
You know, kind of bring bring out where the outliers are.
In in this outline.
So for example, you know and under under one we have from youth to older

Americans, from rural to urban, from corporations to individuals.

That's. You know, that's really almost one thing. It's like we want to reach everybody.

FJ **Farnor, Nathaniel James** 30:57
Mm.

EW **Eileen Wollam** 30:57
So you know, is that really three different?
Three different goals.

FJ **Farnor, Nathaniel James** 31:03
Mm hmm.
Mm hmm.

JS **Jason Scott** 31:07
And so maybe it's just expanding.

EW **Eileen Wollam** 31:09
Yes.

JS **Jason Scott** 31:11
Connectivity and access to a broader range of tennesseans you know, of all all ages
and regionality.

TS **Terry Silver** 31:22
OK.

JS **Jason Scott** 31:23
You know, just just a statement like that that's inclusive of.

EW **Eileen Wollam** 31:27
Right.

JS **Jason Scott** 31:28
Which which is kind of like supporting a robust network of volunteer and service

learners.

But maybe it speaks more towards like the intentionality of expanding.

What that tent looks like and like thinking about projects, it seems real intuitive that that particular group for the gvsa could really champion getting participation, helping identify.

Like how to get people to apply or participate in the nomination process or.

Or maybe it's a collaborative effort between that group and the organizational group to figure out how do you get every single county represented?

EW **Eileen Wollam** 32:12

Mm hmm.

JS **Jason Scott** 32:12

At that, there's like some very tangible activities and outcomes that can come from that.

FJ **Farnor, Nathaniel James** 32:15

Mm hmm.

Mm hmm.

TS **Terry Silver** 32:19

Yeah, yeah.

EW **Eileen Wollam** 32:21

Yeah.

TS **Terry Silver** 32:23

Yeah, I like your idea.

Eileen, about annotating this.

EW **Eileen Wollam** 32:27

Mm hmm.

FJ **Farnor, Nathaniel James** 32:28

Mm hmm.

TS Terry Silver 32:28

Then when it goes, if this document as as we're working on it now goes back to the committee's. It's not like we're only looking at #3 if we're on communications and partnerships or we're only looking at #4, if we're board development. But we're actually looking at the entire document and seeing you know what we feel would be an actionable step.

FJ Farnor, Nathaniel James 32:52

Yeah. And I think the same.

EW Eileen Wollam 32:54

Yes.

FJ Farnor, Nathaniel James 32:54

The same could be said about the programs too, as we're annotating, right?

TS Terry Silver 32:58

Mm hmm.

FJ Farnor, Nathaniel James 32:58

So like just the way the committees may touch multiple programs is also recognizing that one program may touch multiple different goals, right?

TS Terry Silver 33:02

OK.

FJ Farnor, Nathaniel James 33:07

So when I think about goal one, which is about volunteers and I think about Goal 2, which is about the organizations Tennessee serves as serving both of those populations, right.

TS Terry Silver 33:17

Mm hmm.

FJ **Farnor, Nathaniel James** 33:18

So so that Tennessee serves in and of itself in the Galaxy digital platform.

In my mind, a goal would be to increase the number of volunteers that are on the platform and utilizing the platform across the state, right? But at the same time, you also want to increase the number of organizations that are utilizing the platform. But those are two differe.

TS **Terry Silver** 33:31

Mm hmm.

FJ **Farnor, Nathaniel James** 33:37

Goals, but both around the Tennessee service platform, right. And two different committees may be working on those goals, right?

One committee may really be focused more on getting more volunteers and another committee's focus more on getting more organizations, but both on the same platform.

JS **Jason Scott** 33:52

You know in in the past when we've done the strategic planning around the state plan there, there is always the you know we identify our goals and then we identify areas of overlap and then we're you know that there's like a portion where we're trying to reconcile that.

FJ **Farnor, Nathaniel James** 34:08

Mm hmm.

JS **Jason Scott** 34:08

But I think this would more intuitively identify potential.

Like what?

The areas of overlap are, but give people distinct roles within those overlap areas, which might maybe lays like a more.

Like a mutual.

Groundwork for which to discuss, like, oh, our overlap is obviously gonna be working on the Tennessee serves network.

We're looking at these pieces, but when we do our kind of group work, we know that like we're specifically talking about the organizations, for example, and we're specifically talking about that and then we can kind of figure out like, well, obviously we're both working on the same type.

Of you know end goal. So like how do we kind of blend these ideas together?

TS Terry Silver 34:51

Mm hmm.

JS Jason Scott 34:51

Which again creates kind of a.

A space for collaboration.

That might be a little bit more intuitive because it's centered around these very intangible tasks.

FJ Farnor, Nathaniel James 35:00

Mm hmm.

Yeah.

The silence.

TS Terry Silver 35:16

Yeah, I wonder.

EW Eileen Wollam 35:16

Yes, something.

Something else that's kind of a program or a project is site visits.

Because I know that.

In in our, in our, you know previous years plans.

When when you look at the.

When you look at the plan, not when you go to the individual action items, but when you look at the the plan and then you see the little acronyms following each each item and you know would say site visits, you know grants committee communications, whatever other ones.

But we.

Never did know. Well, OK.

So what is Grant supposed to do around this and what?

Is, you know what is board development do around this and it this method could help to expose those kinds of of holes.

You know, it's like, OK.

Well, this is one of our goals, but what we've never done anything with this thing before.

FJ **Farnor, Nathaniel James** 36:24

Mm hmm.

Mm hmm.

EW **Eileen Wollam** 36:26

That kind of thing.

TS **Terry Silver** 36:29

I was kind of wondering if we if we took out.

JS **Jason Scott** 36:29

Also.

TS **Terry Silver** 36:35

The listing of the committees from this document.

And just take it back to the committees and say, you know, how does this group of people feel that we where, where does what we're doing fit into this document or what are some goals that we think could be attainable?

Rather than if, if we give it to them this way. Of course, Nathan's on this committee.

So he would know that we want you to look at at 1-2 and four, not just three, but when it when I see committees assigned or there at the beginning, that's kinda OK.

This is, this is what we're focusing in on.

FJ **Farnor, Nathaniel James** 37:08

Yeah.

That allows every your site to allow every committee a better opportunity to evaluate themselves in every goal.

TS **Terry Silver** 37:26

Yeah, yeah.

FJ **Farnor, Nathaniel James** 37:26

Not not tied.

Not, not not. Leading them inadvertently by.

TS **Terry Silver** 37:31

Yeah. Yeah, exactly.

Letting them come to their own conclusions about you know, where they feel we can put some action steps.

FJ **Farnor, Nathaniel James** 37:44

OK, I'm. I'm gonna take like 12 steps back because this has triggered something in my mind from a from one of our Commission meetings.

Is a part of our struggle. I know part of this is also going to be in addition to working on this document and giving it back to the committees, I know one of the things that has come out in our big Commission meetings has been.

Clarity.

For the existing committees on.

I don't want to say what they're what their lane is because we're trying to get rid of the lanes, but what what their area of focus is, right like.

You know when you say the community right now, our Frankenstein committee, communications and partnerships committee, like, really, what is the purpose of that committee? Cause part of me is also thinking through.

If I give this back to my committee, I already can picture in my head at least two people that I know that are specifically going to say, well, what really is the role of our committee?

What is?

What is our job?

And I don't if I have 100% solid answer for that question.

I mean communications I think is probably the most straightforward and easiest one, because like it's in the name. But partnerships, it's like to what end, right?

Is it partnerships in terms of like we're just trying to increase awareness amongst

partners? Are we wanting money from partners?

Are we like, what does that really mean?

So I feel like these are two different.

I know we keep talking about the state Service plan and then we also talk about the committee restructuring as two different processes. But I feel like.

They're they're rubbing each other and like one.

Can't happen without the other one.

I don't know if that makes any sense.

I just feel like there's two people on my committee I know, and I think it would be a valid question.

Like, what is the role of partnerships committee?

And I would say that's a hard answer.

It's hard question answer.

TS **Terry Silver** 39:41

Well then, then we go back to our discussion about, you know, do we want to keep the same committee structure?

JS **Jason Scott** 39:53

Right. I mean in some ways, I think breaking it down South, people fall into these four committees and then paralleling them to the actual activities of Volunteer Tennessee makes a lot of sense.

Like kind of like three and four when when thinking about like what is the partnerships piece of it you know there there is sponsorships and so I think about like 4 being very kind of like.

Inwardly.

We focused.

TS **Terry Silver** 40:23

Mm hmm mm hmm.

JS **Jason Scott** 40:24

We it's kinda like the broadly ecosystem, outwardly focused.

So why while #2 is working on like organizational partners for Gbsa and one is

working on volunteer partners, three is maybe looking more at like fundraising, storytelling and the things that make that broader effort successful and sustainable.

FJ **Farnor, Nathaniel James** 40:46
Mm hmm.

JS **Jason Scott** 40:47
While four is supporting the people.

FJ **Farnor, Nathaniel James** 40:50
Mm.

JS **Jason Scott** 40:50
That are doing it with retreats.
And other activities.

TS **Terry Silver** 40:56
That's that's it in a nutshell. Jason. That's perfect.

FJ **Farnor, Nathaniel James** 40:56
Yeah.

TS **Terry Silver** 41:00
How do you guys feel about?
Instead of putting committee names down, maybe we put those some of those bullet words that you just used, Jason.

JS **Jason Scott** 41:13
This is recorded right.

JS **Jim Snell** 41:17
Yeah. Well, I hope so.

TS **Terry Silver** 41:20
Yeah, you said like for number 4, it's the infrastructure.

So you know a good term for that might be well, you've got internal operations operating excellence.

JS **Jason Scott** 41:26
Mm hmm.

TS **Terry Silver** 41:33
Is there a better way to put it so?
Structure.

JS **Jason Scott** 41:42
Yeah. Just, you know, internal operations and board infrastructure.

TS **Terry Silver** 41:47
Mm hmm mm hmm.

JS **Jason Scott** 41:48
You know.
Inward focus like three and three and four seem like two sides of a coin where the other is also focusing on infrastructure and sustainability.

TS **Terry Silver** 41:52
Mm hmm.

JS **Jason Scott** 42:01
But it's doing so by being outward facing.
And telling the story leveraging external support, while the board development.
Or the organizational excellence component is focusing on building that capacity.
Of of the board members and like, they're kind of mutual understanding of their their collective actions.

TS **Terry Silver** 42:22
Mm hmm.
I like.
Excellence. I like the the word you used.

Operating with excellence.

Expensive communication partnerships. And so the other side would be the outward.

The value of communications trying to think of a way to put #3.

So it's not communications, but.

FJ **Farnor, Nathaniel James** 43:05

I mean, I don't know if I mean.

Communications is communications.

I don't know if there's really any other way to write to slice it.

TS **Terry Silver** 43:14

Yeah, you probably.

FJ **Farnor, Nathaniel James** 43:15

I mean, I think looking at the what we have here on the screen.

I do think if we're able to somewhat pair like Jason just said, pair the existing committee structure to this document, at least loosely. It may not be a perfect match, but at least loosely pair it together.

TS **Terry Silver** 43:30

Mm hmm.

FJ **Farnor, Nathaniel James** 43:34

I think.

A part of what I really want to make sure that I feel like there's enough on here for the committees to very clearly see, OK, this this is this is the task before, let me think about how to engage in that goal. Right. The goal #3 here.

The goal?

Here's how to engage in that goal.

TS **Terry Silver** 43:48

Yeah.

FJ **Farnor, Nathaniel James** 43:49

What I think I'm more I think.

And maybe we just have to say this.

Maybe it's not even on the document.

Maybe it's a part of the prompt when we have these committee meetings, is just being able to say, although this is the goal.

You know, this is the goal before you.

Don't limit yourself to to how you approach the goal. Right? Again, it goes back to.

I don't want communications committee to say like oh.

You know XY and Z's not our thing. That belongs to like, that's the language that needs to go away.

It's the. It's the exclusionary language, right?

TS **Terry Silver** 44:24

Bring up.

FJ **Farnor, Nathaniel James** 44:26

Yeah, 'cause then they communications is gonna do communications.

TS **Terry Silver** 44:27

Mm hmm.

FJ **Farnor, Nathaniel James** 44:30

I mean, I just right.

TS **Terry Silver** 44:32

Yeah.

FJ **Farnor, Nathaniel James** 44:34

But but I guess it's like how do you give communications permission to talk about the conference?

How do you say it's OK to talk about the conference?

It's OK to talk about the Tennessee service network.

It's OK to talk about AmeriCorps. Like you could talk about those things, and it still be communications.

TS **Terry Silver** 44:45
Yeah.

FJ **Farnor, Nathaniel James** 44:48
I just don't know how to do that.

JS **Jason Scott** 44:48
I mean.
Is it community partnerships and communications?
So there's like organizations.
So there's like individual organization, then community, and then volunteer
Tennessee.

FJ **Farnor, Nathaniel James** 44:58
Mm hmm.

JS **Jason Scott** 45:02
Board.

TS **Terry Silver** 45:02
Mm H.

FJ **Farnor, Nathaniel James** 45:04
Good Bing.

JS **Jason Scott** 45:05
Hmm.

FJ **Farnor, Nathaniel James** 45:06
It also could just be as wordsmithing at this point.
It might be all you know. Sometimes I'm like, well, wordsmith and end up back on
the where we started probably.

TS **Terry Silver** 45:09

Mm hmm, could be.

Well, I I think the most important thing that we're saying here is that we want all the committee groups to look at all four areas and contribute, contribute what they feel are actionable steps.

FJ **Farnor, Nathaniel James** 45:25

Mm hmm.

TS **Terry Silver** 45:31

And without the expectation that, you know you're only looking at 1:00 because your committee fits in with that one goal.

FJ **Farnor, Nathaniel James** 45:31

Yeah.

Yeah.

Mm hmm yeah.

So essentially we're asking them to take off their committee hats while they're reviewing this like view it as a Commissioner, right?

TS **Terry Silver** 45:41

So.

Yes, exactly.

FJ **Farnor, Nathaniel James** 45:46

Like view this from the lens of the work.

TS **Terry Silver** 45:46

Yes. Yeah.

FJ **Farnor, Nathaniel James** 45:49

Not so much the structure that you exist in, right?

TS **Terry Silver** 45:51

Yes.

FJ **Farnor, Nathaniel James** 45:52

So even if you don't think that things your thing but you have a cool idea, put it down anyway so we can talk about it, right?

TS **Terry Silver** 45:56

There you go. Yeah, yeah.

FJ **Farnor, Nathaniel James** 45:58

And maybe that maybe it's just that maybe it's just the way we present this as take your hat off. Don't worry about current structures.

View them all from any lens.

Just view them and if you have an idea or you think something makes sense, put it on paper.

TS **Terry Silver** 46:07

Mm hmm.

FJ **Farnor, Nathaniel James** 46:11

Obviously, we're not necessarily gonna do all of it right.

TS **Terry Silver** 46:12

Mm hmm.

FJ **Farnor, Nathaniel James** 46:13

It's still a working document.

But I think that then at least gives us, if we get everybody's ideas and everybody's thoughts around all of these goals on one document, we then can go in and make it.

TS **Terry Silver** 46:25

Mm hmm.

FJ **Farnor, Nathaniel James** 46:28

Organized in a way that logically you can follow.

TS Terry Silver 46:32
Yeah, yeah.

FJ Farnor, Nathaniel James 46:32
Right.
And maybe maybe that's the task for a committee meeting. I feel like that is unmanageable task. Like, let's pull this up and let's just go down it and people throw out. Like, don't worry. But even if it's not our thing, you have an idea for the comp purch?

TS Terry Silver 46:37
Google.
Mm hmm.

FJ Farnor, Nathaniel James 46:44
Just throw it out there.

TS Terry Silver 46:44
Yeah, yeah.

FJ Farnor, Nathaniel James 46:44
Just put it on the paper, right?

TS Terry Silver 46:46
Yes.

FJ Farnor, Nathaniel James 46:48
That seems very doable and tangible, like that seems a specific ask you can make of a committee.

TS Terry Silver 46:53
I think so too.
That's that's good.
I like and I like how we've worded things now so that you know they can look at each

area as a as a committee and talk about any ideas they may have and bring those back together to this group again, would you say.

FJ **Farnor, Nathaniel James** 47:10

I.

I.

I think so. What I would say is I do think.

I think trying to do this on a call it's just difficult, right?

Like it's just difficult when we're all like in the moment.

So part of me almost wonders if we do that.

The committees all take their time to do to contribute to this document.

I'm wondering if obviously we need to come back together and talk about at some point, but I'm wondering if there's value in.

Us offline mapping out some options, right?

Like, hey, I'm gonna play with the document.

I'm gonna map it out in a way from Nathan's perspective.

Now I feel like when we're some things to actually respond to and it's not just this organic, let's add this.

Let's delete that.

Now we like it. Let's add it back.

TS **Terry Silver** 48:04

We have.

FJ **Farnor, Nathaniel James** 48:04

And and and and that's just, it's just natural.

That's just what we do.

But the chance for Eileen to look at it and like, well, let me let me take a take a jab at it in my own time. And Jason.

And do the same.

And then maybe we're able to pull back together and all of us kind of show our our options and see if there's some common overlap, right.

TS **Terry Silver** 48:23

OK.

EW Eileen Wollam 48:24
Mm.

FJ Farnor, Nathaniel James 48:25
Because I imagine there probably will be.
There'll be some common things that maybe stick out of all of our plans and they're like, oh, that must be really good because we all thought of it.
Yeah, because I know sometimes just sitting on a call for an hour and just trying to work through the weeds is it's just, it's just hard.

TS Terry Silver 48:38
Mm hmm.

FJ Farnor, Nathaniel James 48:39
It can be very difficult, right?

TS Terry Silver 48:41
OK.

FJ Farnor, Nathaniel James 48:41
I mean, we're doing it right now. It's difficult work.

EW Eileen Wollam 48:44
It is.

TS Terry Silver 48:47
I feel like we're we're moving forward.

EW Eileen Wollam 48:47
Ah.

TS Terry Silver 48:50
I know it feels like we're treading, but I think what we've done here today is we're we've got something to go back to the existing committees and get some feedback

and ask for just some.
Give me your feedback.
What? What do you think about this?
What are some ideas you have for this?

FJ **Farnor, Nathaniel James** 49:06
Mm hmm. Yep.

TS **Terry Silver** 49:06
I'm sorry, Eileen.
I didn't mean to cut you off.

EW **Eileen Wollam** 49:08
Oh yeah, it it it kind of brings me back to one of our very early one of my very early comments and that is balancing the committees in terms of of people.
You know, at this at this point, I mean if I if I were to take this back to my committee.
You know, there would be me.
And Adam and.
What's his name?
Who never shows.

JS **Jim Snell** 49:44
Lee.

EW **Eileen Wollam** 49:45
Who? Who?
Yeah, Lee.

JS **Jim Snell** 49:47
Mm hmm.

EW **Eileen Wollam** 49:48
Who's very often too busy with his work to attend.
And so I think that maybe, you know, like maybe somehow.
Under our our item number 4.

You know where we talk about board and resource development.
That you know, to kind of work on a way to to, to balance out.
The mitties, I mean we've what we've done is we've always allowed.
New board members to select what committee they want to be on.
It was pretty much, you know, try try out this committee if you don't like, if you don't feel comfortable with that committee, try out another one.

TS **Terry Silver** 50:24
Mm hmm.

EW **Eileen Wollam** 50:33
And so, you know, we ended up with.
You know, like one one or two committees that are very, very popular and you know a couple committees.
You know specifically there's board development and and grants that haven't been that popular.

TS **Terry Silver** 50:53
Mm hmm.

EW **Eileen Wollam** 50:54
And they're small committees and.
For, I mean, the committees have still been able to get their work done, but it it it really limits the the, the, the work that those committees can.
Do and.

TS **Terry Silver** 51:10
Mm hmm.

EW **Eileen Wollam** 51:12
And also the the discussions that those committees can can have the brainstorming that they can do because.

TS **Terry Silver** 51:16
Mm hmm.

EW Eileen Wollam 51:22

There's, you know, not very many people to brainstorm with.

TS Terry Silver 51:28

You're right.

JS Jim Snell 51:29

I just want to. Sorry, just throw out a QuickTime. Check that this is about 3 minutes left in the hour.

TS Terry Silver 51:34

Yeah.

JS Jim Snell 51:35

I mean, if folks want to keep going, we can keep certainly keep going. But just for that time check.

TS Terry Silver 51:40

Thank you, Jen.

JS Jason Scott 51:40

I I gotta head out. Have another meeting right after this.

JS Jim Snell 51:41

Yeah.

FJ Farnor, Nathaniel James 51:44

Can I throw this to the group then and I do as well?

Based off of that feedback and Eileen, I appreciate that 'cause I agree and going back to what we were just talking about like this, can the discussion's helpful.

But sometimes it can also be a hindrance.

Is there value in?

Us sharing this document and collecting some feedback and initial thoughts from folks even outside of a committee meeting.

Like, I mean, I don't want to.

I hate to over survey people and do all the things right, but it it it, you know, it's inviting Bob to sit down and just look at this on Bob's own time and say, hey, Bob, throw some thoughts on here, right.

Like, I mean, even before you have a discussion because like is there value in that or is that more work is that?

Right. Because again, if I take this, you know, if I take this to the committee, our next committee meeting and I pull this document up.

We have a bigger committee 'cause. It's the command committee, right?

We're gonna get to all these in an hour. Like we're not right.

EW **Eileen Wollam** 52:47

Mm hmm.

FJ **Farnor, Nathaniel James** 52:48

So I'm just wondering is is there a way to even before the committee, like you still discuss them, but is there a way to just say, hey, take a look at this, throw it together? I mean, it's because people will be working on it now even probably wait on next committee meeting, right?

So I don't know if that's helpful or if that's more work, Jim.

I don't know what that looks like, Terry.

EW **Eileen Wollam** 53:09

Send it to the people who.

Are are in this group.

The people who are in this group, who were, you know, invited to attend this meeting and didn't make it, we could certainly send it to them 'cause they should.

FJ **Farnor, Nathaniel James** 53:23

Yeah.

TS **Terry Silver** 53:23

Mm hmm.

Yeah.

EW Eileen Wollam 53:26

They should know.

You know what? We're gonna be throwing at them.

FJ Farnor, Nathaniel James 53:30

Yep, maybe that's the starting place. It could be, yeah.

TS Terry Silver 53:34

Mm hmm.

JS Jim Snell 53:34

Yeah. Well, I mean we we can.

We can do that and and or send it to the full Commission. I mean that's.

In in years past, but pre COVID, the Commission exclusively did its business in person.

Through at its quarterly meetings and at those quarterly meetings, we would break up into committees and the committees would have their meetings in person.

TS Terry Silver 54:01

Mm hmm.

JS Jim Snell 54:04

And with the people who are there, and then we also had quarterly calls with those people within kind of continue to do their work.

But then COVID kind of threw all that out the window.

And for the plan that we did three years ago or were working on three years ago, most of that was done through surveys because you know, so we started out with surveys and collected information from.

The the from individuals and then put that together and then the committees kind of discussed that the survey results.

So I we we could certainly.

Send out this information with some prompts for folks to add thoughts and ideas.

Changes. Addition, subtractions.

And then provide that have that available for the committees as they get ready to to dive into it.

FJ Farnor, Nathaniel James 55:00
Mm hmm.

JS Jim Snell 55:01
And and what?
What? What I would what I would suggest we do in terms of the committees is that. That staff change the order of these for each committee.

FJ Farnor, Nathaniel James 55:13
Mm hmm.

JS Jim Snell 55:13
So that #4 isn't the last one for every single committee.
Because otherwise nobody will get to it.

FJ Farnor, Nathaniel James 55:19
Smart.

EW Eileen Wollam 55:20
Right, yeah.

JS Jim Snell 55:22
So.

FJ Farnor, Nathaniel James 55:23
Yep.

JS Jim Snell 55:25
And and we can do the same for the survey. I mean we can, we can have have surveymonmonkey.
Monkey can randomize the order of the questions so that so that the questions show up in different orders for individual survey respondents.

FJ **Farnor, Nathaniel James** 55:35
Mm hmm.

JS **Jim Snell** 55:42
Again, you know, because even a survey that only has 10 questions by the time you get to question 10 people are just like check, check, you know.

FJ **Farnor, Nathaniel James** 55:51
Hmm.

JS **Jim Snell** 55:52
So we can mix up the order of the survey, the questions in the survey. So how however y'all want to do it, I think we can certainly send it out to everyone.

FJ **Farnor, Nathaniel James** 55:53
Yeah.
Go.

JS **Jim Snell** 56:02
That's just a matter of doing the survey and then sending it out and collecting the results.
So it's not, it's not really any additional work to do that compared to just sending it out to this group.

FJ **Farnor, Nathaniel James** 56:15
Mm hmm. OK, it when we talk about the survey itself.
I'm trying to think through like in terms of what we're asking folks beyond just what are your thoughts right 'cause that's kind of AI don't know how valuable some of that sometimes that is as opposed to if you're you know if we were to say here's a spec.
Goal, right?
So I think about the goal around.
Increasing volunteerism or the whatever the top goal is, the supporting robust network of volunteers, right?

I'm like if you give that goal and is there a question under there are a series of questions under it like two or three, right?

How do you see?

I'm just making this up.

This may not be accurate, but it's like how do we prompt people to think about?

How can the Tennessee Surf network do that?

How can the conference on volunteerism and service do that?

How can you know what I mean?

Like, how do we?

How do we kind of force people to think?

A little bit deeper beyond just what are your thoughts 'cause then some of the thoughts maybe?

EW Eileen Wollam 57:17

Mm hmm.

FJ Farnor, Nathaniel James 57:18

I like it or I don't like it, and that's not always super helpful, right?

But it's like, you know, what role do you see communications playing in this or right what?

EW Eileen Wollam 57:22

Right.

FJ Farnor, Nathaniel James 57:27

I don't know if there's a way to phrase the questions that really force people to think outside of the normal.

Again, the normal committee buckets.

I don't know what that looks like, so maybe that's brainstorming some questions.

But.

Yeah, I think a survey sounds good.

I I think it would give us a little bit more to work with, right, so.

JS Jim Snell 57:50

Yeah, yeah.

And so.

And I know we're a little bit past time, but just capturing some of that, Nathan.

So how can we achieve these goals with existing resources?

But then.

FJ **Farnor, Nathaniel James** 58:03

Mm hmm.

JS **Jim Snell** 58:04

Our new resources needed the other thing that might prompt people to think about it is.

A question of what specific outcome could you envision for this goal?

To get people to think about, OK, what does it mean at the end of three years to say we have supported a robust network of volunteers and service learners?

TS **Terry Silver** 58:30

Mm hmm.

FJ **Farnor, Nathaniel James** 58:30

Got it.

JS **Jim Snell** 58:31

In in three years, what does that look like?

FJ **Farnor, Nathaniel James** 58:32

What's the end game? Yep. OK.

TS **Terry Silver** 58:33

Mm hmm.

JS **Jim Snell** 58:34

Yeah.

FJ **Farnor, Nathaniel James** 58:34

Got it.

No, I like that.

I like you, and I like those questions.

So you did it much better than I did, Jim.

How can Walter Chen see achieve these goals?

The existing rules, I think that's good because right 'cause it think through the goal and think about all the ways you might tackle that goal.

No, I like that.

I think that that sounds really good.

So if that I feel like that gives us something to work with, it gives us some more information, hopefully helpful information.

TS **Terry Silver** 58:54

OK.

Yeah.

FJ **Farnor, Nathaniel James** 58:57

So.

JS **Jim Snell** 58:58

Yeah. OK.

EW **Eileen Wollam** 58:59

So.

FJ **Farnor, Nathaniel James** 58:59

OK. I also have to hop off I think as well.

Here in just a second.

EW **Eileen Wollam** 59:02

When?

JS **Jim Snell** 59:03

Thanks Nathan.

Well, I I can.

I can develop a draft survey and then send it out to this group for any comments

before we then send it out to the full Commission so that that could be kind of the next step is a draft of the survey and then get some input and then. Send it out.

TS Terry Silver 59:20
That sounds good.

EW Eileen Wollam 59:20
Yeah, I think that would be good.
I just have. Hopefully this is a very quick question. When we get to the point of do of documenting actual outputs and outcomes.
We do.
We still have to put in the information to make every everything measurable.

JS Jim Snell 59:44
No, I mean.
The that that's totally dependent on the how the Commission wants to structure.

EW Eileen Wollam 59:54
OK.

JS Jim Snell 59:55
The outputs and outcomes.
I mean, it can be more generic.
Non measurable things, but it could also be we want to recruit an additional 10,000 volunteers above the baseline of 2025.

EW Eileen Wollam 1:00:02
Mm hmm.

JS Jim Snell 1:00:14
Just as an example.

EW Eileen Wollam 1:00:15
Right.

JS **Jim Snell** 1:00:16

So however, the Commission wants to do that now, there is there is a component, that of the requirements for the the federal requirements for the state plan that directly relate to program stuff that's not really captured by any of this, but that that's kind of a separate thing.

That we'll have to address that. The Commission will have to address, and that does have some kind of measurable output stuff.

EW **Eileen Wollam** 1:00:34

OK.

JS **Jim Snell** 1:00:41

But the the overall plan can be whatever you all want it to be.

EW **Eileen Wollam** 1:00:45

OK 'cause, I know that when we did the last three-year plan, it bogged us down for a long time.

JS **Jim Snell** 1:00:54

Yeah.

EW **Eileen Wollam** 1:00:55

To you know, to make every output an outcome measurable.

FJ **Farnor, Nathaniel James** 1:00:59

Mm hmm.

EW **Eileen Wollam** 1:01:04

And then and then later on, when you evaluated, when we evaluated them to see if we actually achieved them.

Then you know we we didn't always have that. The information, the baseline information readily available to compare.

JS **Jim Snell** 1:01:19

Sure.

Yeah.

FJ **Farnor, Nathaniel James** 1:01:23

Last thing we keep saying last thing last thing.

What I'm just recalling back, Jim, on the current state Service plan, the portion that has to do with older Tennesseans.

JS **Jim Snell** 1:01:36

Yeah.

FJ **Farnor, Nathaniel James** 1:01:37

Where where is that in this mix?

Because we haven't talked about that at all.

JS **Jim Snell** 1:01:39

Yeah, yeah, yeah. No, we haven't.

So that that is another federal requirement that each state plan has to have some specific components.

FJ **Farnor, Nathaniel James** 1:01:44

OK.

JS **Jim Snell** 1:01:50

I I think I think we should for the purposes of developing the Commission's state Service plan, should keep that stuff separate from this stuff. I mean, this stuff is like this is more of the Commission's strategic plan for the next three years.

FJ **Farnor, Nathaniel James** 1:01:57

Mm.

OK.

OK.

JS **Jim Snell** 1:02:09

Then those other things are the the federal requirements that have to be in this plan.

FJ Farnor, Nathaniel James 1:02:14
OK.

JS Jim Snell 1:02:14
And those things are very specific and there's not, there's not any leeway in terms of what we say we're gonna do or, you know. So anyway, I think this is a this part is more open and the Commission can kind of decide what it wants to do and.

FJ Farnor, Nathaniel James 1:02:25
Mm hmm. OK.

JS Jim Snell 1:02:31
Then we can plug in those requirement things as part of the official plan.

FJ Farnor, Nathaniel James 1:02:36
OK.
Got it. That sounds good.
So wanna make sure we weren't leaving something off? We were supposed to be doing.

EW Eileen Wollam 1:02:39
Yeah.

JS Jim Snell 1:02:40
Yeah. No, no, no, we'll we can do that.
But the again, I mean my opinion you guys can certainly overrule me. I think it's better to have the the big picture visioning stuff be separate from the the strict requirement stuff.

FJ Farnor, Nathaniel James 1:02:58
Yep, no, I agree.

EW Eileen Wollam 1:02:59
Yeah.

FJ **Farnor, Nathaniel James** 1:02:59
I think that makes sense, yeah.

JS **Jim Snell** 1:03:00
Yeah.

FJ **Farnor, Nathaniel James** 1:03:01
OK, OK.
Thank you.
I'll I appreciate it.

EW **Eileen Wollam** 1:03:03
OK.

FJ **Farnor, Nathaniel James** 1:03:04
I'm gonna run.

EW **Eileen Wollam** 1:03:04
Thank you.

FJ **Farnor, Nathaniel James** 1:03:05
Thanks, Terry.
Thanks, Eileen.

TS **Terry Silver** 1:03:05
Thank you.

FJ **Farnor, Nathaniel James** 1:03:06
Thanks, Jim. Rebecca.

JS **Jim Snell** 1:03:06
Thanks everybody.

EW **Eileen Wollam** 1:03:07

You're welcome.

Thank you.

JS **Jim Snell** 1:03:08

Yeah, it's great to see you all. Thanks everyone.

EW **Eileen Wollam** 1:03:10

Bye bye.

TS **Terry Silver** 1:03:10

OK. Bye bye. Thanks Jim. Thanks Ali.

EW **Eileen Wollam** 1:03:10

Thank you.

JS **Jim Snell** 1:03:12

Thank you.

EW **Eileen Wollam** 1:03:13

Thank you.

+14***15** 1:03:13

Thank you.

JS **Jim Snell** 1:03:14

Bye bye.

EW **Eileen Wollam** 1:03:15

Bye.

● **Jim Snell** stopped transcription