

Volunteer TN 8-8-25 Commission Meeting-20250808_093332-Meeting Recording

August 8, 2025, 2:33PM

2h 19m 7s

● **Jim Snell** started transcription

0:03

Start start start start start start.

Everybody let's get started.

Welcome to the volunteer Tennessee 's quarterly Commission meeting.

We're OK with that that's OK.

And I want to thank the Tennessee Department of Labor and workforce development for hosting our meeting today.

Beautiful space for us to be and I hope that we all feel comfortable speaking out and that's always important I think for us to be able to hear all voices we've got some important things to discuss today.

Now.

And if you.

OK.

Have some ideas?

Play Springdale 's for today.

I'd like to call on the department 's ex officio designee to volunteer Tennessee Commission foster race if he would like to save the race.

Absolutely I'm gonna share this real quick.

Here please do not take this or leave it right now.

Well I think that everybody 's favorite and I wanna make sure that everyone has one.

You're wrong about that yeah.

And Candice for you.

Yes that's not true.

OK.

I'm gonna make sure I.

Wanna say thank you and good morning to everyone that is here and to the ones who are online.

I have the.

Privilege to be brought to you from my commissioner Thomas and deputy commissioner Scott.

It is my privilege to be part of this team.

And the reason I.

Say that is privilege in that constituent.

Is because when you look at this handy even though?

It was small.

What's that?

What's it?

What's it called?

I'm the regular.

I've seen that.

You don't know me and I don't know.

But I'm going to share just a minute of my time.

Thank you for your courtesy in the.

Guys.

Online AmeriCorps has been in my life many many times and many moments.

One of those moments when I was a young man didn't know.

What?

To do didn't know what I was going to do when the projects of Paterson New Jersey.

OK.

It was a principal who said hey I need some help getting back.

Didn't go to college.

I left college for 2 years for MIS with a 1.27.

Yeah.

That's even agpa.

But it was.

And so I decided hey I gotta do something.

I gotta get back to my community.

One of those options was America was in Paterson New Jersey.

Teacher 's assistant how could I get back principal Powell just to allow Sarah to store today.

So I knew I had to share this today and I want to share.

There are moments that when we get so busy doing these meetings there are so many times that we looking at numbers that we have to do our our jobs and we do

this and that I don't want to lose the point of where I came from.
And how valuable this was when our commissioner decided to ask hey good morning has said hey nessa I'd like for you to be part of this.
I know your background I said.
Do you mind I said?
No man you have no idea how valuable this is to me to be part of this team.
And so I became a teacher.
A teacher 's assistant to the programmer and it was a lifesaver.
So as crazy as all this budget constraints and all these news that are coming by I just want to encourage each and one of us especially online who are not here today.
Sorry grab your own candy and enjoy it.
Make sure it says lifesaver.
You're a lifesaver.
From from the budget to Adam Jarvis to to anybody else who's here guys it matters it matters.
And I'm going to make this so clear and funny.
You know how many times I go out.
And somebody kindly goes you need this.
It's not an offer it's a suggestion.
And I said thank you he says.
You're saving my life.
So I cordially end this with this guy 's.
Ladies and gentlemen please understand it is a privilege to be here.
It is a privilege.
You departed on behalf of our commissioner.
Please know that we really appreciate the opportunity to assist this here in any way shape or form that we can at least finished OK that's it.
Enjoy the lifesavers guys enjoy.
Thank you.
So let me be real quick here.
The restrooms.
You can't get lost.
A lot of you will like you can't get lost.
It's one big square so if you go around the second time.
You'll see the bathroom I promise you.

It's one big square lunch will be provided.

It will be in the back if you have any questions please just ask.

What we have some awesome amazing water with ice cube machines right here right against this one?

Some big old ice machine yeah this is S filtered.

I promise you it's better than PG one OK.

Thank you so much.

Thank you.

It's aerie individual for microwave.

So we'll get to the meeting.

Thank you.

Thank you.

You so much.

Let's see.

That's Rebecca Henderson.

I'm sending.

She's trying to call in I think with her phone.

Which?

Might be issued but let me when you send her the phone number and the passcode in addition to the.

Teams link I.

Yeah thank you thank you leshan.

Bring that to our attention.

Let me have a quick round of introductions and what I'd like you to do is to share your name your role and then one fun fact about yourself be sure already been thinking about that because our interns are doing some little commissioner introductions.

One fun fact that that will make me smile today about that.

And if you don't mind Nancy would you start for us.

Good time to think about but I'm back.

Would you rather start now?

That's totally fine.

OK.

Thank you Nancy.

My my name is Nancy shalene.

I am the representative in the Department of Environment conservation where I work.
Tennessee State parks as statewide programs manager.

Fun facts.

I love NFL football.

And I enjoy watching it every Sunday night.

Only my favorite team.

Tennessee Titans not doing so well.

But I just enjoy watching other teams and play.


OK.

Thank you.

So before we move on to Sarah.

For those of you who are joining online are you able to hear what's being said in the room so you don't OK thank you Heidi.

 **Heidi Leming** 6:36
Yes.

 6:38
Thank you.
OK thanks.
I'm Darren.
Well on strategic policy advisor for the Department of Finance and administration
thank you all for letting me join today.
I really didn't have time to think about.
A fun fact so.
I'll just say that I am a Nashville native born and raised my entire life here so filling up
pretty rare.
Like you know all your hand to be stabbed.
I'm really at the edge of making figure out what's the fun fact it's being for me.
I really love the Harry Potter and fancy ah I made that.
Copy it was my first time.
Love you.
Thank you.
My name is destine brown.
I am a large member.

My fun fact is.

Oh on my bucket list I don't to swim with sharks I really like sharks.

Good morning everyone.

My name is lashand Dixon and I have the privilege of serving as director.

We also face a nation individual series elimination and Tennessee Department of Health.

A fun fact about me and I think some of you already know that I love to DJ got to start DJ ING and my DJ name is DJ Debbie sonika thank you.

Good morning.

My name 's and Jarvis.

I serve as the chief staff assistant commissioner for the Department of Finance administration I'm professor of designee of the submission.

My fun fact is an easy one I just had a baby girl 2 months ago and he has to have photos all year.

This is my first week back so I'm digging out of step Sara will ask me because I've used this before but my unpacked I've saved.

Or in a Chili's.

Wow wow wow that's more than fun that's it.

Find me that that right.

Don't know how to measure it too bad.

Wow Adam.

My name is Candace Salem.

Pleasure to be here with all of you.

As always training and especially this manager.

Really on the spot Peter with a fun fact.

What I've heard oh?

So don't.

That's mine.

Cool this afternoon I did.

I did talk.

To Chapel I had a non profit in National Hospital support.

Just a.

Can't hear you.

No just your role in a fun fact about yourself.

Still first term commissioner Adam Middleton OK and the 5 pack of the guests will be

I adopted one of my substitute for.

OK.

Very slow OK.

Like Mister Reyes I have a commissioner Scott and my role is I'm a full service director.

Like manage your diabetes instead of seeing that fun fact I am a safe street.

Our restaurant.

Save the sacking.

Jim knows about this.

OK Sammy 'cause I have to practically save because I do like to lie on RT in 2009 challenge so you know if it's a Camaro come on.

It's a whatever fast card the only one that used a brand new sticker Mustang it just came out.

Holy cow that's like a just second gear.

He was gone.

I was bad.

Don't miss.

So hey that's cool I think.

Find Greg Wiles.

Of retired educator with the City Schools.

My fun fact is I guess I indoor banking.

Yeah.

Yeah.

Hi I'm Lizzie levieux.

I'm staff with volunteer Tennessee in the environment corps program manager my first time so.

I adopted a dog.

Oh.

Can you tell us what kind of dog?

Umm.

Oh no but I got to.

Thank you.

Morning everyone.

To be able to use that.

I am.

Processing your.

All alternative I know a little bit of.

Opportunity to kind of go to where I go high school still.

I think we.

Hi I'm Jay Smith.

I'm the director of here for people experience county Community Action.

The city of the program plunged by volunteer tennis team.

My back I think I'm gonna stop talking about.

That's cool.

This I was accepted for to go to Morocco was gonna learn Arabic but instead I went to Florida and Mary provided.

OK.

With the right.

Awesome man.

Hi Mary.

My name.

My name is Eileen Wong.

I'm I'm sharing the grants committee and friends of volunteers on the board 12 years.

In my actual.

Real career I.

Was a technical editor for 35 years?

My first is that my husband and I do all the New York Times puzzles every morning and we we.

Do time sudoku all 3 levels and compete against each other?

Aye Sam.

It goes back and forth.

So are you gonna actually.

Sense how sleepy I am in the morning.

I'm verified.

I am vice chair of the Commission.

I'm a retired educator.

And my fun fact is.

Yes I'll just follow him and I climbed out fengji.

Way back.

Not recently but.

It's hard to follow.

I'm Terry silver.

I'm.

I am recently retired as a professor of education from the University of Tennessee at Martin loving.

Retirement recommended to everybody.

My fun fact is that.

I almost became a communications theater major and I'm about ready to take the stage again and doing some community theater so I'm excited about that.

Mister Jin.

Jim Snell executive director of volunteer Tennessee.

And my fun fact is that I was one of the judges of the miss Tennessee pageant.

That.

Several years ago.

I'm Jessica youngblom.

I serve as the director of strategic initiatives for the department of mental health and substance abuse services.

And I am commissioner Williams designee.

I'm gonna follow Adam and I had a baby just over 4 months ago and I've been back for about a month so good luck 'cause it sucks.

I just experienced yeah.

Yeah I was there for.

Yeah and I also have pictures.

So yes we just passed bones around.

Vegas.

But that does that to survive us to us.

Audio issues.

To pick up on their.

Shelter.

I'm not really sure.

So sorry again for the folks online.

We know for sure that we're having one person that's having trouble hearing what's going on in the room.

Is anybody else having trouble you don't have to come off mute if you don't want

to?

You can just raise your hand or.

Do the react?

 **Katie Goforth** 15:38

It kind of goes in and out a little bit.

 15:38

The.

Thing.

OK.

 **Kim C Drake** 15:43

I can hear fine.

 15:43

Thanks.

OK.

So a couple people can hear OK.

Some people it's kind of going in and out I think for everybody in the room.

We might be able to move the owl a little bit that way but probably not much so if you're speaking.

Just speak loudly loudly then you might normally speak to make sure that everybody online can hear what's going on.

I think maybe that'll help.

Of.

Yep she will later if we go online.

Yeah yeah let me pull up OK.

We're gonna let our folks online introduce themselves.

Your your name your role and a fun fact about you.

Sure Rebecca.

 **+14*****15** 16:28

Everyone hear me.

16:30
Yeah.

+14*****15 16:31
OK, perfect. My name is Rebecca Henderson. I'm from Johnson City and I have been on this board for about a year.
A little bit over a year.
A fun fact about me.
It's kind of hard to come up with, but some people find it interesting that I am in the process of writing a diary from 1939.
Kind of a prequel to the war years and I'm writing.
Of course, since it is a diary first person and I'm kind of modeling my character up on my 6th grade teacher who is very instrumental in developing my love of learning.

17:15
Thank you.

+14*****15 17:17
Thank.
Eggs.

17:18
Yvonne wood would you like to go next.

EW Evon Wood 17:21
Sure. Hi, I'm Yvonne wood.
I am in Nashville.
I am the strategic support manager for the Green Light Fund and a fun fact about me is that I am an avid reader and I usually average about a book a week.

17:40
I'd have to shut up.
Nice thank you Heidi.

HL Heidi Leming 17:45

Good morning. Heidi Lemming, a service the vice chancellor for student success and strategic partnerships at the Tennessee Board of Regents.

Fun fact about me, I actually take vacation.

Not many people do that right and was gone for over a little over two weeks this summer to Alaska.

So that was really enjoyable.

18:05

Yeah.

Thank you Kim Drake.

KD Kim C Drake 18:11

I'm Kim Carpenter Drake.

I am until October 1st, the Executive director of the Middle Tennessee Donors Forum.

So I guess that's my fun fact as I am stepping down from that position shortly and will continue to work as a social impact consultant. But it's a big transition for me after.

Seven years in the startup with that organization.

18:39

Katie Katie go for it.

KG Katie Goforth 18:44

I'm Katie goforth.

I'm recently retired from the University of the South, where I first served as a Vista manager and then was the Community development director with the Office of Civic Engagement which?

Housed the houses the AmeriCorps program there now.

My fun fact I recently retired and get ready to possibly maybe attend my 50th high school.

Reunion. So it's kind of aging me.

19:18

Thank you Suzanne Carr.

sc

Suzanne Carr 19:22

Yeah. Hi, Suzanne Carr.

I'm the senior policy advisor to the governor at the Department of Human Services and I'm designee for Commissioner Carter.

Fun fact about me.

I love to travel as well. I have a group of friends. About 10 of us that we take big trips every year and I think our coolest trip was getting to see the Northern Lights in Iceland a couple years ago.

19:45

Set everybody online.

We're just checking one more time to see if we forgot anyone online.

And I want to go bow over to deshonta we didn't want to forget you miss deshonta. Access.

After shantha got Department of Children services under the commissioner Margie Quinn contacted me.

I have a beyond type lover so I went to all of the cowboy Carter tours that she just had.

Why?

Oh I appreciate that I appreciate.

That.

All right we're going to have a quiz at the end of the day.

It's fun.

It's just a lot of fun to get to know each other and some of the things that we have in our lives that we don't really get to talk about very often.

Correct.

So thank you so much for that round of introductions I'd like now to call on Eileen for an update on.

Friends of volunteer Tennessee thank you.

My wife shabir and myself.

So the the big thing that's going on involved in.

Tennessee is that.

We did not achieve the the number of pre-orders for the volunteers and license plate that we showed you.

We missed it by a lot.

So but we have some beautiful artwork for the license plates so we decided to pivot. And we're we we are going to have produced a novelty license plate that people can put in front of their cars because Tennessee doesn't require a license plate in the front.

So what.

We what we did was we sent out an e-mail out to everyone who had pre-ordered and we gave them 2 options.

One option was to let friends keep the \$37, since they had paid as as a donation.

And we would send them as a thank you gift, a novelty license plate.

I'm hoping that they'll put it on their cars and and people will find out about it that way.

So we're in the process of doing that right now. Now out of 119.

People.

42 have already said that they would give the donation and.

Take the Nobel license plate and that gives us enough money to actually pay for having the the license plates produced.

So we are in the process of doing that.

We have already Stephanie Davis, who's our Treasurer, has already refunded the money to people who want to have their.

Name refunded.

And we are gonna be making one more attempt by phone to contact the people who have not responded, thinking that maybe our couple emails landed in there.

So we've been spending most of our time working that out for the last month or two.

Other than that, you know, everything's gone real.

Well, we have a great group we have.

We have a new member.

Who is a community engagement manager for Middle Tennessee Electric? And he was actually introduced to Greg by Greg.

And.

So he's been, you know, he's jumped right in being really active and Middle Tennessee Electric has a foundation charitable foundation.

And so it'll kind of see Electric is going to pay.
For shipping all of those novelty items place to the vehicle.
So that that's fantastic for us.
And the the other thing is we will undoubtedly have we've ordered a hundred flights,
undoubtedly have some leftover and.
We'll sell them for \$15 at the Pbsa and Conference and.
At the road shows.
Put that why not?
Why not also complain like like do other things.
I'm sorry. Like change like take the design and either make like use it for decals or
like clothing.
Stuff like to me, I feel like it can be difficult to do the license plate thing because
there's so many different charities that people want to be a part of, right?
And then and so that's the whole thing.
And so to me, I'm just sort of like.
Why not use that towards like if you've got like for people wearing clothes like you
know you got this stuff and everything like that, you're actually not gonna be.
That's a great idea.
It's actually a really good idea. Thank you.
We'll bring that up.
We have a meeting at the end of the month. That's great.
Can you help me with that? That is hard.
That's something that.
'LL Make sure it will be a breaking ball.
I got you even think about it.
Yeah, still outside.
There's lots to change for you.
That's 'cause I had to another.
I'm gonna work on recruiting them Saturday.
Talk to you. That's it.
That's it.
Thank you.
Thank you so much.
I'm gonna call on Jim now for his report.
Yeah. Thank you, Terry.

And I'm I'm gonna do my best to try multitask because someone else is having trouble.

With the.

With the meeting.

So I'm gonna try and copy and paste information while I talk to you all about some of the stuff that's been going on.

So.

You all probably remember that 14 out of volunteer Tennessee's 21 airport grants were terminated by the americor agency back in April.

The good news is that they came back and said we could reinstate those grants, but it was too late because.

Debbie was.

It was April already when they told us and we we terminated all the contracts and we checked and it was technically it may have been possible to reinstate the contracts, but by the time we were able to do that, it would be it would, I mean the new.

Program year started August 1st, right?

So so it would have been too much trouble so.

But the other good news is that the AmeriCorps agency said that we that state Commission.

Across the country could fund those programs again that were terminated, and we'll talk more about that later when we get to to the miracle process.

Related to all of that, the Office of Management and Budget, as we understand it, is still holding.

Part of Volunteer Tennessee's operational funding, and not just for Volunteer Tennessee, for all the state commissions across the country, it's the Commission Investment Fund.

And that's the money.

That volunteer Tennessee uses to pay for training and technical assistance for staff for you all and for the program staff.

You know, conferences.

You know, trainings, you know, virtual trainings in person trainings, all that kind of stuff is in that budget and it was supposed to have started on July 1st.

But again, our understanding is the OMB has not released those funds yet.

And related, they also have not released the national competitive funds for.

New and re competing programs in the national competitive process.

And that's probably sounds confusing 'cause it is a little bit, but there's two americore funding processes.

There's the formula process that you all are responsible for making the decision on the formula programs, and then there's a national competitive process.

And so Tennessee can send our best programs to compete against other programs across the country in that national competitive process.

And if they get funded there, it frees up some of the formula money that you all can distribute to other programs. And so we we get more programs for for our buck, the more we can get in that national competitive process.

So the national competitive process, all of the all of the programs are on a three-year grant cycle.

So when they first get funded, they have three years essentially to perform.

After the first year, they have two continuation years.

At the end of their third year they have to re compete, and that's true for every program, whether it's a national, competitive or formula, they have to, they have to submit a new application to get funded for a new three-year cycle.

So at the national competitive level?

They've released the continuation program funding and we've got a couple programs that are funded in the continuation.

Top of money. But we have one program that was approved for funding in the national.

Competitive process under that new and re competing slot or component, but the only hasn't released that money yet.

So staff are trying to figure out how we can potentially fund them in the formula process instead.

But it's it's complicated, but we're we're doing our best to try and figure that out.

But just so you know, that's what's going on and as follow up to this meeting, I'll send, I'll send you all a website pro from voices for national Service that has a good summary of what's going on with all of that.

Just kind of explains what's happening.

And again, it's nationwide thing.

It's not just volunteer Tennessee that's all across the country related to that.

The let's see.

Let me share my screen really quickly.

I can.

Get this to work.

The Senate.

Actually.

A bipartisan group of Senators Senate a letter.

To the OMB.

And not that I expect you ought to read it, but just so you know, that the Senate has sent a again, it's a bipartisan letter. I think there are about 8 senators who signed on to this letter.

Asking for the OMB to release that money, not, not just the Commission Investment Fund, but also the American competitive.

There's also other funding for the AmeriCorps seniors program that hasn't been released yet either.

This body doesn't have any responsibility for seniors, so it doesn't impact.

This group directly but it is impacting programs in Tennessee that are funded through that that funding stream.

The other thing related to just general funding stuff is that the presidential skinny budget for FY federal fiscal year 26 includes a wind down of the American agency. So there would be essentially no money at all for americorp programs to be minimal. Amounts of money for state service commissions.

And based on my just rough guess, we would go from getting about \$400,000 in federal funds to about 40,000 for our operational expenses, which essentially would mean that we wouldn't. We wouldn't have enough money to continue to pay staff, have meetings, you know all.

Of this things that this this body does and there wouldn't be programs anyway. The.

So that's the bad news.

The good news is that the Senate Appropriations Committee just passed their version of appropriations for the part of the federal government that includes an airport, and it includes almost level funding for Miracle.

So that's good news.

Now the house hasn't acted on that appropriations bill yet, so we don't know what's gonna happen with that.

My guess?

If you want my guest is that it will probably be closer to the president's budget than the Senate budget.

But then they'll do a conference and they'll they'll work it out and it it may come out somewhere in the middle.

So that's the funding situation.

For the previous terminated.

Staff the current year, every everybody's going right now as of August 1st, except for that one program. And then next year there's a big question mark.

The other thing that is a good note is that we should keep moving forward and keep doing stuff.

And now's the time to recruit people to join this Commission.

So as a follow up, I'll also include the the Commissioner application package for you all to distribute to people that you know networks and the deadline is October 1st.

So there's still plenty of time for people to apply.

But we need to get people to apply.

Like to be able to fill any vacant slots that we we might have.

How many vacant slots do we have?

Well, that will depend on how many people don't wanna continue at the end of December.

Now in this room, everybody's. Yeah, hopefully.

Potentially how many vacancies? How many terms will be ending?

Well, 1/3 of the terms end every year, OK.

So that's roughly 8 and out of the 8 typically.

There's one or two people who don't wanna continue just based on historical precedent.

So my guess is that we would have a, you know one or two vacancies.

Does that work?

Would you have your last day like you just say hey, do you wanna continue or do you have to test it out or what is that process?

Yeah, well, that's a good question. So.

What typically happens is that the Board Development Committee will reach out to people who.

Use terms are expiring and just say hey, do you want to be reappointed?

If they do, we send. That goes to the Governor's Commission's staff to consider the reappointment and then for anybody who doesn't want to get reappointed, that's where we then look at those applicants and then the Board Development Committee will also look at those applications and make.

Recommendations on who they think should be appointed to the vacant slots.

And this could be a question for another time, but when it comes to poor development, do we have like a matrix of what skills need?

Like what roles are being strategic.

Yeah, a lawyer.

Anything like that, finance space. And then are we doing performance discussions on how are you showing up as a board member and fulfilling the roles and responsibilities before we offer them to build a vacancy again and that continuously sorry not.

Yeah, yeah, yeah.

So the first part is we do so there.

Out of the 25 governor appointed.

There are roughly out of that 25, about 12 or so that have to have specific qualifications.

So we have to have someone who represents the business sector and that's Evonne Wood, who's on on the on virtually.

We have to have someone who represents the volunteer sector, you know? Except so there's a matrix of.

People who have to have specific job titles or work in specific fields, that kind of thing. The others are at large.

So we do typically.

The Board Development Committee will look at like what's unfortunately, we almost always have kind of more people in Middle Tennessee than other parts of the state. So they look at, you know, geographically what's under represented, if there are any. Beyond those required sectors, are there other sectors that are underrepresented or anything that specific that the Commission wants?

So if you all want specific people with specific skills, that's certainly something you all can tell the Board Development Committee. Here are the things that we want to fill, but we also then need to go out and recruit those people.

Yeah, that's why I'm asking.

So we can know like you just don't wanna ask Sally to like. Hey, come down this board if we don't need.

Skills, you know, like so.

Yeah, well, and what we what we can do is once we know.

Who is not interested in seeking reappointment if there are any that are one of those

statutorily required slots, we can share that with you all because there's again, there's like 12 of them.

So there's a bunch.

And I I don't remember where those people are in terms of.

Their.

At the end of their term, they don't all end at the same time.

And then last question is, you said applications are due, but their terms don't end to December 1st, December 31st, OK?

So how do we backfill that so we're not going to go to December 31st, we won't really know what skill set.

So should we just go out and just ask anybody?

Set the mindset for now so we can figure out how to restructure.

Oh well so.

The applications are due October 1st, but.

But we could work with the Board Development Committee.

Now to start asking people who wants to continue.

And then let everybody know you know, here are the vacancies that we're going to have and the types of slots that need to be filled. If they're statutory requirements.

Two questions.

Yeah, a couple questions.

Well, first I want to backtrack to the letter.

Do we know care about reading the letter?

Yeah, yeah, yeah.

Trust your summary.

I can say that after which a senator cite yes.

So we have that in print.

Yes.

The Democrats are on the left and the Republicans are on the right, which is pretty funny because, I guess.

I don't know.

Maybe they do that on purpose, I don't know.

So.

Chris Kuens, Bill Cassidy, Chuck Schumer, Susan Collins, Jack Reed, Lisa Murkowski, Sheldon Whitehouse and Tom Tillis.

Yeah.

And I I can.

I can send this to everyone after. Yeah, sure.

Yeah.

Any other question I had is in speaking about new Commissioners.

So there's the application process, but we had this application process before and and applications I believe sent to the governor's office.

Do we have results of that or what happened with that?

So do we still have the same number of vacancies, or have we heard from them?

So that is a good question.

We do still have folks whose terms have ended that haven't been reappointed yet.

My understanding is that there was some sort of legal action, not not for this Commission, but against something related to another. Boarding boards and Commission. There was some sort of lawsuit and that that office wanted to kind of wait a little bit until that got resolved before they.

They did more appointments so. So we still have folks that need to be appointed for terms attended in last December.

Yeah, and and and there are currently 2 vacancies in in addition to the people whose terms have ended and haven't been reappointed yet, there are two vacancies.

One is the youth slot, which is required, although we we've submitted.

The fill. That's a lot.

And then the other you all probably must of you remember King Reeves.

He rotated off and didn't want to seek reappointment so that those are the two vacant slots that we have all the other slots are filled with people who are currently serving even though they're term.

So we have a an opinion from the state Attorney general from back when the Commission was first form.

Ed. That essentially said that appointed Members can continue to serve.

After their term expires until they're either reappointed or they decide not to continue. So.

Folks who haven't received their reappointments yet are OK to continue to serve based on that opinion, but we don't have the actual appointment.

Is that is that kind of curiosity?

Well, but also there were people who submitted applications.

For this frontier, who haven't heard, yes.

Oh, and the bridge you can. Yes. Yeah, those are.

Yeah, those are.

Those are just kind of flooding out there somewhere, I guess.

Yes. Yeah, they are working on it. 'cause. I did actually get a call from the boards and commissions office about two weeks ago asking for a contact information for one of the the.

One of the folks that the board developed the committee recommended.

It to be OK, yeah.

OK, Mr.

I'm trying to make an excuse for that office that they are.

Part of this carefully set public meeting for that could be a little slow.

And they're working through a lot, but we can always give them a nudge.

And Jim and I can help on on some that are coming up that we kinda need to move a little bit quicker on some more.

Yeah, yeah, they manage every morning.

They should process they.

Yeah, yeah, that's that's got and and this this is one of the bigger.

Boards out of the boards and commissions across the state. This is really one of the larger ones.

We're not alone in that focus.

What I'm trying to say. Yeah, yeah, yeah. We're gonna make it better, but we're gonna.

It's not.

It's not anything against volatility.

Like I said, there was the lawsuit and it was.

It had nothing to do with this Commission.

But it's I think it made them a little hesitant to move forward until that was resolved.

Thank you. OK.

Thank you for that report.

I would like to say to our staff.

I know that it must be so stressful for you guys and we just appreciate you so, so very much and I hope all of us on the board can continue to share.

Our thankfulness and gratefulness for what you're doing, and in light of what we don't know and when the funds are going to come down.

So thank you so much for being with us, Adam.

One additional question on the budget substance. We're still on the topic, sorry.

And Jim, I should have asked you this week, but.

I want to echo what you just said.

You know, I've done a phenomenal job of trying to help organizations move around and stuff and some dollars. They're getting creative in above board ways.

So I really appreciate what y'all have done to support those, and then also coordinating with them on those that we haven't heard from that are impacted on what, how they can sustain operations or support members until.

Hopefully we do hear. So again echoing Teri's comments.

Thank you.

I watch that.

Do we know yet on any of the either the Stars Awards program or the conference, if any, of those programs would be impacted? From what we've heard from the sources of funding yet?

Oh, that's a good question, so.

So the funding for the governor's Volunteer Stars Awards comes from the Commission support grant, which has been awarded. We've got that.

For and and you all may remember that they did a one time extension to move 18.

Yeah, they did an 18 month grant because those grants previously were on a calendar year and they wanted to move them to essentially what lines up with a state fiscal year.

So July to June and so they they did a one time 18 month extension that went from January of 2024 through June of 2025.

And so the new Commission support grant was was awarded and is in place as of July 1st. The Commission Investment Fund is not.

And that is what covers the ball of the expenses for conference.

So.

We do have.

Some small amounts of funding left from that 18 month set of grants.

But those grants both expire in December. I mean, we could ask for a no cost extension potentially, but between the two of them, it's probably not enough to fully cover the cost of the conference.

So if the Commission Investment fund doesn't get awarded.

Before you know, roughly January.

Of 2026, we'd be in trouble.

And of course we.

This body would have to make some sort of decision before then because we wouldn't want to wait till January to make those decisions. So hopefully by the retreat in November, we'll know more.

Hopefully that they'll be awarded and we'll be fine. But if they haven't been awarded by the Commission, Investment Fund hasn't been awarded by the retreat. That's a conversation that the Commission will need to have in to determine what you want to do about the Congress.

Any other questions?

Thanks for those comments and those questions.

We're going to move on now to some site visits.

I know some of you were able to conduct site visits, so if you could give us just a brief report on your visit.

Valley, OK.

Heidi Lindy and I visited Martha O'Brien center here in Nashville.

Few months ago seems like a long time ago.

And we really had.

We really had an excellent visit.

I was.

I was so impressed with their I was so impressed with their program they do.

They work in a bunch of elementary schools with after school programs they work in.

Yeah. And and some high schools as well they.

They had that and little grocery store set up on site.

They kind of converted their their food security program from people you know, like coming up and and picking up prebuilt bags to setting it up like a room grocery store.

So then people could come in and they were and they were little signs that said, you know, like.

OK, you can take you know you you can.

You can take 22 pans or three cans of these vegetables and you know.

These many containers of that shelf ready milk.

And we got to speak to the people who was writing that progress.

That was really interesting.

They had a a few days a week and they had this going while we were there.

They had the diaper giveaway.

Right. And just in the main lobby of their facility and you know, so parents can come

pick up papers.

They have a lot of other things going on at that facility as well.

And we're just really impressed the the person who is the program director who's actually her last day or her last week while we were there. And I just by going over the bran stoke with Jim yesterday.

I learned that Martha O'Brien has has decided not to continue their American work. I feel really bad about that because they've been.

Being a part of AmeriCorps for a long time, and it it's located in in East Nashville, off of Shelby, S 2nd St. in the Yeah, that's where I used to when I came to Nashville, when I came in, Tennessee.

That's actually where like, that's where I served.

Oh, OK.

So that's where I was like, yeah, you hear that.

Yeah. Crazy thing. Yeah, yeah.

So that's that's a community that really, really.

Please, please, this isn't selling.

I feel really bad.

They're not giving it to me now.

You know, if they have other assistance with coming in and replacing that so they feel they don't need the ameritr or do you know I I don't know because when we were there they I think they hadn't decided that yet when you know when when we asked them.

You know, like if is. Is there anything that we can take back to the Commission?

Is there anything you need and you know all these and they were not one of the programs that was discontinued, but you know all they said was no, you know, you guys are really doing everything we need.

But there's anything that you can help with funding?

That that was, you know, that was their one.

Jim probably knows more.

Than I do.

But it was a great visit.

Group page and grade work and the reason that they shared was just that the directive left and they.

Are the person who is filling in for the director is also very nice space and so they just have a lot going on.

Is they have also had like a lot of transitions with that, a miracle program director taking good hands on that. But they always have like a lot of hand issues with their programming in here.

So they decided that it just wasn't necessarily worth the effort that goes into like that type of federal grant.

I think that's the thing. I have a person.

Hopefully it'll be able to keep doing the work another way.

Patricia, did you and Amy have a site visit?

Yes. Would you like to share a little bit about that?

Yeah, of course.

Let me know if you're interested, but thank you.

No, I'm laughing 'cause. I didn't realize that when we moved to the site.

Visit that there was gonna be multiple sites there, yeah.

So that was an interesting thing.

Plus, I've never been to the University of South, and so it's a very different experience.

I felt like I was back at campus area and then also the Harry Potter feels OK. I'm sorry.

Let's see what I do.

I went to learn about behalf like.

The hub thing that has to do with building houses.

And then there's the pier tree.

And then it was also.

To do with adult service helping adults. This is why I did not like the person who spoke.

It's OK.

It's being.

Like I know the first person to I think was the one that had to do with seniors and helping seniors get around and do different things.

And so it was.

They were talking about.

How without americor like without money, they would have to do the whole with that program and then same thing with the food pantry aspect.

That was the last thing I'd see to where it was.

The lady was telling me how there would be people who were they parked their RV's and walked over and then that's how they would actually get the food and how

basically it was just.

If they didn't have that food pantry.

There would be a lot of people without the ability to get food and just that whole like watching everything, all that stuff.

Just seeing all the different things, although it was also very interesting.

Is apparently that area is where you don't, just like, I guess. Go to that or you don't walk far.

So that was very satisfying, but it's just it's a very different thing for me because, I mean, I'm felt *****. But at the same time, it was just like.

Being in this rural area to see like beat on the ground to think of like what they're actually doing, it gives you a better understanding of.

They're really battling because you've got a lot of.

Low income residents there, and so if they don't have the resources in that area, it's gonna be hard for them to get them.

And so it's just kind of it was an eye opener for that.

It was also cool to see other parts of Tennessee.

Thank you.

Appreciate sharing.

Mr.

Do you feel like Sherry?

Did you have a side visit to Memphis teacher? I do.

I did share a little bit about that.

I sure can. Thank you for the opportunity I engage with.

I was supposed to go visit the city organization, but they were not unable to present due to transition stash.

But again, transition stash because of all the that was going to happen.

What happened was there was a miscommunication, so I travelled.

84 hours down there and.

The great opportunity was availed that I was able to meet with a particular American organization which actually shares a space with two other organizations that are that are part of the American, and so him and I just sat down and we actually did the interview I went to.

The process and I was able to to gain some knowledge of another point that we should have worked.

That, I think is the innovation keeps the program organization and so that's it was

great. We went around, we saw the laptops and computers and spaces and it was just amazing.

It's in Memphis.

It's in the concourse.

Where the mall is at. So there's a high school there.

There's, I mean, it is convenient, amazing spot position. The buses, they they have. Ability to use the transportation plus that's their the city transportation.

Go there.

It's just I I tell you what I love visiting these places and I love the interactions I had with another organization.

You know we it was an opportunity to oh, wow, this is amazing.

This is what we do together and so.

Wasn't able to get exactly the team or the individuals, but I got to to continue coordinating future interaction with other organizations that share space to make a difference.

And the other thing that is, thank you.

Thank you very much.

I think we have one more relay, AmeriCorps of Lashan and Amy.

Yes. So it's a place virtually on May the 14th. I want to read my notes because May 14th when it was last year.

See you all.

And it was a virtual meeting first thing right early in the morning. But it was an amazing meeting that we were able to have with their manager and and our program partners.

It's bad as well as their department chair they they are excelling in several key areas that I want to make sure that I did mention to you all today.

One strong member development is support and so their program officer robust training and coaching.

Members with effective teachers strategies in real world classroom experience. Their members report feeling supported, both professionally and personally.

They had a survey that's conducted and they were able to show.

All the data and the results from that, which helps them to grow as educators and maintain motivation throughout their years of service.

Positive student impact working in that survey and their core members are making a noticeable difference in the lives of students, particularly in under, under resourced

schools.

There's they support an academic spinach for shipping, faster negation and helping to close the opportunity gaps.

Get pastures to scroll and then you think of partnerships. They have built strong relationships with local stakeholders in the area and are planning to continue to have that integrated smoothly into the school environment and the collaborations with our agency wallet of Tennessee and shows that they're offering the.

Partnership that they can.

They also have a commitment to the word that I know we're not going to use equity, but they emphasize diversity, equity and inclusion and their recruitment efforts.

And their model, making sure that they are being individuals and members that reflect the community in which they serve, which is very important and that they mentioned that several times just to help address systematic stereotyping in education. And then the last one that I thought was very import.

Term pathway to teaching careers and so many of the mayor Corps members. I use this experience as a long term careers in education. We need some amazing educators out here which are helping streamline.

Aspiration pass for teachers, especially those with diverse and not traditional backgrounds.

There are a couple things they really wanted for us to know additionally to really help and of course, some of these areas where I kind of talked about funding for and they strictly recruited retention efforts that help attract and keep more qualified members. And so those are just.

A few areas that they mentioned in addition to the expanded mental health and Wellness support for members to help them manage the emotional demands of the work that they.

'Re.

Overall, it was a great like I said, virtual week that we had.

And had a teacher that was actually able to come along in between her schedule and kind of talk about the program and how it facilitates her life and that she's actually going to go into full time teaching.

This fall, she's hosting.

A lot of personal training. They were in Memphis, Shelby County, so they have and then they have the the national.

National Practical Charter School, which really has the observation of the

neighborhood service.

And that was Shannon do.

Thank you.

Do we have anybody online that wants to share anything?

I don't want to leave anyone out.

In case of my sailing, thank you for those reports.

It's good to hear about what's going on, and of course we all know we need money.

OK.

We're going to now go into our quorum check and I'm going to read the statement of necessity.

Make sure that we have a quorum.

There are currently 24 voting members, so we're gonna need 13 voting members for Quorum today.

All right. Jessica, would you do a roll call, please?

George bogey. Destiny brown.

Yes. Kim Carpenter Drake.



Kim C Drake 1:00:46

Here.



1:00:49

Stephanie Davis.

Ethan barner.

Terry brink.

Amy Gillian's Katie Goforth.



Katie Goforth 1:01:09

Present.



1:01:11

Rebecca Henderson.



+14***15** 1:01:13

Present.



1:01:15

Andrea Hill.

Andrea sent me a text saying that she was going to join around between 10:30 and 11:00.

But she's not on yet.

Holly Jones.

Amy Iagrone. Lizette Lopez.

Greg Lyles.

Lee Moulton.

Patricia Cowell here. Jason Scott here.

Terry Silver here.

Tracy Vandevet. Amy Walter.

Betty White here. Eileen Wolem.

On wood.



Evon Wood 1:01:57

Here.



1:01:59

Suzanne Carr.



Suzanne Carr 1:02:02

Here.



1:02:04

Lashan Dixon Deshontagi here. Adam Jarvis.

Caroline Ludlie. Heidi Lemming.



Heidi Leming 1:02:15

Here.



1:02:16

Nestor Reyes here. Nancy Cherlene here.

Just the young bloom here. That's it.

Yes.

OK.

What's your?

Name.

It should be letter total and voting numbers.

Yeah. So we're short 2.

Not visible.

So we don't have enough to vote.

All right.

I can quickly reach out to you.

OK.

You're the code is huge.

So that everybody can hear.

We're not sure that we have a, so Jim's gonna reach out to a couple of people that said they would be here just to see what's going on.

Is what we're doing presently.

Actually, just a breakthrough.

Yes, let's let's look at the time.

It is 1037.

Can we be back in?

451045 thank you.

Thank you, Mr. And for those of you online, we're going to take a short break while we try and figure out forum.

Not being able to issue that long tennis.

I sent her this e-mail.

Thank you definitely.

Still.

I was a little eiden.

Oh my gosh. Yeah, thanks, Rebecca.

Yeah, Rebecca is still here.

This one's still.

Yeah, we, we've, we've got to, Rebecca.

She didn't have a name until the day.

She left. So baby girl. I mean, I could've been on the on the birthday if we could.

Wait till 11.

Yeah, let's go on this day.
So she go ahead, OK.
Do. That's not my day.
Or do we have to have everyone come on? Yeah.
No, we could.
We could move on to.
Ask them which is the state's been having a meeting recently.
I never smelled baby.
I don't preach about that.
I wouldn't want you to know. Yeah, I like, that's weird.
That's a requirement.
But you know what?
I guess I thought I would make it a little safe place, yeah.
It's six years old.
It learns not what they're supposed to do now.
It's still like how do I do that?
It's like that's a parent thing.
So I think that'd be awkward.
I don't doubt.
That's all right.
It is.
It's one thing she's about to be free, but.
Yeah, I'm not sure.
If you're the best show.
Ever wish I took all my money? I think I don't need bills today.
I'm good.
Oh, I wish I was so much right with my head.
The last thing Beyoncé wants, but I cannot.
Help but.
You know, I can read that.
I can't understand.
Rotating, rotating on and off.
OK.
So.
That would be the first time.

That's what I was.

Going to say.

But I wanted to know like I think pilot's been helping with all different types of Atlanta.

Yeah. No, I'm saying I can do it that way.

OK.

Oh, I've never. Yeah.

Yeah.

All the team files is.

Team.

Yeah.

She didn't tell that she hadn't. Never had to make some noise. So we're waiting on a couple of people.

We've got one that says they'll be here shortly and we're waiting to hear from others, so we're going to move to the things that we don't or we're going to be voting on today. And once those folks show up, then we'll go back to those things that we.

Have to vote on.

So that means we're going to go down in the agenda to.

Our state Service plan discussion.

Yes, let me.

We're going to skip lunch today.

Sorry.

Let me.

Preview.

For you on the bag. Thank you for bringing your comments. Let me share.

Share my screen again.

And the folks online, OK.

And then.

That's it.

In your packet you have a volunteer Tennessee Commission 2628 state Service plan framework.

So everybody should have a copy of that.

Yep. Perfect.

All right.

Sorry for the folks who are online.

I I I put I put the link to the Commission.

Resource page.

On in the chat earlier, but I'm gonna put a specific link to.

To this document, if I can get back to you.

OK.

This is the state plan.

Document that's projected if it just, it might be easier for you to pull it up on your own computer rather than trying to look at what's on the screen.

Jim, would you like to?

Leave this discussion. Oh, sure.

Sorry, I just realized.

OK.

So the.

The draft goals you all may remember.

From just general work that the Commission had already done, and then the there was a group of committee chairs and then committee chairs, plus one that met.

To kind of refine the goals.

And then we got feedback from the committees on the goals.

And so each committee had a meeting where they talked about the goals and works to develop potential outcomes for each goal.

And we did a public survey where we requested input from the public on the goals and potential outcomes, and we did a survey to Commissioners in case there were folks who weren't able to participate.

In those committee meetings so that they could also give their input so.

The goals are what's bold and numbered.

Underneath is a little bit more explanation that the the committee that was working on this developed for each of the goals, the yellow.

Highlighted those are sample outcomes from previous.

Volunteer Tennessee State Service plan.

Plans that were relatively close to the goals that the committee the the Commission has developed, but they're just those are just suggestions. They're just to get people thinking about what potential outcomes might be based on what the Commission has had as outcomes in the past.

Below that are is the input.

And there's a lot for some of them and not quite as much for some of the other

ones.

So you can see that the first goal has, you know, roughly a page and a quarter of input.

The the second one also has quite a bit of input.

The third one.

Has a good bit as well, and then the 4th one I think has some, but not quite as much as some of the other ones.

So the task now is for the Commission.

Hopefully folks had a chance to review this before the meeting to have at least passing familiarity with some of the proposed outcomes.

Out of all of this input and discussions from you all today.

The Commission needs to start narrowing down what it wants.

Outcomes to be from these goals.

So for example, the first goal is supporting your robust network of volunteers and service learners.

That's a great goal, but how does that get translated into something that can be measured?

And that's the outcome.

The outcome is something that can be measured and again the yellow are samples from previous clans. The stuff below that is what's come out of the input from the committees and the public.

Just for clarification, does this include what the foundation of service that went through a couple weeks ago?

Yeah, it's a. It's a yeah.

What I did?

For for the stuff below, the stuff in yellow, you'll see after each thing there's a set of parentheses and it's got BDC which is board Development committee communication Slash strategic partnership.

That's a combined multi big committee.

Foundations of FSC foundations of service.

And then.

GC would be grants committee, but I think I think Eileen was provided input via the survey.

I think I did, yeah.

Yeah, 'cause Adam was on leave at the time, so.

We we had a a small grants committee at the time so.

And then.

And then if it came from the Commissioner input survey survey, that's there, and if it was just general public input that's there as well.

So that's that's how you can tell where the suggestions came from.

In.

And this is me, just trying to recall.

Is this verbatim what we wrote or is this like simplified, like the notes from our last pinging that we had?

It's pretty close to verbatim, but I may have moved things around because I tried to group things.

OK, OK. Together.

It's just hard.

It's not a you can.

This is a me. Yeah, cutting my brain.

Yeah, against Jeff's brain and trying to. Oh, wow, right.

You know, you just told me I'm still biased.

So yeah. No, no, that's OK.

Yeah, I I tried as best I could.

To group things that were similar from the committee work and the public input.

So.

Where there's.

A.

Sorry, I'm going to show you all visually for the folks online.

I'm sorry.

I'll do my best.

So for this first page.

There's the stuff that starts right under the underlying proposed outcomes.

All those things are fairly.

Close, including what continues on the second page.

And then there's a little bit of a gap.

There's a a space and then there's another list of things that are sparsely similar.

Then there's another space, and then another group of things that are fairly similar.

Etcetera. So I did my best to try and group the public input.

Like with like.

It's probably not perfect, so if you will almost certainly find things that look like they should be grouped with something.

Else, but this was just a, you know, kind of my best guess at where things kind of fit together.

So for example, on page on the second page, that second thing is like Tennessee's volunteerism rate will increase by some number.

Then there's another one, Tennessee's volunteerism rate will increase, volunteerism rate will increase.

So there was a bunch for that and that I think that's because that was one of the the sample outcomes.

Comes and so again, that's how the grouping works.

So things are kind of together that made sense to me.

It might not make sense to you all, and that's totally fine. If you want to regroup it, we can do whatever you all want.

And that's true for each set of input under each goal. Things that kind of, at least to me, made sense.

I grouped together.

Now there you'll see on the.

The second one.

There's not a whole lot of things that are grouped together because there were a bunch of like.

Kinda one off things that didn't, at least to my mind really.

Fit well together.

I think that's the only one, though, where there were a bunch of things that were just kind of.

Really somewhat unique, at least as I saw it.

So for the things that are grouped.

That makes it potentially a little bit easier in terms of looking at the things that are grouped together and thinking about out of those things.

Is there anything in there that you all want to have as an outcome?

So on that again on that first page for goal one.

And and remember, it carries over onto the the second page a little bit because I couldn't squeeze it all on the front page.

But all of that stuff, you know, Tennessee serves quantifies.

Number of volunteer volunteers.

This hours and numbers of volunteers.

Volunteer and service hours.

Tennessee serves participation.

It's all about.

Participations, but kind of specifically.

With the Tennessee serves network, but then also kind of generally for volunteers of capturing volunteer hours.

And numbers of volunteers, it's kind of that just general category.

And that second grouping again is more about for the state in general.

But the state's volunteerism rate will increase.

By some percentage.

Then the next grouping is about the governor's Volunteer Stars Awards and there's a.

Then there's a couple of one off things.

So you all can choose all or none of these.

Now, if you choose none of them, then you'll have to come up with something else, because again, the the goal for today is to come out from each goal with at least one outcome.

You don't necessarily have to have more than one, but we do need at least one outcome for each goal.

And like for the first one, we have 3 outcomes right now. Sample outcomes that are highlighting yellow.

Yeah. And again, those are just from previous plans. So they they don't have to be the ones that go into this next plan.

Folks online did did any of that make sense?

Play at least a little bit.

I think we all want to see our volunteerism rate increase.

I mean, I think that's so important for the state of Tennessee and I don't know, do we have a current number right now?

Of our base point.

Thank you, Deb.

Yes, I believe it's 38% of the nonincarcerated adult population.

I'll I'll look that up.

Quickly though.

I like the connection with Tennessee surge, but one of the things that I think is a challenge and I think we can do it, I don't think it's a problem, but how do we

connect with that Tennessee serve?

How do we get the organizations?

Like you can't just go in and put numbers in that you're doing unless you're registered with Tennessee service, is that correct?

Like that organization has to sign up.

So she serves, and then people can sign up. What we're trying. We're trying to figure that out because I think Tracy was able to go in and sign register as a volunteer and then put in her hours as a Commission member.

For the last four development committees.

But I thought she said that you had to go in and put something in for her to be able to do that.

Well, again, that's part we need to figure out. So but I think that's a great idea to try to figure out how we can.

I don't believe what we're getting is accurate.

I don't think that 30%, thirty, 8% is accurate because we have so many volunteers that we don't know what the hours are.

Yeah. Let's see.

I mean, it's a great base point because I feel like we can jump from there and go up higher.

Yeah, it's sorry.

It's 32.2% and I remember that it was low, but I'm not sure that it's that.

But still, if there's a way that we can figure out how and that's that is a, that's a jump from the last time they did it, because the last time they did it, I think it was maybe 28%.

It was in the 20s, so Tennessee did go up.

Pretty significantly from the last time.

And in fact, I think that percentage actually ranks Tennessee.

I think about 24 in the country.

Better, I'd like to be able to be in the shot.

Is it better to in terms of percentages?

Do we want to say increase by a certain percentage or increase our 32.2% up to 50% or 45%? Is there a better way?

Statistically speaking.

I don't know who's art math P.

One number statistically what?

What? Let me also give you another.

Sorry, you're looking at work for finance, but I'm not.

Sure.

Sorry.

Your absolutely right.

I think it has to be.

This is kind of sets back the discussion a little bit, but how can we realistically have an outcome like volunteerism right for the state of Tennessee that we can?

Have on the ship over accidentally.

What I what I do like about things like Tennessee service is it's a platform that we control people, it it will never.

After 100% of the volunteerism in state because it is not the platform that 100% of people will use, yeah, working as an intermediary with partners, some of them it's cumbersome for them to enter that information in that large program because they already have other.

Systems that they like to use, and if they did partner with our program, they would not. Ten Tennessee serve to them and say hey.

This is systemic.

It's just another time that you have and through the same thing.

So so like I I like being aspiration of increasing volunteerism in the state of Tennessee.

But I think admission.

I think the type of thing that we have control over is like outcomes that are related to the actual activities that we have, like the conferences, the technology platform that we control. I I think building numbers around that because we can pull those numbers and then when they.

Increase within those systems, we know that it's.

Us.

Throwing that out there before we put too much math into like bigger.

You wanna increase volunteerism to some percent that we like? We can't.

It just feels like we can't Tantra. No, that we're influencing that specific percentage.

Can we?

Can we do something like make the the outcome more specific to, to, to Tennessee serve. So by saying, you know as of?

January 1st, for example.

25,000 volunteers were registered with Tennessee's serves as of December 31st, 58,000 were, and that's a number that we can access and and control.

And you know, I do other volunteer things, but they're not listed on on Tennessee serves.

So but we but we can we we can capture the changes in.

Maybe there are some other?

Well, like you said, GBSA or the conference, there are some other things that we also can capture those numbers.

Yeah, numbers of capabilities participating.

But we could also, I think because we're working in conjunction with tests and like we're not in control.

All of Tennessee's first.

We are working in conjunction.

So.

We have partners that are part of the Tennessee serves network that are local volunteer centers in Chattanooga, Memphis, Knoxville. Most of the larger cities and then a couple of the more rural rural parts of the state. And then there are counties that are not covered by one of.

Those volunteer centers, and that's volunteer Tennessee's responsibility to try and get the word out.

Out to nonprofits in those communities to sign up and then get volunteers to utilize it.

So one of my questions then was could we?

Put an outcome be.

The number of organizations that we that are on Tennessee that are using Tennessee service, for example.

So if we do actively go out and we get other organizations to sign on, then that number will increase, like trying to spread the word that this is a network you can use.

Yes, that is.

That's possible and not the split errors too much, but that's more of an output than an outcome.

Cause an output is something that just is like a count of things.

That happen.

The outcome is like what you want to have as a result of that which even you know,

technically the volunteerism rate increasing is technically also an output.

But it's like.

It's a big one. It's a.

It's a big outfit.

So you, but you could have as your outcome could.

Be potentially increasing the volunteer rate, and under that there will be outputs.

So there there will eventually be outputs under all the outcomes.

That I don't think is the discussion work right now because we need to focus on what the outcomes are gonna be and then plug in the outputs later.

But yes, you could have.

And Kim's on on the call and can can speak up more, but I think she would probably agree with what Jason said.

Is that volunteer?

Tennessee needs to.

Kind of focus on what volunteer Tennessee can control.

And just as a side note, Utah has the highest rate and their rate is 46.6%.

And they're.

KD **Kim C Drake** 1:33:04

So, Jim, I'd I'd already unmuted myself in my enthusiasm.

1:33:07

Yeah, go ahead.

KD **Kim C Drake** 1:33:10

To participate in this.

I wonder if this conversation doesn't give us some guidance of what the things, what you were just saying. What are the things?

In which we have any control or influence?

So if part of what you're measuring that you're reporting as an outcome is not as a result of the work that you're doing.

It's interesting, but it's not.

It doesn't drive the work.

So it seems like it would be helpful if if we thought of two things.

One is, it sounds like it's a pain point that that we do not have access to a platform

that is universally used for this purpose.

So maybe that is one of the strategies we take on in this next plan is to explore ways. To gather more robust data and then the outcome of that is the ability to better coordinate the information that drives the work. And then the second one is working within the data. We are currently able to collect and influence the current status is this and our desired change.

In that is an increase of.

X number or X percent. Like you said. I think it's interesting to know what we believe. The overall volunteerism rate might be, but if that doesn't all live within the purview of of the places, we can make change, then it doesn't really drive the work. It's not strategic.

1:35:01

Sorry to say it's obvious.

I also want to caution that it's being.

Administered to about remaining focused on what we can control.

In terms of the First Lady's initiative, she's leaving office at the beginning of 2027, so I don't think we have a way of knowing if that particular initiative will continue in the first wave, you first.

So I don't want to get our plans too heavily on them.

Right, but the the portal will continue the portal funding.

Funding there, that is.

I mean, we have to have the funding to do it, but if the funding is there, the portal will continue. Now after after the the current first lady is no longer the First lady.

There, this group can have a discussion of whether or not you want to continue to call it to the C serves the portal because that name you all.

Those of you who are around at the time when we launched Tennessee serves, remember that the First lady was gracious enough to allow Volunteer Tennessee to call its statewide volunteer portal using the same name as her signature project called Tennessee Service.

And that's what Adam's talking about.

It is, you know, it's probably not gonna be continued in the next administration.

At least probably not under the same name, but when that happens, does this group want to change?

It's the name of the state portal that's a discussion for later, I think.

Yeah, it's hearing what we're all saying. It seems like that that this is an area we should focus on is Tennessee serves. And I know, Betty said, made a comment about. Increasing.

Awareness of Tennessee serves and those who use Tennessee serves that might be a place to to have an outcome.

Businesses, people, volunteers may be more awareness of that portal is. Is that something that maybe we could buy into for an outcome here?

Because we don't know what's gonna happen with our funding. And so for us to drink two large, it's probably not wise for us at this at this at this time.

I just want to.

KD **Kim C Drake** 1:37:33

It's about that. It's Kim again.

Sorry, one of those thoughts is I would.

1:37:35
OK.

KD **Kim C Drake** 1:37:39

I would encourage what Jim was just saying that you know any strategic plan is going to have to adjust for the external factors that impact our ability to stay on that particular course, good, bad or indifferent. And if we go down that rabbit hole, I think we could.

Stymie the ability to be strategic by trying to predict their future perfectly.

So I would say give ourselves grace that we don't know the future, and a plan isn't meant to be carved in stone. It's meant to be adjusted over time based on how reality changes.

So that is one thing.

The other is I wondered if if maybe part of that strategy could include not just increasing the the the usage of Tennessee serves, but.

Exploring how that can partner with some of those organizations.

That don't find it viable. Like I wonder who else could part of it be?

Who else is collecting this data and how can we collaborate on a larger data set?

1:38:43

Go ahead.

KD

Kim C Drake 1:38:44

It just seems very linear to say only we want people to use our stuff if we already know that there's some folks who won't.

Maybe there's a different way to do it?

1:38:54

Good points.

Thank you.

Does somebody else have a comment?

Sorry.

It just was the second point I was put it off with, Jason said about. We don't want to add another To Do List for nonprofits to use Tennessee thirds.

So if there's a way to collaborate with other portals that are already being used, so I I'm the one who said Tennessee, so I should be using more.

But if we're not collaborating, there's a way to just.

Figure out what we can do together.

That might be better.

Like how can we support them?

With what they're already doing, OK.

Let's support the portals that are already being used.

But the idea that Tennessee servers may not be tested servers and that might need to be our backup plan so we don't have to worry about funding.

Like jump in on it before.

We have to do it. OK. What does that look like?

So it can we look at maybe two outcomes, one on increasing the usage.

Of Tennessee serves and also.

Strategic partnerships with with other platforms, with other organizations that are using different platforms could could those maybe be two of our outcomes somehow drive those other outcomes?

Well, just the the, the this one focuses.

Based on the work that the committee did focuses on the volunteers.

And the second one focuses on the organizations that support volunteers.

So that's where the partnership part probably fits a little bit better, OK.

All right, so the the other thing that I'd point out just for consideration is something that Foundation service committee put out there on the second page.

That's that first dash engaged and consistent tennessean's volunteer members slash participation.

We need some wordsmithing a little bit but.

That might be a potential outcome for this goal.

This is broadly you're looking for engaged and consistent Tennesseans to be engaged in consistent volunteers.

Something along that line and then then how do you figure out how to measure that could?

Be measures that are tied to the portal and and partner you know data that we get from elsewhere that shows increases in voluntary rates or something.

And building on that to give some clarity on that.

So the first one that says engage and consistent tenancy and volunteer members.

What we added to that is you better understand what we mean by engaged consistent.

It's volunteers who are initiating the volunteer more than one time a year.

That means you're consistent.

And then we were talking about all volunteers from youth to older American.

Youth to older Tennesseans.

And so that's what we mean by engaging consistent.

Answer Sorry I've like copied and pasted from the for most parts. We've been over here.

Like what is this?

Like, how does that?

And then we just figured it out. We're gonna go.

So OK, well, and as we split that, then you could actually then use data from other nonprofits as well, like depends on Nashville. They have their whole like organizations set up.

Yeah, portal stuff.

And it's like.

You can.

You can get data from that, but then also you have colleges.

They have their different volunteer programs, different things. So that's what I was thinking. Like if when I had done the survey, it's you go to those places because otherwise we're just replicating work.

Yeah, you know, and so instead of doing twice what you do, go to the places that are already having this stuff happen.

So that way it's you're getting real time data because this is like the schools are keeping this data as well as any other, whether it's human or any other.

Place.

All that stuff.

And hands on Asheville's actually collaborated with United Way now and so.

But I'm saying so that's perfect because that happened with them is that they had their own portal and United Way was like, hey, how can we collaborate together?

Let's move our portal together nice. And so now United Way has all the data, not just from Nashville, but across Tennessee and Tennessee. And so we can just use them anyway.

Well, and the the company that.

That does the software for.

Tennessee serves called it's called Galaxy Digital, is company. They have bought the hands on connect.

Now they're not fully integrated yet.

But so hands on, Nashville is not currently part of the Tennessee service network because the hands on Connect system provided them with functionality that at the time, Galaxy Digital didn't.

And they didn't only use that functionality, so they're not currently part of Tennessee's service. But with the purchase.

Like my. My guess is that at some point Galaxy will make all of it fit together.

And that will be able to bring ends on into the Tennessee service network and be able to capture their data.

That's awesome.

Yeah. Now that I don't know how long that'd be before that happens, but.

So how do we feel about taking engaged in consistent Tennesseans? Volunteer members participation over to the outcomes.

As our outcome for goal #1.

I mean that it seems like everything that I'm reading here could fall under that for outputs.

We would have to add language to it and Oh yeah, put a percentage to it and see why.

Do we have to have a number for an outcome?

OK. And this is engaged and consistent have to be able participation, but it doesn't say anything about increasing.

Yeah. So we have to add increase engagement.

Yeah, it's, it's and I think, but also we're being realistic when we're like if we can't provide what we need now, why would like if we don't have what we need at the moment.

If we're continuously to increase, we don't have the capacity to even give you what you need.

So what if we just hone in on what we're doing right now?

And that was kind of what we came through with. Like we'd love to increase, but then they get there and we don't have everything put together right.

So it's like we're adding eggs to basket.

There's a whole basket and so that's why it was more like engaged and consistent.

What are we doing?

Well, we use this data to then help us increase next year because this is a year we plan.

But I think increasing is very important. So we wanna add that we definitely can. But I think we should think about every what does that look like?

With our current capacity, how do we increase?

Do we have a word? Smith? You know what I mean?

Like we make this out, but staff has to go in and figure out how do they have the capacity to increase.

Thank you, Lizzie.

Yeah, on that point.

So staff capacity. So if we're measuring something, what are we measuring like?

It's a great idea for us to connect with every nonprofit in the state and get all their data.

But that's the thing that build unrealistic. So what?

Like can we put something out to Tennessee serves that would measure how successful or like how?

Like how well we're serving the programs that we're already serving or something like that.

Like what can we measure?

Within.

Already that set of creating a new benchm.

Ark. I think that goes back to both when the volunteers who are initiating to volunteer more than one.

That's a year for being engaged and consistent, because if you're only doing it once, that's probably your part of the organization that says, hey, let's do Martin Luther King Day. We all show up, which is fine. Keep it up.

But if they do it more than once, we have that tendency, Sir.

Like we'll see their name more than once. I was sent me. Yeah.

So we were just connected to the inconsistent volunteers through.

And then while we're doing that, hopefully we can go too to do the collaboration.

That would be.

That would be on goal #2, right?

We're talking about that.

So OK.

All right, So what I'm hearing is.

That we want to possibly if you guys agree, engaged and consistent volunteer member participation.

But we also want to increase the use or increase what we want to increase with Tennessee serves, we want to increase the the use of. I need to know.

'Cause, I think we need to keep moving.

Well, we do.

So I'd also say to.

I think what Jessica said earlier the the outcomes ideally do need to be measurable, but we don't have to figure that out, right, right now.

Especially if it's stuff that we need to do research on and get data for and that kind of thing and and to be honest there, there were too many things here for staff to try and provide.

On every, all of the stuff.

But but we we can.

I mean, once we narrow it down, we narrow down the focus and know where the Commission wants to go. We can start bringing in the relevant research and data of what is available to then inform what the actual numbers might be for the measurement part of it. OK.

So I would, I would say if you want to have just an outcome that's kind of generic. But doesn't necessarily have a measurement on it.

Right now, that's OK. OK.

Do you guys feel comfortable with this one and where we are and allowing the staff to look at that and make worksmith it a little bit move on to #2?

Or do we need to discuss more goal #1?

I know our time's got to get away from us.

So I think one of the challenges of thinking about strategic planning this way is it's the early big departure from how we've previously done it. A lot of this is a lot of work integrated like what I'm thinking about this.

What y'all like?

I mean, you do American tenancy servers qvsa.

And the the four themes essentially are how are we doing these things to enhance volunteerism, partnerships, awareness and internal capacity.

Operation. So, I mean, realistically, it'd almost be like, OK, so America, let's think about members. That's gonna performance output and outcome in the the first category and then like partnerships, let's look at how we wanna address partnerships through Merrick or how we awareness around merit or and then.

Like what kind of internal systems we need to support reports and successful and then just kinda going through those.

Key initiatives that we do is that's gonna do every single year. You have control over. I don't know.

It's just a statement because it it feels a little bit like part of what's happening here.

It is like we're it's just like a different framing, I think. And it's it's, it's easy to be kind of like well.

Like, let's just kind of get out of sync for dead.

So like we're we're talking about, Tennessee serves for the first item, but here I mean the first item is the the volunteers like our so number of volunteers, frequency of volunteerism that kind of thing.

But the Tennessee serves is also gonna be under org's same type. A number of organizations under accounting, represented by organizations.

Awareness. It's all gonna come back to those key initiatives.

So like we can have that one item, but that that's just like one piece of it.

So I mean, we still got how are we dealing with volunteer slash merit board members from that kind of distinctive program and the gaps say like how would we?

What's the volunteer base for all. Yes.

It's you.

Yeah, you're right.

It doesn't, you know.

But it's, but it's a direction I think because.

The the If the overall structure is engaged in consistent Tennessee ends volunteer members slash participants, and I think maybe.

They're maybe they're comma between volunteers members.

Should there?

We're trying to find the original we don't have.

I could.

Probably I could probably get them in a second.

But if that and again, we could work towards that, if that's the kind of the overall outcome that the Commission wants to pursue in the next three years and then we can look at like, what are the mirror core numbers that fit under that for the the mayor?

For Members, what are the governor's volunteers? Because that governor's volunteer stars boards is under here to you. What are the governor's Volunteer Stars awards, numbers that fit underneath that?

What are the Tennessee service numbers that fit under that as output?

That lead into the outcome.

95,000.

I'm gonna just say the acronym.

Yeah, yeah.

So early on.

Staff and interns did a lot of work.

But letters from the governor at the time went to every single county mayor about the governor's Volunteer Stars Awards.

So, you know, we've consistently over time been continuing to go back to counties that.

Are participating to try and find someone in that county to take the responsibility to do it.

But it's where we've been at kind of the 60 fiveish number for a while.

I just asked Nathan when I, before being an American, the second time around.

I need to build up onto this.

See, I didn't know about any of this stuff.

And so that's what I'm wondering is.

How many like what is the percentage of people in each of the counties that actually know about any of this aside from?

The acronym or like, just like the mayor and all that stuff. And you said.

And so I guess that would be the question of as we're trying to get all this stuff out.

What do people already know about it?

Do we know?

Do we have any data on?

KD

Kim C Drake 1:54:26

Umm.

It's it's Kim again. Could I?

Could I make a proposal?

I apologize.

That if we are in agreement on the spirit of intent.

Of the goal and the key strategies of it, could we charge?

Our wonderful staff team with coming back to us with recommendations for measurements so that we in the spirit of time get through the big buckets.

1:55:01

I have a second for that.

It just but, but I would. But before we we're not really gonna vote.

But I'd like to have some input from the staff please.

KD

Kim C Drake 1:55:13

It is a valuable conversation.

It's just also a rabbit hole with time constraints, so I was trying to figure out how to balance those two.

1:55:18

Absolutely, absolutely.

But I will say about the staff. I think it's important.

I think your recommendations are important to us because you do measure. So knowing what we should be aspiring towards measuring.

This kind of recognition, the work that you are doing, so like the spirit of it. Yes, I've been engaged to be assistant MCM, you know, volunteers, members participation, I think.

The spirit of that, that man being able to understand, like when you're coordinating GPS at a like, what kind of numbers do we have?

Like what is consecration?

What is realistic?

Because like I don't know.

I mean, maybe maybe every single time he gets realistic.

Or maybe that seems like a bit of a multi year strategies.

The goal should be something more concise, something but I think yeah to that point, move things along.

I think spirit of that.

It's good. I think understanding what, what the word entails and what current performances would be helpful to get out to be able to.

Person. OK. So we're good with that.

All right, let's move to #2.

Let's go to the next one.

Building capacity for volunteer success and we've talked about that briefly.

And again, this was this one was intended to focus more on supporting organizations as as opposed to individual volunteers.

So is this where we would put a statement about parking with other?

Platforms or automobile that capture data.

And I'm sure foundations of service probably has a really good statement. Your women just find it.

Yeah. It's like. No, no, no, definitely talk.

Jesse, I'm gonna send you the the notes.

I I got them now.

Thank you so much.

'Cause. Obviously I wasn't taking them.

So speaking to the spirit of gold #2.

We're looking at.

In partnerships, basically right, and we write off that partnerships, is there maybe something we can say here that would generally overall put partnerships or increasing?

Volunteerism.

Here.

Hey.

Sorry, I just want to throw out a comment from Rebecca.

She's participating online, but I don't think she's able to use audio, so she sent me an e-mail.

Which I think kind of fits into the the Community park, but she's saying that something that's needed in Johnson City area and probably other areas too is that.

A community type calendar.

Was, she said.

They have a community calendar, but it's hard to follow and navigate.

And this was was in reference to someone who I think it might have been, Patricia said.

Not all communities know about volunteer Tennessee.

So way to kind of get volunteer Tennessee out there.

I just wanted that comment out there and we are hoping to increase awareness through our Rd. shows. If you know if you are keeping up with that, we did cancel.

The one that scheduled for.

July, Right, said July.

Yes, because we just, we only had a couple of people say they were going to be able to come.

We just felt like we didn't get the information out in a timely manner, so we pushed that one forward to October. But we're hoping through those three at this moment, one in Clarksville, one in Jackson and then one back in.

Swanee. That's right, swanny.

Yeah, that that may help.

Well, and see, that's what I was saying. That so being rebuilt and.

One of the other problems they're gonna have is so it's have a table event there not and do like have the road show go through the college. Areas like that, yeah.

Because that's where you're gonna get all this stuff, because it's like, as we're going through this, we don't have any data. Like I was telling her. I feel like we need to go, like, section by section. Even I mean.

It will take longer but like this happens every meeting.

Yeah. Notice we always get stuck on these little details, but without the details, we don't know where to go because I never even know.

Yeah. So for the purpose of this, I think we've kind of moved into the third item, which is awareness, OK, a little bit, right. All right. Now I think we're trying to find the outcome equivalent like the the the first statement that we agreed upon for.

Members. Volunteers.

And you know the types of things we're looking at with this for outcomes organization will have resources to post and and team volunteers efficiently.

In fact, the range of organizational capacity building.

And again, I think this goes back to like once we kind of present that general direction, but we get down to this particular tree like finalizing all that hopefully the kind of big picture will help staff back to us with like the baseline.

Establish a pro.

Cedure without.

But I think what we're really looking for in this one to progress to the kind of the outreach is the like what?

What is the kind of guiding state that we want or how we interface with partners versus volunteers?

Like what?

What is the results we're seeing volunteers to be?

Engaged.

Consistent with our increasing consistency, so for partners, you know what?

What is the? What's the vision?

So maybe.

Kind of adapt what we've already said into the partnership piece from goal #1.

Please please no.

I'm just chuckling because you said we were saying that's all we laughed at you. Then we both started laughing as you were laughing because that was exactly what we're about to say.

Yeah, but yes, but that's exactly what we were mentioning right here.

And so I I would hope that we do take an opportunity to look at these resources that we are currently already having also noted that the construction of bracket hole again also I want to mention that if the bond would have put something into that too as far.

As information for number one, number two that wanna make sure that we're being brought up speed on.

Yeah, I was just gonna.

I was just gonna point that out.

So for for one, Yvonne said that she liked the Tennessee.

Volunteers and rape will increase by at least 40% by 2028, and then, she says, we can work on ways to gather that Info, Tennessee service, etc.

For number 2, she says this is where we can focus on the partnerships and increase the use of two AC serves.

And then when if we just make the outcome, the organization will have resources to host, manager, etcetera, etcetera, we can move on. Yeah, because as we move on that then becomes staff's responsibility to tell us what they hear from being boots on the ground, OK, what they?

Need to know like.

We're governing and not operating in it, you know like Pacific operations. OK, we're kind of skipping the North Star and they'll tell us how to get there.

I like that. OK. Is everybody good with that? OK.

Let's move on to #3.

We did.

We come up with the North Star.

Yeah. Give me a second one, I think.

Organizations will have the resources to host, manage and retain volunteers officially and effectively wait.

And then the data will come come in.

By increasing.

By how many percentage?

Whatever the offset was that looked like.

OK, perfect.

All right, let's look at #3.

Maintain maximizing the value, communications and partnerships.

One thing I'll point out, this doesn't have to do with the outcome per SE, but.

Someone in the public out input had a really good suggestion that you know, 2026 is gonna be the 250th birthday of America.

And that this plan maybe try to tie into that in some form or fashion as a strategic way of building on what's already happening.

And there's some examples there like, you know, plant 250 trees.

Towns kids are eat 250 books in a year that.

To be seen a little while high, but you know, I know what you're saying.

But anyway, but just just to keep in mind as something that is gonna happen in 2026, we're, you know, regardless what happens with this plan that's happening.

So there's ways that that we can build on that.

And that that seems like it could be a campaign, yeah.

Absolutely.

True, it comes.

I mean a lot.

I feel like a lot of the outcomes that are proposed here to be more.

Action item.

Yes, but the sample outcomes above increasing awareness of all inter initiatives increasing the visibility of service and volunteerism statewide.

That kinda.

That's exactly where Betty is. That's exactly.

Sorry, I didn't properly credit that Rebecca was the one who suggested that 250th.

That wasn't a public comment.

It should have been.

So she car.

Ries, credit to credit to Rebecca on that.

OK.

So we're looking at we see three on the left side. So over on the right side, what Jason and Betty were just referring to is increasing awareness.

And engagement across the state.

And I think it's important to note that it's volunteer Tennessee and also recognition to volunteerism service also.

It's something I go back and forth with. I think. I mean, it is a shame that nobody knows about volunteer events.

You could also be doing a really good job being unknown.

Not your programs. If I do you know.

So maybe like in terms of priority programs are effectively increasing voluntary service and partnerships?

Hey, maybe you're on personal brand. We'll kinda carry itself to the programs and I think that's.

Well, actually latifah's, we we saw her interns give their presentations yesterday.

And one of the suggestions was that we, our brand look sane.

We've got so many different things out there.

I love what your interns did was branding some of the volunteer Tennessee we're talking about the license plate, but it's not going to be the front plate.

So we're positioning ourselves to increase awareness.

I think we're, we're we are.

Oh no, that was me.

Just setting, I'm sorry.

Could we use that, that, that piece there that we just talked about for #3, we feel good about that.

And that was the increase awareness about Tennessee and its additions. And in the awareness and engagement engagement. Volunteer Tennessee. Mm-hmm. Oh, OK. So increase awareness engagement.

A volunteer to see in this initiative.

The way that you can make it where you're not having the staff do all the work can can you give the partnership?

It's like that being that library that you could put stuff you have the library that you have, the different organizations that department they didn't take on to the heavy stuff.

So that way other things can be worked on by default.

Staff. Yes, it's better we can do some.

I'm sorry. Yes, but we should do some branding training. Like training. Yes, before we go out. Yes, that'd be great. Absolutely.

Wear your polos.

Alright, let's look at #4, because we we're gonna hit our next discussion is gonna be committee work committees and that's gonna be an important discussion we have today.

So let's look at #4 operating with excellence.

I like the first one.

What did you say?

Maybe a little Vietnam, Burk.

Well, I mean, it's making it so that we successful that you mentioned Brandon other thing.

Yeah, like when you know what we do.

Yeah.

I just really love the good section plan. If we don't have them. As we continue to talk about carving out in Philadelphia roles, I think that'd be fun.

I mean, maybe the vision is still in order.

Knowledge but succession plan.

Ning, you can then talk about it. Is that someone else can fill it early.

Yeah, both of that.

And no one has to feel like they have to be on the board for 25 years and no one else can do the job.

Yeah, exactly.

We've been trained.

Someone else is that benefit?

Well, I think the other piece of that, I think I I don't know how long I've been on the Commission now, but we've had.

I think 3 different people for the foundations of service of staff members and every time we have a new staff member, it's like starting around 0.

Yeah, if it wasn't for Betty, I don't how we would get where we were about like, because she's the one person that's been here.

We had five different staff people since I've been here.

Yeah. So I think that succession planning would be key in our operating excellence.

So. So just to further that now, is there not documentation that gets attached to each the I don't make anything to buy. Why?

Someone Junior League, depending on committees or biology, you could have things that just from one year to the next. We pass that information on.

And so I'm wondering, do we have like the SFP we just have from when we make like?

As each term were kind of that worst that you can pass to each.

Your term.

Anybody else?

Like or training.

Yeah, yeah.

Like yes, I'm sorry.

Yes, like you can, but I will say though, speaking before its turnover, even if you have SOPs, changes in staff are just, yeah, it's such a bad and it's just difficult to like realign like.

Strategic planning.

How does this work?

How is my brain supposed to organize this information?

Or they're like, how are these relationships stopped?

But but I do think.

Disagree with what?

Having, you know, making sure we're doing our welcomes and timely manner and maybe there's some intentionality. You know, we do a branch. OK, a priority for us in this end it is better branches.

But what is that? I mean, what is our brand?

What are the colors that kind of stuff?

Are there templates and then the types of activities and staff support work into burns or anything?

It'll help staff also understand how.

Are there no? So there we go.

Well, there there aren't sops.

But when each committee does have is their routine plan and we haven't really focused on that very much this year because we're in the midst of doing the big three-year plan.

But you all remember those spreadsheets that have, you know, inputs.

You know who's responsible.

The outputs and the outcomes for each committee.

Has a very detailed list of things that they're supposed to be working on.

Again, we haven't really focused on it too much this year because of the looking at the next three years, but that every committee has one of those and that guides the work of the committee outside of outside of the state plan because there are things that need to.

Happen every year from the committees, regardless of what's in the state. Plan like the Board Development Committee every year.

Has to review the applications and make recommendations of who should build baking slots.

Right, that's a routine thing that's in their plan.

Yeah, I think what needs to be included in the succession planning is 'cause. I agree with any staff transition. There's gonna be a little bit of level setting.

I think it's a historical step of why we're doing things, yeah.

And in the way in which we're doing them because it makes it difficult to know, well, can we change this or is this just is this?

Does it have to be this way?

Because and so I think that I know with the foundation of service that's difficult because of the annual conference it's.

There's so much that goes into that historically that we want to make sure that we're aligning ourselves with what's supposed to be done.

But also bettering it where we can improving it.

So, but I do think that looking at our goals and what they are and then the different committee structures or team structures and what everyone is looking at attributing to that and how we are going to.

Formulate teams that are actually going to work on fulfilling specific goals and looking at those needs is really going to be helpful.

Yes, I think we're in a real pivotal time right now based on my experience and when all of the.

With the info we're getting from everyone, I think this is really helpful and your leading the discussions and having the discussions.

I think.

Well, we used to have.

A.

Mentoring, mentoring program that board development community.

Organized and monitored whenever new people came on.

Board and I I think that was pretty helpful.

I'm also, you know, it would be nice if we could go back to that.

And the other thing is maybe we should have a like a mentoring program for individual committees, so that if we have a new person comes to to join a committee and they really have no clue when they kind of go to a, you know.

A happy years worth of.

Zoom calls for for committee meetings and ask a lot of questions and it would be helpful if there was one person on that committee who could initial sit down with that library.

I mean, just kind of the detailed point, but I think that that might be in some cases, if I could say empty then there also is having these mentors around me.

Especially when I came in because I didn't know anything.

I didn't know about that volunteer.

They even exist to just be honest.

And so I think our our first conference or training session had that weekend.

I learned a lot and so I think it's happening, but it may not be happening in all of the

other meetings.

And so I think putting something to paper and.

Actually on the action plan, yeah.

I know that we do move forward, include our discussions for our state Service plan at this time for proposed outcomes, so that we can.

Well.

We have a quorum yet.

Not yet.

Not yet. But so before we break, I want to.

I want you to think about our next discussion and that is committees I wanna.

I wanna tell you this. The board development has six members.

Communication has six strategic partners, has nine foundation of the service, has seven grants.

Or two.

So we really need to have a good, robust discussion about how we're going to now.

Make teams or work on these goals.

So it is 1/4's Hill and let's let's take 15 minutes to get our lunch go the restroom. Say hello to each other.

Think about what we've just said.

Let's meet back here at 12:05 with your lunch.

Sound good, everybody online.

OK.

Here we go.

And I'm gonna stop recording while we take this short break together. Lunch.

I'm a.

Yeah, yeah.

Hello.

Actually trying to.