

Volunteer TN 8-8-25 Commission Meeting-20250808_120818-Meeting Recording

August 8, 2025, 5:08PM

1h 25m 29s

0:03

Let me go back to that.

I mean if they have any.

So he's wearing.

Yeah.

Call us back to order and please eat feel free.

I'm gonna be eating.

I'll try not to.

Eat my mouth full or speak my mouth full of any.

So the discussion that that we wanna have now is on team committee structure.

Presently on the board you see that we have 4 development communications and then strategic partnerships has merged with communications because we did not have a shared.

We got foundations of service and grants process and program oversight.

I've been thinking a lot about this and I've I've had this conversation with a few people.

One suggestion was made and that this is not.

Something I'm bringing forward to say this what we need to do and sharing an idea that came from someone who's not here today.

Keeping the the structure the way we have it but possibly.

Asking 2 members of each committee or team.

To serve on grants as needed.

Because it's such.

An important job to be on the grants committee with the amount of money that they're looking at and deciphering where to go and and the different application process and how to read through those applications and where that goes from there. But the idea was that we take 2 from communications board develop a strategic partnerships.

And foundations of service and those combined come into be the grants group as needed to look at the grants and and bring anything that needs to be voted to the

full Commission.

The other idea was that we everybody gets a coin and we put 4 quadrants on the floor and we toss the coins up and wherever your name lands and when whatever quadrant your name lands that's where you serve.

Now I know that's not what everybody wants because we all want to serve in different areas because of river skill we we feel our skill set is but we really do need to talk about number one do we want to keep it committee or.

Team structure.

Do we need to have a set number of people for each team committee?

Or do we want to say look I'm really interested in you know volunteers and how I can support that goal but I also want to work with you know maximizing our our brand or who we are as a Commission.

And developing commissioners and their skills so that that's the conversation that we want to have.

What are your ideas on the current structure?

What are your ideas on what it looks like now that we have these 4 goals?

That we devise these outcomes for and can the share.

Holders I know that communications in teaching partnerships came together but are they going to stay together or is it going to go back to the structure that I see here with too many patients in partnership families.

Yes.

Good question.

That's something for us to decide oh OK.

We're completely open.

We think that this is a really good time to start talking about restructuring.

Our teams our committees or whatever we want to call it.

I think one thing we had talked about earlier.

Maybe a year ago I don't know exactly when somebody can say anything I'm going by memory so please correct me if I'm wrong but I think one thing we discussed we did not come to any decision was.

That maybe we were going to.

Try to look at.

The different priorities that we set.

In the state plan framework.

And see if we could determine if certain of the teams fit some of those better than

others.

And so if they were instead of trying to have every team work on every goal all the time or there's some that were heavily weighted for to a certain team or not.

And if so do we want to try and team up.

And we didn't.

As I said I think we discussed it.

I don't think we ever decision about it.

We just talked about it but interestingly enough I feel as if we did that this is still inducted.

Same maybe right.

Like we just talked about we need to work on more development.

We need to work with communication and partnerships need to work on.

In the partitions.

So I feel like.

Deleting old.

If that's what we're coming to the problem?

But from the 2 ideas that you're beginning to Terry.

What spits the best with me at the moment is having my ad hoc committee member seconds we could say who represent each of their areas right?

So think of more like you represent your committee on the grants board.

Right so like you have someone from strategic partnerships communications company.

And maybe it could be if we think about like the board of succession mindset right.

So much that have to be care.

We had a lot of problems here people trying to be chairs.

Maybe we can give people potentially interested in being chairs to have that their leadership development part like.

Build step in for an ad hoc committee member on grants and this would be kind of like the the mint where the shadowing of like this is what a chair would do.

Chairman yeah.

Way the commissioner sent someone to represent them.

On this Commission.

You know maybe.

And if you do that I'll do that.

Yeah like you just step in to that.

That's logical.

Like that's a logical step yeah succession.

So you know you're doing this work because it's going to be deeply understanding how you can boil your roles and share background.

So kind of like a vice chair yeah.

And and you don't want to call it that you don't have to put a title like downtown 's commitment is a big word for stuff you know it's sure learning Lizzie don't.

Get me wrong thank you.

I just didn't want a quick pressure on.

You know when you put title something that may not fit well with people.

So whatever works for everybody.

Yeah I just wanted to add something we mentioned during the grant grant committee and we did.

And we didn't.

Talk about like the potential of people serving on health but there's a lot of work to be done during grant 's phase and it's an all year round process so it's not like folks can really.

That's one.

Just jump in.

Right so you know if there were to be an ad hoc members we wanna make sure that that's the problem we're facing right now is we even have members that don't show all the time and then we team vote and twice this year we've had to have both.

To the full Commission instead of being able to vote on them as a grant.

So you know whatever we do we have to make sure that it's inconsistent through both OK.

But there's when you're when you're on.

I mean the reason why.

And grants after being on board development for 8 years.

Anything else.

Was that I would be?

Ready for something new and I wanted to.

I wanted to to.

Do something that I really didn't know anything about but?

You know I'd really have to.

Yeah have to learn and.

You know up until that time I was always pretty kindness when we had the the full board on the the allocation of formula funding and all that.

I don't have that map of the actual background.

And you know So what happened then was that there were 22 members who had been on the board one-on-one time.

To reel the door on grant 's a really new grants really well and they left.

Both of them locked.

So I was kind of like the last bit of black woman standing OK sure.

I'll eat grants but what I'm trying to say is that if you know.

Like jumping in and out of grants.

Does it really work?

Because there's just a lot of knowledge and understanding that you have to acquire.

To be able to really make thoughtful decisions.

And so I would really advocate for as permanent as.

So thanks me when hearing ups are not hearing that knowledge.

It's a no disrespect I would.

Just whoever you put on the board next they want to have interest in grants because that that's me because it seems as if you asked before we sign up for committee.

Where we enter in bandits?

You know what I mean.

So like to me that would be a board development.

Next step is like whoever our next members are they need to be interested in where you're starting.

I still say.

Maybe because I mean frankly people are not on grants committee because that's not their interest.

So do you want someone who's on the grant committee who still probably.

Not interested in being on dragon meeting cause then everything on the show meeting you know like investing.

No you.

Are saying that I was not recommend to you is that you know if we're looking at for board development we're looking for new new members to come on is to look at the skill set and even those who have this coming in that may be appoint?

Looking at their skill set and and maybe letting.

The the parking.

Know that hey this skill set that goes before.

In line with.

Yes.

These outlines what what our needs are in that space and instead of pulling someone 'cause I I was thinking about it.

But I do love foundation service.

Just be honest but I I I can do the but it does require a lot of work so I do right now and it's I mean it takes up a lot of time especially if you want to do the job right and know that you're putting funds out.

And make sure all the things are happening there so.

I well I love the idea and having some fun with each committee be a part of the grants I've I've felt that they're gonna be the most time.

Lasey and then Katie has her hand up here so Lizzie.

Oh.

No I forgot I'm sorry.

Are you sure?

No it's all.

Good OK Katie.

 **Katie Goforth** 11:18

Yeah, my question was, and I think I just got an answer for some of it was on that grants committee.

Are those meetings in person or virtual?

 11:29

They're virtual.

Yeah.

All all of right now.

All of the committees are meeting virtually at least once a quarter.

 **Katie Goforth** 11:38

And then what about the Grants committee?

Does it meet only once 1/4?

It sounds like it meets more frequently than that.

11:48

We need punch a quarter unless there's something very impressive it happens that we need to have an extra discussion to declare the full board meeting we'll have another.

But the next schedule is my start.

KG

Katie Goforth 12:08

And and then you've spoken about the amount of work that's on that committee. Is there a way that potentially that work could be divided into some subcommittee so that that is alleviated a bit for people? Or is it something that I mean, right now you only had three?

But if you had more members on that committee.

Would it make sense to divide it into subcommittees of some nature?

12:45

I.

I mean I know we've talked about.

It's a big responsibility.

Grant 'cause that is where like the majority of our funding is.

But the truth is in terms of responsibility Jim does all the financial components on the back end.

And grant committee is a little bit more.

And so when folks say like oh I'm not sure like whether or not like they might not be interested in that's hard for me to believe because you're all here in the room.

For volunteer tests and the majority of what we do is.

You know support our programs and you know even on Terra 's program oversight it's not just grants process.

So you know the staff takes a lot of that meaning detail we need both to show up more for that big picture.

For process and.

I I guess that's why.

KG

Katie Goforth 13:39

OK.

Well, the well, sorry.

So it sounds like there wouldn't really be a need for subcommittee, but with just three people in committee, it turns out to be a lot.

Is that correct?

Would you say?

13:58

It's not even the workload is that people we don't have enough to vote on anything because people don't attend the meetings yeah.

KG

Katie Goforth 14:07

OK.

14:08

That.

KG

Katie Goforth 14:08

Well, when I was when I signed up to be on strategic partnerships, I was definitely interested in that committee, particularly because of my role as a Community development director. And but I'm retired now, so.

It doesn't.

I mean that aspect is kind of like something that I still get to experience a little bit, but it's not like my main job or focus.

So I would be willing to move over to grants.

14:39

Thank you.

KG

Katie Goforth 14:39

To be a false person.

14:40

That would be wonderful.

Thank you.

Umm.

Leslie could you describe what the responsibilities are like.

What is the process that goes?

Through transfer oriented line of.

I know but I've done like unity review review.

But what is the case that the board members do.

Yeah sorry sorry before you answer that Adam.

Sorry now that you have your mouth Adam.

Adam.

Had stand up earlier.

Oh I was gonna sorry about I was gonna ask that.

I think the value add that this kinda does take back up where you're doing.

The stabilizer gym put together several recommendations for us on various funding that we could do kind of the harder the possible if you will.

I think the value is where we ask questions and give their feedback and why did this program not reapply this year.

They're in this bucket this year so it's more or less the dialogue with the staff and it's coming with an inclusive mind I think.

On how did we arrive here and understanding the various proposals that they put together and then landing somewhere on a recommendation that didn't bring to this folder.

And something that we had in our action plan over the last couple years was that at least at least one person on grants.

Would volunteer to review the?

You know volunteer to review grants but it's time for for grant review cycle and and I would like really like to see everybody on that.

Because I think.

It it helps put the numbers into perspective in a lot of ways and.

You know you you develop an understanding of.

Why wow this sounds like a really great program?

But they're not answering the questions or they left a lot of material out or I can see that they were cutting and pasting from last year 's application and you end up having to give.

A.

I heard.

Program that has really great potential.

A low score and and so it helps.

It helps you understand when we're when we're looking at the spreadsheets and numbers it why why why why couldn't we find this.

And so I I I think.

You know it probably takes a year on the grants goes through the whole cycle to really understand what you know all the pieces and and I think it helps.

You be a better board member for when we have to take those folks.

What would the ideal number be for that committee?

45.

Yeah well I mean if you if you take the number of Commission members and there's roughly 35.

Ish.

Because counting the the appointed and the ex officio and there's 5 committees.

So if it were evenly distributed you'd have roughly 7 on each committee.

But that doesn't have to be completely evenly distributed.

But 3 is not 3 's not enough.

Really and especially.

Recently you know Adam was on leave and Lee wasn't able to make the last call.

So it was just Eileen.

And so it's it makes.

It it makes it kind of hard when you when you have less than about 4 or 5 on a committee.

Just the way the committee said have been awake because I mean you have to like.

What?

What comes to mind is data storytelling?

Can you?

Can people easily look at?

The data that's provided them.

And understand what's going on.

Because a lot of times.

It makes you a little like it gets frustrating.

And so I'm wondering if there's a better way to.

Presented or do you need to restructure or what it would be but like to make it more appealing to other people.

Even if you've never done this a day in your.

Life.

We can make it like data storytelling one-on-one.

This is how grants fit into the process and if you start to see from beginning to end 'cause I'm I very much love the behind the scenes thing I love being a part of the process and all that.

You then see how it matters and you then see how it actually fits into everything. And you can understand what you're looking at better.

I don't know what would be the thing about that or how you would change it but I'm wondering if that's part of it.

And I was gonna say Lizzie I'll speak for you I think that's probably a bit faster of like if you're not saying that grants underpin a water proportional what we do is not all. Of what we.

Do then that's a bit problematic?

But I I think again maybe it's the name.

That essential data what do I do at grant write.

We're not Eileen 's point.

We're not even scoring like we're where we viewing the fundamentals that's for sure.

Yes yes sorry but like we're we're reviewing the funding mix primarily that staff has developed and recommended in terms of what we can get through with our.

Funding and.

Again ask these questions and and try to kind of make what's best for all of the applicants that we can that is.

And we're not coming in with the funding either.

We're going on off with the channel and go together so the finances.

Are handled?

That I think.

No I think I know what just threw me off was because we also started with.

No we can't have ad hoc committees that require so much work.

It's Oban and it's like where your heart 's working and you're like actually doesn't require that much work.

Like we just need you.

So I think that's like where the confusion lies because we truly just said 2 different statements like I understand now like oh I'm not really.

Reviewing everyone grant and saying like they deserve it.

They don't deserve this.

Here's the metrics.

Here's that 'cause what I'm hearing is honestly it probably takes more work to do. Foundation of service when we do those awards and we have to read them and go through and look at the matrix like so to me I think hearing it explained on a different.

Level is what needs to be acknowledged.

Yeah.

So like now I understand.

Like he's not not minimizing the work that you're doing but it's not a full.

Time job to be on your feet.

And so and I think everyone who he does understand that grants is what keeps us around.

I think what we did not understand is the roles and responsibilities that she play have in that because when I read grants a share accountability develop ability to address market values I don't.

Zach I hear market values and I think stock market.

Things like my head.

Does that make sense?

So no disrespect to your committee I just fully didn't know what it was.

And then hearing that it takes a lot of work.

Count me out.

I think it's consistent.

That's going to give you the consistency you need to show up and do the job correct.

Very very one thing that I think.

I'm guessing yeah.

Just Kim posted that she's been running grant committees for years and she'd be happy to switch.

That's 205.

That's 2 I think the greatest or someone.

I don't know the grant 's committee.

See I don't even know what the job is either.

I know the word beares you too so but.

But I've just changed phase so I guess.

One moment please.

Is right now?

But you.

Ask the grants committee for someone staff Jim.

Asked.

Whoever asks everyone to review grants for the year like it's not the grant committee doing it all of us have been asked to support.

Grant and.

To do that and I.

Do think that that's a responsibility of all Mister?

Yes.

But along that line I would like a little guidance and training because I know that when I have done it.

As with any blueprint or whatever.

Some people doors are in some sport.

I know that's the reason for an average but so I think some idea kind of what it means to do one.

Would be?

Riding on it.

I've.

I've done a grant review.

Many times if I've been on deploy I have trouble with it.

And I think I always think of.

My main deck of my main.

No one is now with.

We had the same you know we had the same thing and you've got it and talk about what.

But whatever.

I guess that.

I was just gonna say I hate to do this to our committee but I would also be willing to move to the I've I've served on foundations of service since I've started with with.

Yeah I've had you.

And then conversation.

So we've got we've had 3 volunteers.

Thank you thank you thank you all.

Now we have 6 Marigold.

Right.

So now that's perfect.

We're good.

So the question to the group now is.

Do we want to keep these 5 team committees?

And work on our goals and see where we fit once the staff has brought these goals into their workspending session and put some outputs that are a little bit more that are measurable then do we want to come together as committee teams and say here's where we fit.

Here's our part or.

Do we want to assign each goal to a certain committee?

I'd like to have the sign in.

Level for easier.

So.

I think committee should be assigned on what they can impact so it may be that one committee is assigned to 2 goals another committee is assigned to one goal because that's what I so I think it's gonna be very difficult what that committee is doing and that's how.

It should be assigned so.

I don't think it would just necessarily be one goal but it's what where can your families impact that.

That full for the Service plan.

Just not necessarily that we're doing in the mall.

Some of us may because.

Work.

Of what.

Your work is.

But it's.

Probably foundations of service.

Yeah you're tailoring it to what makes sense 'cause I think right now the way we've done it historically is you're doing a goal for all of them and I know with foundation service we've even struggled with some of them because it's like what do we really partake in.

This.

So I think that will help streamline that.

Another thought is with a focus on the things that volunteer Tennessee actually does we have all working on those things.

True but but the way the strategic plan is coming together you know there's a focus on the problem here.

It's organizations partnerships awareness and internal capacity which is 4.
It's.

There that's almost like.

Azure awareness.

Strategic partnerships as your organizations foundations could be the basis of that like a member of the team.

And you can find more in France 's internal capacity and you just realign them so that they directly mirror those focuses those entities could focus on those particular pieces if the collective events but then we come together around.

This post collective events to be polite OK so you know we we talked about how like the volunteer piece with GDSA and the partnership that the messaging part of that and.

Then the.

Interact capacity to get to deliver on that.

In some ways I think it it it might be worthwhile to consider restructuring these so that they directly line up with those focus areas.

I just just so that they're like.

One for me.

The first thing was coming in here and was like we want to be on the foundation to service committee or communications and you could also ask them to send you know are are you interested in working on the volunteer experience.

It'd be hard for experience.

Like what.

What it's like to get into the why are you interested in how the organization sets the order these members are then?

Are you interested in storytelling and like the messaging or even interested in the past ability or like?

The conditions.

So Kim says please assign please assign goals to committees when a goal belongs to everyone it belongs to no one.

Just thinking you guys have a wonder.

So I like what Jason said because I think if we assign or we decide which goal goes with which team or committee whatever we decide to use then as we go through the outputs it may be that different teams.

Work on those outputs together or or separately.

I mean that's how we've always done it like communications will look at different phases and different outfits to say that's a communication.

Phases but OK brilliant.

And then that then leads to then we focus on so we have a 2 year plan per year whatever per year say extension per year but yearly we go back and reassess for like one year.

Supporting a robust network volunteers and service learning could be foundation of service and then we do our work and get out of the way for year to another committee can now come in and do their play.

On what they need to do and just passing the baton year by year or it could be all 3 years.

It ends up being the foundation of service.

What that looks like but I think that also might be easier than just knowing that yearly because we should be looking at our plan yearly?

We could change who committee yeah but the goal is to complete your work your output.

Yes so you're creating the goal.

With this fiscal year yes.

I don't know if that.

That I think that's.

I mean I know I've been on communication since I've joined the Commission and when we do that big spreadsheet you know the CC is is throughout because it is communicating what's going on within our organization and that that that's grants that's the G.

Yes the conference that's you know everything that goes on so.

That that makes sense.

And I think Jason can you already send me see how they fit together right.

Yeah I think what.

I was saying was just like is tweaking these so they mirrored the new structure.

Uh-huh.

And then the goals that are aligned would be the ones that line up with them and

then you know we have.

A.

A distinct focus on like.

Like are you working on the members with all organizations that might also create opportunity wherever some might spend the year.

Visualization.

On like maybe focused on volunteers and they when when working so so the.

The the the.

Outputs that they'd be working on would be the ones for their GPSA that's oriented around volunteers but in the next year they could move over to the.

Group that's focused.

On organization and they would again have the opportunity to work on udsa but they would be working on the output side.

Partnership orientation capacity.

Now how much on my.

Basically I'm I'm advocating for a minor reconciliation of these committees.

Basically we just lose Wi-Fi finding board development in like internal committee and then naming them based on the structure of the state plan and then the outcome.

That is the responsible outcome is the one that corresponds to the committee that you're on.

And then looking at the outputs you would just be looking at.

At the activities of the staff.

And then we.

Will be doing that the outputs that corresponds to the focus of your?

So you know communications will be aware of Sprite like I.

Now it sorry.

This time.

It was Betty hard talking over each other.

I was.

I was just gonna respond but he's.

Go ahead.

But I questioned whether board development in red.

I mean they're internal but they're very different.

And so it's like oh do we need 10 people on a committee for 5 of them talking about this and 5 of them talking about this.

So then that's gonna be like oh these are internal structure that we're just gonna make them 2 subcommittees or do we wanna just keep them separate.

Given that we're 3 people who volunteered.

Right there and that people on.

Grant if we if we merge with core development which then will be the biggest community.

As well.

Well then also it's like it.

Takes doubling.

I'm guessing but I see board developments and how many ones.

And so I'd like you wanna also do we wanna take one grant too.

I don't know.

I mean to.

Me it just sounds like all of a sudden it's like Oh yeah I agreed to move to this.

Why?

Committee but now I'm gonna go.

I'm ready.

Chair I mean we've been working like each chair the community has been working to realign what our committee does anyway.

So I actually.

Don't think that there's going to be a problem.

Japanese proposed outcomes aligned to the committee because that's we started from this year like we we revamped the way we were thinking.

So I don't there needs to be a change on committee maybe with the descriptions of those are really helpful.

That was what we talked about chance just like we need to figure out what our description is and what our role is and what our lane is and stay in our lanes that could be a change that we make and I think once we make that change in.

She talked about that.

Change.

The description of our committee.

They then will align with these proposed outcomes that we have.

And there won't need to be a big change that needs to be made.

It's just we need to articulate better what we actually do so we can know what's going to stay in.

So it sounds like what I'm hearing and we're getting confirmation with the online folks as well that we are going.

To.

Make sure that one goal is assigned or the focus of of one committee.

And that as with doing that that community is going to be looking at the outputs and and all of us will look at all outputs and see where we fit as a community separately our team.

I don't know what we're going to use.

Are we sold the teams?

Are we sold the committees I've heard?

We definitely don't know yeah.

I so yeah just like community for now and OK so with the committee work is going on right now if you can begin to look at those goals and see if you do feel like your committee aligns with the goal that we talked about today.

Good they're working on the description the mission would be something your committee should talk about.

And number 2 and number 3 or 4 whatever it got there.

Start talking about.

A.

Not a vice chair but a chair in training or a leadership.

A chair length or the Co leader.

And strategic partnerships.

We're going to have to work definitely with the board development to figure out where that goes and find a chair because it is.

It's I I.

Can't imagine how Nathan 's navigating strategic partnerships and communications with all that's.

With the roadshow.

And.

The partnerships and everything that's going on there.

So I think that needs to be the focus of the committees.

The vehicle chair or chair like you could actually have both where you have Co chairs an opportunity did you have a chair left for anybody for the next yeah.

First American people want that that repairs.

So we could repeat it this way right.

We're just gonna change the description.

Definitely I.

I think that's what we're saying.

Am I right.

Yes.

OK good.

We're done.

One more thing I was gonna say was to avoid Eileen 's situation in the future if it does seem like it's imbalanced it might be worth just having this like rebalancing conversation so that we don't even get started with our schedule.

Like we just hold off right somebody.

Do it yeah?

And again having good conversations about what those responsibilities are like well that's that's correct.

Yes.

I.

I I just want to say thank you.

I know that we did not reach our point today.

We still don't have a quorum but there are times when.

Raindrops can be turned in places and I think that our conversation here today has just been critical and important.

I really do because we've needed to talk about state plan.

We needed to talk about our goals.

We needed to talk about committee structure and a lot of times we.

Be done that time.

So I I'm thankful that we've had this time today and we've come to some resolutions.

We have 3 new committee members for the grant.

Yes committee.

So which is ingrandible they'll go over their names.

On that.

I don't know what it's written out and Kim Kim dray.

And we had Katie go.

And Kim.

Just to get.

Also the person was Katie.

Go for it.

Yeah and what we're also going to do is we want to go over the grant information so that we have that information.

Oh.

It looks like that we'll have to vote on this at a different time but.

Jim would like to review that lean OK.

Yeah over there with us and before we go did you have something you wanted to ask.

This is me just saying it's not just grants committee that can that can work on their definite like was it articles that we do because in foundation service we have a new member and they asked me and I said I absolutely have no idea what we're doing on. Chair like I don't don't know how we got here with historical background on it so that is like.

A at least for my committee we got to work on that.

I think every committee should be doing that now a lot of our new focus those 4 focus areas we're kind.

Yeah.

In a different.

Of moving in every direction yeah.

Yes.

So just know that after that we're not a grant attack.

I don't know what we do either 4 committees.

So underneath.

Now.

There's No 5.

There are.

Minutes.

There's 5 there're 5.

Yeah we still have our grants committee.

OK.

We just don't have a chair for strategic partnership.

Got it.

Well that's the next step.

Gotcha and there there will be time at the retreat in November for each committee to like have committee meet break out meetings to talk about.

Like what's the revised mission.

Going into the next 3 year period so there's there's time to talk about that and of course committees can start that discussion now as you're having your quarterly Commission committee meetings but there will be time at the retreat to have those discussions as well.

Excellent.

So Lizzie and I will will organize a grants committee meeting off schedule to do kind of an orientation so so that it.

Should?

Really generate folks that said they were joining grants.

Been asked all the questions they want.

You can figure out where we're.

Talking about it and and I really I wanna give a kudos to ilink.

Not.

Only does she is she chair of the grants committee is trying to do all this with the grants but she's also the friends of volunteer chair.

So she's you've been a super woman thank you.

Oh and and another thing talking about succession plans.

You know we might want to.

Build in a succession plan through the chairs of the committees.

There hasn't been one way we each committee or are we talking about we're developing doing that.

Probably the committee and then we work with more development to tell them what it is that we're moving when they're.

Let me get.

In the committing.

OK.

So you're hiring.

OK.

So the committee definitely has some tasks at hand and we we have got to find a chair for strategic partnerships because they've got some tasks hands.

Oh I've got.

To ask you to volunteer for.

Yeah we can.

You'd be awesome.

No no that's what I was just asking.

That's what I'm asking about the the separation because I want to make sure each group has the staff support OK and if they're if they're breaking up with the communications and strategic partnerships before we leave I'd just like to know if we approve I.

Can support so?

No it happened next.

We have not made an official breakup.

And I think probably it's important that we have that staff person on board.

So we we've got to strategize and talk more about that.

You.

Know and and hopefully.

And hope I'm.

Like free floater right now that's honest.

Step one is we got to get a chair for the for the committee.

Thank you.

That committee I mean they can't can't be a break up until there's someone here.

Yeah well.

Destiny twist an arm.

Click one and twist.

Well The thing is that a lot of the people represent part.

Yeah that's.

It is a bit of a challenge yes.

Of the cause Kim and Katie have gone on to grass.

Well I'll tell you the reason I intentionally stepped back from.

This year 's program.

Refunded refunded you're not gonna tell me twice.

I'm.

Gonna say don't care about.

It OK.

OK.

I I.

Think that we ought to.

7 that's the story for next day.

I think that table that I don't believe by the feeling comfortable 'cause there's a little

pressure when it comes to chairship.

Actually not real.

So but but we'll we'll we'll work on this together as as a group and let's move on and if Eileen if you could.

Yeah.

We need to which OK.

Here we go right over here.

We're looking at the AmeriCorps state competitive funding chart.

Are you?

Would you like for Jim to get started on this?

Absolutely.

Yeah yeah yeah yeah so.

Sorry it's a bit small.

It it's.

Folks online it's it's on that that Commission resource web page.

And if you hold on just a second I'll put the.

Exact link into the chat.

It just may be easier to look at it on your screen rather than the small version that's being projected.

And that's probably about as big as I can get it and still have all the information on bottom line is when the Commission met in May.

The you know I mentioned the national competitive process earlier.

We did not have the results of the national competitive process.

There were 13 of volunteer Tennessee 's.

Exist well existing being that they were previously funded programs now a lot of these programs have been terminated by the American agency before the funding process but 13 existing programs were sent to the competitive process.

The far right.

The ones that are shaded in Gray were not offered competitive funding so you can see it was a majority of the programs weren't offered anything at all.

City year was offered full funding Tennessee 's community is at the top number 2

Tennessee 's community assistance corporation number 12.

They were offered essentially full funding.

It's a couple \$100.00 difference from what they requested but still essentially full funding.

Martha O'Brien center was offered full funding but they are one of the programs as we mentioned earlier decided to close their miracle program and no longer.

Operate in a miracle record.

So they have declined that funding.

Memphis teacher residency is the program I mentioned earlier that was approved for full funding but the funds have not been released yet.

So they're in that weird status that we're trying to figure out some other way to help them relay Graduate School of education was also offered.

Full funding at 20:00 \$5000.00 but they.

Asked if they could stay in the formula portfolio.

Teatspere America Memphis was not offered any money but they were offered all the members that they requested.

And what that means from a program perspective is that the program has to come up with the money to support the program.

From non federal sources.

So they also asked if they could decline the competitive offer and stay in the formula.

But and that's on the chart we'll show you in just a second.

So that's the results of the competitive process.

Overall it was.

It was a good year for Tennessee in terms of the competitive process because.

There were 6 programs that were offered competitive funding.

Well one of them had \$0.00 with it but still so it was pretty good but only.

2 are operational right now.

And the 3rd is waiting to get resolved.

The other 2 are in the formal.

So any questions about that.

I just real quick want to say I think that reflects people 's comfort with working with volunteer Tennessee as opposed to directly with agency.

Yeah.

We lost both our mayor port Vista and Saint Nashville grant.

And.

The last time we had heard.

Was when they said send people home you know turn on then this few weeks ago when the grants were support they were like cool your grants are back?

Do you want to bring your people back?

Keep doing this that between that and that that don't even talk to volunteer.

Tennessee has been a consistent communication partners throughout this.

I'm thankful to be funded and I'm thankful.

Volunteers I just don't have the time to ask.

No.

Not that agency itself just one they're able to.

Thank you Jason yeah thank you.

Yeah if I could say something in response to that I know it's taken a lot of work from not only the AmeriCorps directors but also our staff to be able to do what you all have been able to do and again.

We all just thank you I mean.

Yeah it.

Just.

It.

Bothers me I feel very helpless.

I've done my job.

But anyway thank you all for all of your work and everything.

I know it takes a lot.

So that's the national competitive process.

Typically this is where we would do the conflict of interest but I think because.

There's not a quorum you all aren't gonna be able to vote so.

I I think we can.

We can skip the conflict of interest.

But if you had a conflict I'll just ask that you not say anything during the next part to not colored any future decisions.

But.

But as we move into this part which is the fun part as you can tell by all the colors.

Even though there's not a quorum if anybody has any qualms or concerns about any of this they should.

As long as you don't have a conflict make that known so that the executive committee can take that into consideration when it needs to make the official vote because that that essentially is what will have to happen.

The executive committee will have to act on behalf of the full Commission because there's not a quorum today.

Can you just give an explanation on why something could be considered high maybe

low risk?

Yes so.

So this is the risk assessment that neelam got to us it and neelam actually is out of town is not able to be here but she's she's our compliance director as she does the pre reward risk assessment.

And so.

We ask each new applicant for.

Somebody 's joining us.

We we ask each.

Applicant.

To submit a variety of financial information.

So if they're audited their most recent audit their most recent.

Tax returns.

A couple other things and then neelam reviews all of that.

And she she does.

She completes this rubric.

The rubric itself is fairly simple.

I think there's like 7 or 8 different questions but they cover a lot of ground.

So based on the information that they submit to neelam.

Neelam gives a score for each of these things on the rubric and so and it based on the number of AES B 's or C 's they get it produces.

The.

Low medium or high so each individual will have just one of those.

I just want to like there's 6 sections you know like one of them is granted policies and procedures the other one assists.

And we're looking at that to determine if someone 's considered high risk low risk.

Yeah well it's it's the combination of all of the responses that then determine.

I just yeah where they are.

Let me specify I just want to everyone to see like including myself exactly what it is that makes you what.

What are those group breaks areas so we can know like just because it's a bad program you're asking for a billion dollars you know?

So you're Christian.

But we know it's different.

So just to see that is helpful.

Yeah yeah it it is more of a.

It's more of a financial and internal operations assessment than an assessment of the closed application.

If I may from what we've looked at before it's our risk of doing business with this grant team right and what may come back from us or what we might have to ask them and work through different audits so yeah?

And so just because.

A potential grant to the sub recipient has a medium or high risk.

Doesn't mean that.

They're gonna be a bad investment.

It just means that.

This Commission has to be in the staff have to be careful.

If when we're granting out money to the high and the medium?

And even though I mean the low risk too I mean a low risk program with one change in a financial director can become a high risk.

So and we monitor all of the programs.

We do an annual.

This is for brand new applicants you've never received funding for us.

On an annual basis we also then do an annual risk assessment that helps us determine which programs we should monitor and the priority for how we monitor those programs and every program regardless of whether it's high medium low well high gets monitored multiple years in a row but.

If they're low they get monitored?

At least once every 3 years.

So we're looking at every program at least once every 3 years regardless of what their their risk score is.

I would just say that's pretty standard.

I would say across state departments as well so.

Yeah yeah.

OK.

So I'm actually gonna rather than trying to.

Navigate this PDF I'm going to.

Instead.

Use the spreadsheet because I can freeze panes and move around a little bit.

Although it's too big still.

Oops that's too small.

Eileen did you want me to talk more about this or are you just wanna jump in.

No I need to.

Have you do it too OK?

OK so.

It's still a little bit I'm afraid if I make it smaller it'll be too hard to see but I will make it smaller just for a second.

The and for the folks online.

The link in the chat is the link to the PDF of of the XL version that we're looking at right now.

These columns that are in kind of the salmon Y color that's the information that was presented to the Commission back in may.

And for those of you who were at that meeting you might remember there was so much uncertainty.

We didn't have our formula allocation we didn't have the competitive results.

We didn't know whether or not AmeriCorps was even gonna let us.

As a state Commission let the Commission refund the programs that have been terminated.

We just didn't know much.

So what.

The Commission voted on instead of specific funding levels although there are numbers in this chart.

What the Commission voted to approve was a funding strategy that prioritized funding?

Existing sub recipients and again that includes even those that were terminated.

Because we were told that we could bring them back prioritizing funding existing sub recipients to the best of the ability that we could with the amount of funds that we ended up having.

So.

But what was proposed back in may at the time based on we thought that all of those competitive applications all 12 of those that were on the previous chart we weren't sure we thought that maybe all of those would have to go into the formula. And so they're all listed on this chart.

But that meant that there was gonna be.

A.

36 and a half percent reduction across the board just to be able to maintain programs and so that's what was presented back in may.

So the formula submission deadline was June 13th.

And.

Right before that deadline.

Line we got the formula allocation.

Umm.

But we still did not have the competitive results.

No I'm sorry.

Let me.

Check the I think that's right I think that's I'm already one of your top points.

I do.

Sorry I need the talking points.

Yeah so I I wanna make sure I give you the dates right.

Yeah so we we received the formula allocation on may the 22nd.

Which was after the the may second meeting?

But we didn't get the competitive announcement until after the deadline.

To submit the formula.

So we knew how much formula money we had.

We just didn't know which of those programs that were on that other chart.

We're gonna get competitive funding so staff.

Took the formula that we knew we had including the carryover of the 640,000 at the time we didn't include the 1,000,000 and I'll talk about that in a second and that meant that there were still gonna be across the board cuts.

But when we went to programs.

And said here's what we can fund you at given our current understanding of how much money we have.

A couple programs in addition to the Martha O'Brien center decided not to continue.

And so at that time city of Memphis.

Martha Brian as I mentioned and actually Tennessee 's community assistance corporation Paul said that they were going to close their doors.

That was bad news but it did free up funds to be able to provide funding for.

For the remaining programs.

With only an additional.

5 almost 6% cut from what was approved in may.

So still cuts but not not as bad.

So that's what got submitted June 13th.

After June 13th we got the competitive results.

Tennessee's community assistance corporation decided that they would take the competitive funding rather than close their doors so.

They're now in the competitive portfolio so we don't have to worry about them in formula.

So what actually then we did after we got the competitive is what's in this.

Last set of columns here.

So.

The the 3 that either are closing their doors or were funded competitively.

Are at the top and so they're but we don't need to worry about them in this chart?

But essentially.

Essentially it meant that we could fully fund every program at what they originally requested or their budget that they submitted back in June.

So.

Everybody got what they want what they requested.

With the exception again of Memphis teacher residency.

They're they're on both charts because again we're trying to figure out a way to get formula money to them but it's not.

It's not a straight path and we haven't figured out yet.

And we're waiting for for some information from the mayor or agency on how to make it work.

We think we can make it work.

We just don't know if we can and if we can how to do it.

But we're trying.

So they're they're actually included on this chart.

The couple that are so everything in green.

Is an increase from what was submitted in June and again just about everybody is fully funded at what they originally requested at the beginning of the funding cycle?

There's an exception to that which is sorry the the name is off the side but.

It's the kunz Powell resource conservation and development council.

In June when we had less money they decided they were going to focus on a single program component they previously were doing about 3 different things.

And they said we're just going to focus on one well we came back to them and

offered more money.

They said no we're just going to stay on this one thing.

We're not going to do the other things we're just going to stay focused on this one thing.

So that's why their numbers are don't have any shading is because it's what.

They wanted in June but it's what they wanted in August and so they're they're where they are the other ones that are in yellow those are their requests to either accept.

Typically it was.

Fewer members than what they originally requested in June because of circumstances of all the craziness that's going on but it's what they requested it's not. We didn't say you can't have this money because we actually ended up having a surplus of about 230 \$2000.00 in formula money.

That we could have given them more if they wanted it.

Now the other thing about this and it leads into the discussion earlier about the the risk assessments.

It did leave enough money to fully fund one of the brand new applicants the amount that was leftover wasn't really enough to fully fund the next one down and since.

It's been such a crazy year the staff recommendation is to not try and give that program partial money.

And just because we can use that money later.

But it does allow for funding the Chattanooga chamber foundation.

So that's all the the moving around shifting of funding and and where we ended up where we ended up.

For most of the programs was good because they were fully funded.

It was not good in the in the sense that 2 programs decided to close their doors.

And not do a miracle anymore.

And it's also not good in the sense of Memphis teacher residency is still out there hanging.

In.

We don't know when their competitive funding will get approved if it will get approved at all.

So this was the recommendation that that was gonna go before you all for a vote today.

I don't have any questions about that.

They can understand.

Why you're having a hard time sleeping?

So Jeff there's this sad situation.

No OK no no so so and and thank you for bring that up one of the challenges for Memphis teacher residency is.

We.

We these are grant numbers the 2023 FH and 22 FXH are just grant numbers and we their the formula money gets dispersed in the different federal grants.

Because we have cost reimbursement and fixed amount grants and I'm not gonna go into that but they require different grant numbers.

Um.

The 22 FXH actually expires at the end of this month.

We requested a no cost extension about 2 months ago and it hasn't been awarded yet.

There's money left in that grant and it's actually more than 1,000,000 but 1,000,000 is what Memphis teacher residency requested.

If we can get that no cost extension?

We can potentially then put Memphis teacher residency under that grant and use that leftover money to fully fund them.

But the no cost extension has to be done first and then we would have to move them over to that grant.

If we can't use that \$1,000,000.00?

Then we've talked with Memphis teacher residency about that this and they would like us to at the same time and we're pursuing these in parallel tracks.

Take.

This leftover 230 2000 and at least give them that.

So that's that's what we're working on right now internally with staff is trying to figure out those 2 options.

While not yet giving up on the competitive funding until we absolutely have to because at some point we'll have to say you know we're gonna have to submit the grant on the electronic system and then that will.

Cause an award to be issued and you can't get money from the competitive.

And the formula for the same program.

So they have to be in one or the other.

They can't be in both.

And that's what will keep them from getting.

The amount of money that you are supposed to allocate to China and pitching for the foundation.

No no no.

That that wouldn't take any money away from any of these programs that are currently on the chart.

Oh I'm sorry.

So let me reassign this so we're giving.

We're proposing that we would give money to Chattanooga chamber foundation the money that we're proposing to give to them.

Could it be an option to give to submit this teacher residency instead?

It it could.

It's it still would only be about half of what they requested yeah I mean.

Oh I hear you but I think half is better than none if we come down to the right.

That's what I'm asking like.

Is that you?

Tell me what.

That was it considered or what that thought process was that wasn't in the room.

I'm well yeah well because we didn't get we didn't get the competitive announcement until after we had already submitted.

The stuff in June and.

Well we got the competitive announcement and we thought that they were gonna get competitive funding.

And because we thought they were going to get competitive funding we then staff out again based on.

And we've already allocated that money together.

We'd already.

We'd already allocated.

We've already got the contract signed with them and in place so it was by the time we figured out that the competitive money wasn't being released.

I got it.

It was too late to.

To.

Yeah that we had already given it to.

Yeah yeah well and and again it was it was.

There was so much stuff happening all like so many different things coming out of us all at once.

But we were trying to make sure.

Again one was to do our best to implement the Commission 's vote in may.

To preserve existing programs and and we were able to do that we thought based on what we knew at the time which again you know essentially everybody got what they wanted.

Now that makes sense.

I just want I wasn't at the meeting so I didn't catch it.

Yeah yeah yeah.

So it's it's I mean.

Technically it's probably not too late.

It's we could potentially cancel that contract with Chattanooga chamber foundation but I think it ethically it would not be a good thing to do et cetera.

Yeah you've already told me.

Yeah I thought.

They didn't even know I thought we were saying like Oh yeah no.

Well we we had to initiate all this fairly quickly because the again the program start date was August first right.

And we were already into July when we were trying to get all this straightened out and so they had to.

You know we had to get them to get their application ready to go and we had to do contracts on kind of a compressed time frame so.

So yeah.

All this is done.

Well what the Commission would be voting on would be to approve what the staff did based on the directions from the may meeting.

And there if I could maybe clarify there I don't that was the last meeting one before but there was a proposal that after we talked about it we adjusted it and did something different.

Than what either the grant committee or someone else.

The staff or something that we tweaked and said instead of doing it this way let's do it this way.

And so we can look at this and decide like if that hadn't been given.

Yes.

Already they hadn't been notified that question could have been Oh well let's move this.

Or can we do.

This and and that typically would be what would have been done in may right.

And that that has happened in the past where the grants committee recommends something and the board.

During the full Commission meeting someone says well what about this.

And then the Commission says Oh well that's a good point.

Let's tweak it a little bit but we just didn't.

There was so much unknown in may that it was.

You know.

We could change things.

Even though.

Out I guess that's my question.

No no no.

Well again it's I I think technically.

We potentially cancel that contract with the Chattanooga chamber foundation but again I think it's probably not.

So it's really just.

We're just Rover stamping OK.

Actually it.

Well I mean it is.

But if the money had come in we would have already had the opportunity to discuss it and choose.

It's just this situation.

I I get it.

So that's why I'm confused of why we still have to vote on it because it's been done that's actually.

Yeah they're now going back.

I mean we could.

We could but it wouldn't be a good block.

Yeah well just in general I prefer that the Commission.

Sanction what.

The staff has done even though we've done it based on your direction.

That's my preference.

Is that you then?

Ratify you.

Ratify what's been done so that there's no question that that the Commission is OK with the staff.

With what the staff have done and if you tell me to go back and cancel this contract we'll find a way to do it.

But you can't because you're not.

You can't.

By the time you're one.

Again I think it would not be a good thing to do to try to cancel that contract right now.

No.

Not right now but I'm the area that we're in right now.

No right right now that would be my.

So there's one thing I was going to say.

We didn't look at the timeline.

Yeah we haven't any questions about this.

That did not help.

See.

If I can figure out how to?

Show the timer.

Let's see.

Very focused.

Trigger.

The last it's the last.

So the last thing that was to be voted on today is approval of the next funding process timeline which also has question marks.

You know we don't know what the total federal money is going to be last year was about 440 4,000,000.

Again we don't know what the status of Memphis teacher residency is going to be. We don't know what the next year 's formula allocation is going to be 3.8 is what it was for the current year.

But in general this document sets out which programs the Commission wants to send to the competitive process.

And that's all the stuff up here and I'm not going to read all of it but essentially.

The 2 programs that were on the chart that have their money.

City year and teacher sorry not teacher.

Tennessee 's community assistance corporation.

They actually are entering.

They're in their 3rd year and so they'll have to re compete in the next funding process.

And staff recommend that they do that.

We've got one program that's an existing formula program that will be in its 3rd year and so it has to recompute anyway and that's when we typically send programs to the national competitive process when.

They're at the end of their 3 year formula grant all the other programs would be continuation formula.

Again with the exception of Memphis teacher residency we don't know what status they're gonna be in but they'll either be a competitive continuation or formula continuation if we can get the money to them.

And then the the timeline was based on last year 's dates and last year we received the federal notice of funding opportunity on August the 6th.

We didn't receive it on the 6th and as far as I know we haven't received it yet today.

But as long as we receive that notice of funding opportunity and application instructions within the next couple weeks we could still publish the Tennessee notice.

On September 11th and then maintain the other dates but if we don't get it within the next 2 weeks or so we would need to adjust this and present you with a revised timeline at the November retreat.

Anyway the rest of it is just dates for the various parts of the the funding process.

Any comments questions concerns?

I would love to just go ahead and see a revised version just in the limit that we're in right now just like even have one repair like what is that.

Yeah.

And why does that.

I mean why it's better.

I know why it matters but why does it matter.

Because you want to tell us that that's the entire board.

So everyone 's gonna say they have.

Yeah well so the the federal notice of funding opportunity sets out the deadlines for when Tennessee has to submit its competitive applications.

And so we don't know what that's going to be last year it was.

It was January 23rd and so we have to build our state level process based on that due date and work backwards in terms of when is the first draft due when is the second draft due when's the final draft due works backwards from that date.

But we don't know what that is yet.

And without the notice.

It would just be a complete guess.

But but our guess is it's probably going to be close to what it was last year their date.

We just don't know when we're going to get the notice.

And then the same with the formula process.

We we work backwards from.

Let's see.

The package forwarded this year it was actually it was due June 13th.

But.

We didn't know what the due date was.

When we did last year 's timeline we just figured it was gonna be sometime may or June?

So and the same thing.

We work backwards from when we when we have to submit the formula application.

Our portfolio and we work backwards from there to include the deadlines for the the formula submission the review process all of that stuff you know time for the

Commission to to vote on it.

All gets included in there.

So we we could draft up a an alternate version.

But without knowing those due dates it would be.

It would be it would be.

That would be pretty hard to.

I'm here as a timeline not only impact staff but impacts the board.

You have to vote on it and the grantees because they need to know what to get.

Your documents in this world.

Yeah yeah.

And again as long as we get that notice in the application instructions within the next couple weeks we can still maintain this timeline.

Really with you know releasing the Tennessee notice on September 11th.

But really the first deadline for applicant based on last year 's dates was around late

nove late October October 23rd ish was when the first draft of the competitive applications were due to volunteer Tennessee.

And then staff review them provide feedback they make changes.

We review them again because again we can do that for the competitive process because that decision is made by the American agency we can't provide that kind of feedback to a formula applicant and say here's how you can improve your application 'cause that would be in there but.

Since this body.

Making that competitive decision we can give them feedback and we actually give them a couple rounds of feedback to try and make their applications to the national process as strong as possible.

In the likelihood for answers sorry if.

You want me.

To read 10 it's not gonna mess up the granting a way of like oh it's normally October 23rd we're gonna tell you today in September right.

Like it would just be in a better the timeline adjustment would be.

Yeah.

Actually we went forward this timeline we promoted it.

That's what we're gonna do.

We published that.

Well.

I don't because last year that that that January 23rd due date when when Tennessee had to submit to that was later than it was the year before the year before it was in it was in February.

OK.

And so all of this all of this stuff last in the previous year had to be earlier.

So if they move their deadline.

Earlier all of this stuff will then also have to be earlier.

I was just hoping that they would later put down.

So your question.

Yeah I.

I just thought maybe one thing in life we all work together together.

LON.

I don't.

I don't get later because the field of the Saint commissions have practically begun for

years to move that date back because it was last year it was due January.

Not last year but the year before it was due January the second.

Yeah no it's not good.

So I I doubt it'll get moved much further back.

It could potentially get moved earlier but given kind of the uncertainty within the Mari corps agency itself.

I doubt that they'll want to make it earlier.

Never.

Thank you Arlene thank you chair.

You gian.

Thank you chair both.

Thank you.

Did we get any requests for public comment?

No requests all right.

Do you are there any questions concerns thoughts before we move to our last item on the agenda?

So I'll make sure everybody has an opportunity.

Please remember and mark your calendars for November 6th and 7th.

We have a fabulous retreat.

More details to come and I want to call on Jim to.

Finish.

With our evaluations.

Draft forms.

Sure I'll send out the evaluation link to everybody as follow up but the QR code is on the screen if you want to scan it and do it right now.

I will also send out an electronic copy.

Of the travel form but you have a you have a hard copy in front of you.

So the key thing if you wanna do it right now the key thing is that you build in.

You'll do 22 lines I don't think anybody came in and stayed overnight.

So you'll do one for this morning when you came in to this building.

And so but the bit both lines will have the same day.

It'll be today's date.

It'll just be the time you left.

Wherever it was you left to come here and that you arrived here then the next line will be leaving here and going back to wherever you're going from.

Don't worry about putting in the mile.
We'll calculate the miles for for you.
But put that where you where you came from.
Arrive here or leaving here arriving going wherever you go.
Below that if you'll put in your name the last 4 of your social not the entire thing and.
Your mailing address.
Then if you will sign and date it and that's it.
If you're gonna do it right now you can do all those things?
I'll send you an electronic version you'll need to do the same things for the electronic version but you can do that at your leisure.
Oh yeah and if anybody wants to donate their travel rather than get reimbursed for it do the same thing.
But underneath where it says volunteer Tennessee Commission meeting you just write in kind donation.
We'll calculate the value of that and then it can count towards your giving you know in terms of when we're looking at the commissioner give to volunteer Tennessee or friends of volunteer Tennessee that'll count.
Along that line we're really asking that every commissioner try to give something to volunteer Tennessee.
Now this is kind of an easy way to do it.
OK I want to thank you all again.
I appreciate your time and I appreciate your input online as well.
Thank you for giving us your time today.
Do I have a motion to adjourn?
I'll make a motion.
Do I second?
We.
Second we do not have to vote.
Thank you.
Who who made the second?




Evon Wood 1:23:26


Thank you.



1:23:27

Thanks everyone online.
Go to our employees arrive.
What should we do with our employees arrive?

 **Katie Goforth** 1:23:32
Thank you so much.

 1:23:35
Thank you.
You can put 202 20.
With great planning direction.
I know it's.
I might have done.
Hey Cortana.
That.
Yesterday thanks to your help.
Thank you Terry.
Thank you.
So I want to take a moment to make sure that I'll send something.
I can still decide what time.
I haven't been there.
He does it but.
On it's not supposed to be.
Like trying to get.
The other thing I need but.
Well.
That's it.
No I gotcha.
I don't want to go on strip but.
That's why I agreed to go back.
Thanks Jerry watching back.
Very well.
To that.
I don't think he's gonna have to touch me but.
Oh thanks for coming.

Of course.

Hopefully that the barbecue Toby wasn't too bad.

Yeah it was good.

It's really good.

I like it.

You were right.

I was surprised.

It's really good.

I didn't know that.

It's time.

I'm sick.

Thank you.

For us to get toast.

Thank you.

For bio.

Thank you for that for me.

And I have to say.

That's no I get I am.

I hear.

● **Jim Snell** stopped transcription