

Volunteer TN Committee Chair +1 State Service Plan Session-20250409_150735-Meeting Recording

April 9, 2025, 8:07PM

1h 12m 34s

● **Jim Snell** started transcription

JS **Jim Snell** 0:04

OK, I think the recording has started and I think we've got.

I think we've got everybody on again with the exception of Andrea, who was a maybe.

So yeah, I think we can go ahead and get into the discussion.

● **+16*****92** 0:17

OK.

All right, great.

I what I think our conversation ended with as next steps last time.

So let's start with am I on track with what I think that was?

And then you know how can I and or this meeting be helpful with it?

I have three things noted that we left with as next steps and I think.

I'd contextualize it and and Nathan, I'm so glad that you're able to join today because.

Some of it is me rephrasing something that you said that I think was kind of a game changer in terms of like next steps for the plan.

Which is just kind of.

Changing it from a discussion of how do we update the plan?

To a little bit of a deeper, more nuanced discussion of how do we approach this next plan in a way that is most productive.

And and that's why I think we said we wanted to have another conversation. And so the three things that I had noted are.

What are the issues that we have the ability to impact directly?

So from the last version of the plan there were some issue areas identified in in some of the goals that are things that we aspire to see happen.

But our direct impact on them is somewhat tangential.

So sort of rephrasing our language and our emphasis of the work on what what is

our core.

For potential to create change and then we can add to that the reasons that we're doing those things. Those reasons are because of these areas, we believe they have impact.

So for example, we had a conversation about food security. Now Volunteer Tennessee is is not a food security providing organization.

Now we hope that increasing people's employability and economic development allows them to do that, but we don't really get.

Own food security.

It's kind of not ours.

The second question.

That I feel like we left with was how do we organize our goals?

Based on the buckets of work so that there's clear accountability.

For which working committee is responsible and their staff alignment for accomplishing that goal because one of the things that was confusing and maybe less than the most productive outcome for folks with the last plan.

Was there may have been a goal area that touched two or three different committees and it was hard to really hold a single committee accountable and have that committee also know you own this.

So a conversation about that and then the third, which directly relates back to that is something that Jim brought up, which is it has been a long time since the committee structure.

Was reevaluated.

We did the tweak.

This what 6 months ago, but in terms of really asking the question of are these the committees that best power the work?

So that is a question that's on the table and in my mind two and three are directly related, right?

So if something wants to be a high impact high emphasis goal, it probably needs a matching committee and.

Staff dedication to it in order to power it happening.

Right. So I think that the answer to two is going to help to inform the answer to three. And then the big overarching question again, which I think Jim maybe is a great place for for you to help us segue into the discussion is.

Making the distinction between the things that we would like to see in the world.

And because those are a lot right, I mean we and and that's absolutely right that we are.

We are dedicated to volunteerism because of our belief in the ability to make things better.

The question for us strategically, though, is what is our unique value position and what are the assets that we specifically can use to create.

Good outcomes. What do we get to own and what are we called to do based on those assets so.

I guess my first question would be, does that sound to those who were on the last call as though those were the things that we were revisiting?

Did I miss anything?

Did I state anything?

Incorrectly anything you want to add to those.

Now we know we don't trust that I did that. Welcome.

Alright. Well then the second question Jim, I throw back to you first, which is remind us what's our core, what's our unique value proposition as we talk about the things that we want to be strategically aligned with what what's our role.

JS **Jim Snell** 5:42

Yeah. Well, so I'll give you 2 answers.

One is the statutory role.

Which the Commission has very specific role roles and responsibilities under the federal statute.

And the executive order mimics those requirements.

And so those are things related.

To primarily administering the federal funding that comes through the AmeriCorps agency.

So the AmeriCorps funding.

That we have.

On a regular basis, volunteer generation fund, which is a, is a nationally competitive pot of money.

So sometimes we have it, sometimes we don't. But administering those federal funds, providing programs with training and technical assistance.

Those are.

That's some of the big stuff.

One of the other federal requirements is this plan.

That it's actually in the federal statute.

That state service commissions are required to do a state Service plan that covers a three-year period.

There are some other statutory requirements that fall under those those two kind of big baskets, but.

That's kind of the stuff that we're required to do or what the Commission is required to do as a state Service Commission.

Now.

To look beyond just what's the minimum what's required.

Required is what can the Commission do?

And that then goes into a slightly bigger set of baskets of under the the mission, which is to encourage volunteers and community service.

And so that's kind of the big picture is how does the Commission encourage volunteers? I mean, community service?

And there are some programs that the Commission has.

To do that, including the statewide volunteer portal, the statewide conference, the governor's Volunteer Stars Awards, the Award of Excellence program.

So there are there are programs that the Commission does that aren't statutorily required.

But are directly related to the Commission's current mission to encourage volunteers and community service.

Now, as as I mentioned on the other call, the mission also hasn't been reviewed.

Viewed and revised in a long time, if the Commission is happy with the wording of it, as it is now, that's totally fine with me.

But it is something that that the Commission might want to consider now, as it's looking at kind of these other things is is the mission still worded appropriately?


Does the Commission want to change it, refine it, redefine it?


 +16*****92 8:45


I think that's something for the chairs to to noodle on together, maybe as sort of a a think tank for that. I just for what it's worth.

When I'm working with a a client that has a mission as one of their to do lists, when they're doing strategic planning, I've actually changed the way that a lot of other consultants do it, and I do it backwards.

I encourage you to get through the plan and decide what your goals are and what's important to you, and then ask yourself whether the mission statement is an accurate summary and reflection of that. Rather than trying to wordsmith a mission statement first.

 **Jim Snell** 9:18
Mm hmm.

 **+16*****92** 9:32
It seems like it almost wants to write itself.
If you're clear about what your goals are first, so that that may be just something to think about, you know the reason.
That that an organization might do it the other way around and have a mission discussion before they talk about goals.
Is if they're not sure what their future looks like, right?
If you know we we serve an immigrant population and we don't really know what our next activities are going to be, we need more clarity around that because we have 100 choices and we need to choose five of them.
With them, so they might decide that they need to figure out their mission first so that it can become the litmus test for some of the ideas they have.
I think in our case the IT seems to me that the nature of the work that we do.
Is fairly fundamental to the Commission and it would make more sense for the mission statement to reflect that than the other way around.
Certainly not saying that's the correct answer.
I'm just saying that's sort of how my brain is is thinking through some of it.
Destiny, I know you do some of this work as well.
What? What are your thoughts about next steps in the process if you don't mind me asking? Yeah.

 **Destiny** 10:57
I'll be honest with you, Kim.
I was just alone for the ride, so I wasn't strategically thinking at this moment.

 **+16*****92** 11:03
OK.

You're you're. You're listening and taking it all in.
I hear you, I hear you.

D **Destiny** 11:08

Yes, I was not having that. Radar like that was not my focus.
No, I can go into that lane, but I was letting you have your own way and wasn't trying to step in it.

+16***92** 11:17

Yeah.

D **Destiny** 11:17

But I can.
I can turn it on, but I'll be honest, I wasn't strategically thinking at the moment.

+16***92** 11:21

No, no worries.
I'm. I'm always looking for somebody to share my lane with.
I don't.
I don't like it when I'm the only one in it, so I don't trust.
I don't trust my gut.
Check enough for that.

D **Destiny** 11:31

OK.
Well, I'll turn it on and I'll start thinking differently.

+16***92** 11:32

Kim, I wonder, OK, you could be.
You could be my safety check.
Jim, do you happen to have the the document easily shareable of of the current goals?
I apologize.
I didn't cue that up as I came running back to my desk.

JS Jim Snell 11:52

Do you mean the current state Service plan or the the work that this committee did last time?

+16***92** 11:55

Mm hmm.

That's a great question.

Which one do you want to start with? The work we did last time?

JS Jim Snell 12:05

Uh.

D Destiny 12:06

I would say so.

FJ Farnor, Nathaniel James 12:08

I would say so.

I don't love the old plans.

+16***92** 12:08

OK.

FJ Farnor, Nathaniel James 12:09

Let's not start with that.

D Destiny 12:10

Yeah, that was kind of like non existent for us. I think we kind of made that decision last time.

JS Jim Snell 12:11

Yeah.

+16***92** 12:11

Yeah.

JS Jim Snell 12:14
Well.

+16***92** 12:15
Yeah, yeah. Let's, let's not lean into what we don't love. How about that?

D Destiny 12:18
Yeah.

JS Jim Snell 12:18
Yeah. OK.
Well, I do have that document open that work that the committee did last time. I don't have the the current plan open, but I can open it, but it sounds like people don't.

D Destiny 12:26
No, there's a reason why you don't have it open gym.

+16***92** 12:27
I feel like that answers the question for us, the one that you felt the need to open must be the one that your head was working with.

D Destiny 12:30
Yeah.

+16***92** 12:33
So that's absolutely the right answer.

JS Jim Snell 12:35
Yeah, well, that this is where the committee left off. And and these are your notes, Kim, not the AI notes.

+16***92** 12:44
OK.

JS Jim Snell 12:44

But, but I can certainly open up the AI notes as well, if if you if you'd like.

+16***92** 12:48

Right, right.

I.

I never know what to do with those because they're just so comprehensive.

Can you Scroll down a little bit?

Yeah. So our core areas of work.

Is that?

It seems to me that that was the piece that that I was most most drawn to. As you know, as I was making my notes and we were talking through things, I think that's.

Try to make sure that I'm not misremembering. Striding. Yeah.

I think either our what or our why or are the areas where I think we want to start with.

Our do those become our goals?

Right. And if and if they are our goals, I mean obviously they might get word semester tweaked or realigned a little bit.

But if we talk about what everyone shared or what they believe, the core work looks like, then it makes sense to me that the strategic plan should reflect those. And I think that was the reason that we wanted to get back together with a second member when Poss.

Of each of the committee work groups so that you all could.

I'll sort of hear and talk about the same thing and then go back and build out the strategies for those.

Am I remembering that correctly?

JS Jim Snell 14:18


I think so.


+16***92** 14:19

So.


JS Jim Snell 14:21


Yeah, I was just looking to see.
Actually the the AI version might have.


 **+16*****92** 14:31
May I have more details?


 **Jim Snell** 14:33
Yeah, it might have the next steps.
I don't know if that's helpful.
But I think kind of where the committee left things off last time was to kind of come back and consider.
Can this committee refine some potential big picture goals to then take to the Commission at its May meeting for the full Commission to kind of discuss the big picture goals to say?

 **+16*****92** 15:08
That's right.

 **Jim Snell** 15:13
Yes, we agree.
With the entire slate or we agree with these three and not these two or you know, whatever combination might come out of that full full Commission discussion.

 **+16*****92** 15:21
Right.


 **Jim Snell** 15:23
But that's why we wanted to bring in the additional committee members so that it would what it was a few more brains looking at it.


 **+16*****92** 15:29
Mm hmm.
Right.


 **Jim Snell** 15:33


As as the this group kind of discusses what it might propose to the full Commission in May.

Because I you know, to be honest, I don't think we have enough time to then to take what comes out of this meeting and then have committee meetings and then have the meeting may the 2nd.

 **+16*****92** 15:52
That's right.

 **Jim Snell** 15:53
Yeah, and Destiny has her hand up.

 **+16*****92** 15:54
Nora really won't.
Just one thing.
Nor really, I think is that is that a necessary?
Goal, right?
Because I think that if we do them in the right order, then what comes out of the May meeting gets operationalized by the work groups and it feels like that is the right order.
So I'm sorry, destiny. Go ahead please.

 **Destiny** 16:17
Clarification question and a statement. I personally love working from the original document with the four core because I feel like it allows us to really flesh some more ideas out, whereas AI has already generated which will kinda I feel force us to fall in line with this and.
I don't know if that's meeting yet.
That's just because I think that was the purpose of this conversation is to see. These are the five areas we identified as core areas.

 **+16*****92** 16:40
Mm hmm.

 **Destiny** 16:44

What are our goals? That then leads me to?

I think we need to take these core areas to find three goals or however many goals we decided we want to work on to ensure that these 5 core areas meet those goals. So I would personally love to spend our time today identifying those goals because as a Commission, once I know the goal as the entire board, I can then align the work that we're doing within our committee.

I'm not sorry. Now it's Commission.

It's committee. I can then define the work that we're gonna do in our community to align.

Our committee to align to the goals that we have identified.

Is what we want to work on as a Commission group.

Does that make sense?

 **+16*****92** 17:25

Sense to me, and I think I think that what would be maybe a good thought exercise to see if that holds water is to ask ourselves for each of those for what?

Each of those core areas, if we start to pull on the threads of them, do they hold together?

Do they make sense?

And then if we said that that our why are the things that we'd love to see happen?

Can they comfortably live inside those four goals?

Because I think my initial thought looking at it is, yeah, it does.

So what would it look like if we continue down that path?

Does anyone else feel like that?

That feels like a pain point for them.

Or doesn't make sense.

 **Destiny** 18:17

What does it make sense?

Sorry, Kim.

 **+16*****92** 18:19

To start in that way.

To start, yeah.

D Destiny 18:21
Oh no.

+16***92** 18:21
To start with, if we unpack each of those four core areas.

D Destiny 18:23
It it makes sense.

+16***92** 18:28
So maybe start with the easiest one first.
Easiest one I think is the last one which is having a goal.
That is our our resource operational goal.
I don't.
Jim is there.
Is there an equivalent of that goal in the current plan?

JS Jim Snell 18:53
Uh.


+16***92** 18:53
Obviously can get of of it as more of a Service plan than as a than including an infrastructure component.


JS Jim Snell 19:00
Yeah, there's there's not anything like this in the current plan.
At least not that I can think of right off hand.


+16***92** 19:10
Yeah, yeah.


JS Jim Snell 19:11
I mean there, there are there is there is there is some stuff in there about.


 **+16*****92** 19:12
I mean I.


 **Jim Snell** 19:20
Program outputs and you know there's some stuff in there about doing different types of trainings like disaster training and dei training, but it those those are related to those specific goals that were that were identified as kind of the big picture goals that the Commission want to Pur.

 **+16*****92** 19:22
Mm hmm.
Mm hmm.
Mm hmm.

 **Jim Snell** 19:40
And not as part of a comprehensive.
Resource development type goal.

 **+16*****92** 19:50
Got it.
So. So what if what if that fourth goal is a goal for operational excellence or and you know wordsmith, however you want to, but something of that type and it includes training staff, support, board development, evaluation.
And and financial management, it's the, it's the operational.
The operational committee.

 **Farnor, Nathaniel James** 20:24
This. So you're saying this focus that core area of work is primarily internal, is that OK?

 **+16*****92** 20:29
Right, right.
An operational internal focus.
And that would include, you know, nominating a board development on boarding

being the, you know, liaison with staff for staff support also being the evaluation component and and infrastructure pieces.

So that would be the committee that would own the bylaws discussion that we had last year.

It would be the committee that would own the conversations around whether we belong under finance or otherwise.

Those kinds of things I think would fall under that operations.

Committee.

So if we just let that hold space for a minute.

Because you come back and you know change that.

Communications and partnerships.

Working our way up from the bottom.

Nathan, who else is joining you from your committee?

FJ Farnor, Nathaniel James 21:33

So, well, we had two more, but they're unavailable.

So one of mine was Andrea and the other one was Jason.

+16***92** 21:38

OK, OK.

FJ Farnor, Nathaniel James 21:39

So the two people that are not on the call, those are my people.

+16***92** 21:41

OK. OK. I thought Andre might have been one of them.

FJ Farnor, Nathaniel James 21:45

So.


It's good.


It's all good.


My initial thought is looking at the other, I think it makes sense that there is a that there is one that is focused on improving internal processes, and the Commission itself. I think that that completely makes like that has to exist.


 **+16*****92** 22:01
Mm hmm.


 **Farnor, Nathaniel James** 22:04
Right, we need to continue to have these conversations.


 **+16*****92** 22:04
Right. Finance, HR, all that stuff.


 **Farnor, Nathaniel James** 22:06
Yeah, the other three.

 **+16*****92** 22:07
Right, right, right.

 **Farnor, Nathaniel James** 22:09
So that the top three core areas, I guess I like the broad, I'm trying to remember how we landed on these and I like them broadly.
My one concern probably is I have another screen over here and I just jotted down all of the initiatives the Commission currently has. Tennessee service network corporate Social Purpose Awards, disaster conference, AmeriCorps.

 **+16*****92** 22:24
Right.

 **Farnor, Nathaniel James** 22:28
Most of those could also fit into all three of those, so I feel like that doesn't.
I thought we're back to the similar problem that we stated earlier with committees.

 **+16*****92** 22:34
Mm hmm.
Mm hmm.

 **Farnor, Nathaniel James** 22:37

So like like if that makes sense.

Like these all seem to be maybe rephrasing the same task volunteer engagement through education.

Volunteer engagement. So. So that's the one piece that. Yeah. The one comment I may add is how do our yeah, they seem to maybe be still a tad too broad perhaps or overlap too much.

 **+16*****92** 22:50

Right, right.

 **Farnor, Nathaniel James** 22:58

But I think that's the need to.
Work.

 **Destiny** 23:00

I was just thinking, what if it's just like extra external stakeholder engagement, right? And then in that would be, there's a difference being between getting people involved and making people aware.

And I think that is where we need to differentiate what these other committees are going to do, right.

Does communication and partnerships just make people aware and then we would let volunteer placement and essential volunteerism get people engaged?

That's my question in a thought.

 **+16*****92** 23:32

So so maybe keeping the the broad areas covered by those 3 topics, but making it more clear what lives where.

 **Destiny** 23:43

Yes. And what? You're your swim lane is, for lack of a better term, of words like you're not supposed to keep continuously reaching out and making sure they're invited.

 **+16*****92** 23:48

Right, right.

D **Destiny** 23:53

And this and that, you're just supposed to make people aware, and then it would become other committees after that connection has been reached to then build off of that.

FJ **Farnor, Nathaniel James** 24:02

Mm hmm.

D **Destiny** 24:04

I don't know if that works for you.

FJ **Farnor, Nathaniel James** 24:04

One that yeah, that that.

I think that's a good thought necessary one other thought. I think adding to that kind of building upon that is maybe also viewing it from the lens of the audience or the stakeholder, right? When we talk about volunteer Tennessee, we're talking about the volunteers, the people that are.

Wanting to go out and serve, and we're also simultaneously talking about the entities that need the volunteers, right?

So you're talking about the nonprofits you're talking about?

The agencies.

+16***92** 24:33

Mm hmm.

FJ **Farnor, Nathaniel James** 24:33

And I feel like those are two very distinct lanes, right?

So increasing awareness and encouraging people to volunteer and giving them the resources and the capacity or the drive to volunteer is like a whole effort, right?

But then doing some level of development, education, training, support for partners to increase their capacity to host a volunteer seems like a very different task, right?

So when I think about our existing programs.

When I think about.

The Tennessee service network I think about.

AmeriCorps.

And to some extent kind of corporate social purpose, those three are about the entities that have resources, right, that that we are providing people our money.

When you talk about, I think when you start talking about like the conference, I would argue that the the Conference on volunteerism and service learning, the target audience probably isn't at least the two years that I've been to the conference.

The audience isn't really volunteers.

Right. The audience is more so the agencies, the partners, the entities that are doing the work. And I think those are two very, very different distinctions to me, right.

 **+16*****92** 25:47

Mm hmm.

 **Farnor, Nathaniel James** 25:48

So I don't know where that plays into this, but maybe that's where the muddiness is getting me a little bit is I don't know how those two things play together and how we distinct.

We're trying to recruit volunteers versus we're trying to support institutes that need volunteers, right? Education, professional development.

 **+16*****92** 25:57

Yeah.

So, Nathan, what a what a what about this?

 **Farnor, Nathaniel James** 26:02

Money.

 **+16*****92** 26:05

I'm just.

I'm reflecting back to you what you're sharing in terms of, like, how what would that language possibly look like?

What if we thought of it as, you know, our your point of thought of it as constituency focused. So we just talked about operations, the constituency for that, the target audience for that is internal.

So that's our our internal goal.

And then the other three goals are our supported engagement of agencies.
Our support and engagement of individual volunteers.
And our supported engagement of community.
And that feels like that might have a lot of clarity to it. If you know who the stakeholder is that you're serving. I'm just thinking how powerful that could be in terms of being strategic, right?
SO11 Committee becomes the expert on our relationships with agencies through grant making and placements that work with volunteers.
They know that piece of the work, right?
They're the ones who know what agencies need, who understand what's happening. With them, they become that voice. The second committee is all about things like building robust networks.
For volunteerism, they look at things like physical, mental, and behavioral health. They look at things like rural issues. They look at all that kind of stuff.
And then the third is where the CSRCSP group lives.
As well as other communications that is that are community based.
What? What about? What about that as a framework?
How does that field anybody else?

 **Jim Snell** 27:57

It's sorry, Kim. I caught the support and engagement for agencies.
Support and engagement for something and then supporting engagement for volunteers.
But I missed the something in the middle.

 **+16*****92** 28:08

Yeah, well, my shorthand I wrote down was agencies, people and community.

 **Jim Snell** 28:13

OK. Gotcha.

 **+16*****92** 28:18

And and I'm sure there's better words that would clarify our desired point of connection with each one, right?

JS **Jim Snell** 28:26

Yeah.

+16***92** 28:26

So we we support agencies and volunteerism through blah blah blah and that's the goal for agencies.

JS **Jim Snell** 28:37

OK. And one thing, just kind of to to use your terminology, Kim, to reflect back what kind of I was hearing in terms of what the what this group identified the last time? What if this were?

Not under this one, but under. So those two things go together under something. And you know whether it's external stakeholder engagement or something else. Those seem like connected bullet points that are, so this is the top one is kind of what what we have to do.

With the requirements for federal grant making, etc.

+16***92** 29:23

Mm hmm.

Mm hmm.

JS **Jim Snell** 29:26

This is what we want.

To do in terms of getting out and doing other things, and this is what we need to do in terms of the internal stuff that we need to do to make sure that we're doing the the two things that are above it.

+16***92** 29:40

Mm hmm.

JS **Jim Snell** 29:41

I don't know if that makes sense to anyone, or I mean I can.

I can very easily undo all of that with the click of a couple buttons.

 +16*****92 29:52

So what would that look like in terms of the load for each of the three? If you made stakeholder engagement, a single committee is that.

How does that feel?

As a as a committee in terms of like how much stuff lives under their aegis versus what lives under the other two, that's amount that would be my big question about that.

 **Jim Snell** 30:20

Yeah, well, it would be a lot.

I mean, it's essentially everything except for, you know, the the internal stuff. And then the the grants related stuff.

 +16*****92 30:31

Mm hmm.

 **Jim Snell** 30:32

So I mean it's a it's essentially it's kind of like the Super committee that we have right now the the communication Strategic Partnerships Committee, kinda so it it, it would be a lot.

 +16*****92 30:43

Right.

 **Jim Snell** 30:49

But again, this was just a thought of of how of grouping and not necessarily a thought about structure.

 +16*****92 30:55

Right.

Right.

So is there a reason why the first committee isn't just called?
AmeriCorps support.

JS **Jim Snell** 31:17

Well, the.

+16***92** 31:17

Is there is that like a taboo or is that weird or?

JS **Jim Snell** 31:21

No. Yeah.

Well, the the naming of the committees predates my time with the Commission.

+16***92** 31:28

OK.

JS **Jim Snell** 31:29

So so I don't, I don't know.

And I'm not sure.

I'm not sure what other commissions do you in terms of how they name their their committees.

I I know some of them do have committees.

+16***92** 31:45

Now or how they divide the work?

JS **Jim Snell** 31:47

Yeah. Well, I I know some of most of them have a communications committee.

Committee. Most of them have like a like an internal board operations type committee.

Several of them that I know of have something similar to our grants committee.

Although they don't, they don't call it a grants committee.

They call it other things, but it essentially kind of does kind of the same thing as the Grants Committee of of doing kind of oversight of the funding stuff and.

+16***92** 32:12

Mm.

Mm H.

JS **Jim Snell** 32:20

Making recommendations to the full committee, a full Commission.

On funding decisions.

Looking at return on investment, kind of all of that, all of that stuff.

So you know, there may there may be commissions that call it like the AmeriCorps committee or something similar.

I'm not sure though I'd have to.

I'd have to look.

+16***92** 32:49

I was just curious 'cause. It seems like that's that's.

One fairly discreet body of work that we do from the grant review process through the evaluation and site visits and you know that ongoing relationship with placements.

And I know that Eileen mentioned before that it it's it's kind of a hurry up and wait if it's grant specific, right. You guys have a big heavy.

Commitment for a shorter period of time and then it's not quite as defined outside of that. If, Eileen, what's your thought on just calling it?

What it is?

EW **Eileen Wollam** 33:30

So what?

And that's very true.

It's like a heavy involvement for a shorter period of time, definitely.

What what I'm wondering is.

In that first bullet where it says volunteer placement.

I'm not.

I'm not sure exactly what that means.

I mean that the the AmeriCorps members at the programs.

Recruit volunteers from the community community.

Sorry, but that's not something that that volunteer Tennessee is actually hands on with.

 **+16*****92** 34:13
Mm hmm.

 **Eileen Wollam** 34:16
And.

You know we're we're.

Certainly in the past have not been involved with.

Engaging or recruiting volunteers for for other purposes the the the portal.

Does that in kind of a, you know, a virtual way?

And we do.

And we do have the grants for the the volunteer engagement grants. So I'm.

I'm not sure what.


You know, like what we want to incorporate into the committee.

That's currently the currently called the Grants Committee.

 **Jim Snell** 35:10

And I just pulled up the 2023 America's Service Commission's landscape survey. If people want me to throw that up, I can show you what other state commissions have for committees.


Or if you don't want to see it because you don't want to be biased.


 **Eileen Wollam** 35:25
Yeah, sure.


 **Farnor, Nathaniel James** 35:28


No, I think I think it's wise to learn from others if it's going well and if it's not going well, then we'll yeah, it's working.


 **Jim Snell** 35:28
OK.


 **Eileen Wollam** 35:31
Yeah, I think would be good to see it.

 **+16*****92** 35:32
Yeah, let's not reinvent any wheels, right?


 **Farnor, Nathaniel James** 35:36
It's working.

 **Jim Snell** 35:36
OK.
And again, this is 2023.
They haven't released the results of the 2024 survey yet, but my my guess is it probably will be. Whoops, sorry.

 **+16*****92** 35:43
Mm H.

 **Jim Snell** 35:50
It's very, very touchy.

 **Eileen Wollam** 35:52
Hmm.

 **Jim Snell** 35:53
OK.
So hopefully you all can see it, but some sort of public policy grants Review Committee program.
Committee. I'm not sure how that's different from a grants committee.
Volunteer engagement, nominating executive communications, resource development and then other.
Unfortunately the other.

 **Eileen Wollam** 36:20
Hmm.

 **Jim Snell** 36:21

Doesn't they ask for specifying but the this report doesn't show what those other committees are.

 **+16*****92** 36:27

It doesn't give you the open response answer.
So that one, yeah, yeah.

 **Jim Snell** 36:30

Yeah, right.

Yeah, but my guess is again because it's their committees that don't fit in one of these buckets, it's probably a bunch of little one offs.

Or maybe there's two committees, two or three commissions that have a certain type. But these are these are kind of the the biggies.

 **+16*****92** 36:44

Right, right, right.

What's the difference between a program committee and a volunteer engagement committee?

 **Jim Snell** 36:59

I don't know. I don't know.

And the the way this survey works, sorry, I'm trying to get all of the stuff on the on the screen at the same time. The way that this survey works is they they provide the the things that are listed here. You can check the ones that that you.

 **+16*****92** 37:07

What is?

 **Jim Snell** 37:22

Have that your Commission has.

And then if you have ones that don't fit into one of these categories?

Put it in the other. So for example, we have a foundation as a service committee.

And Strategic partnerships committee.

Neither one of those really fits in one of these categories, so I always put those two under other.

 **+16*****92** 37:44

Right.
Got it.

 **Eileen Wollam** 37:47

Hmm.

 **+16*****92** 37:52

That is so interesting.

There is like I'd be so curious to know, like how many committees do some of these groups have?

Like is it that people are organized differently or that some have a lot of committees and some have very few?

I'm just. I think it gives me more questions than it does answers.

 **Jim Snell** 38:17

Well, again I did.

I did warn you that it might. It might cloud your.

 **+16*****92** 38:21

Yeah. No, I mean, it's good food for thought.

It's just, it's just. I'm not sure how to chew and swallow. If it's good, it's good food. So do we.

 **Jim Snell** 38:29

Well.

 **+16*****92** 38:30

Do we have an executive committee?


I mean, de facto, everybody does, right? That's the officers.


 **Jim Snell** 38:33


Yeah.


Yeah, that, yeah.


So the Commission does have an executive committee that's made-up of the officers and the chair of each committee.


 **+16*****92** 38:40
Right.


 **Jim Snell** 38:43
That's how volunteer Tennessee's executive Committee is is organized.


 **+16*****92** 38:44
Right.

 **Jim Snell** 38:47
And it might be helpful to look at the percentages.
So you know, it's like almost 90% have an executive committee, which I'm surprised it's not 100%.

 **+16*****92** 38:53
Mm hmm.
Right.

 **Jim Snell** 38:59
But then the next highest is grant review, which is a little bit over 50%.

 **+16*****92** 39:05
Right.

 **Jim Snell** 39:06
So.
You know the percentages aren't really high on a lot of these. You know, I think you could say roughly.
The you know Grant's review and then.
Public policy, roughly half the commissions have both of those.
And then a lot have communication. So I think it's not the case where.
They, you know, most of the commissions have.


All of these it's probably.

You know, kind of like volunteer Tennessee.

Volunteer Tennessee has five standing committees.

My guess is that most commissions have three or four.

That again, most of them are going to fit in with these these categories up here and then the others that are kind of random ones.

 **+16*****92** 39:53

Right.

I'm a little bit surprised that the percentage that have a nominating committee, because that's usually not a year round function.

That's kind of a that's kind of a freebie.

 **Eileen Wollam** 40:13

It might be an ad hoc, you know, committee that's just convenes at the at the time we have.

 **Jim Snell** 40:13

Yeah.

 **+16*****92** 40:16

Yeah, that would make sense.

Needed, yeah.

 **Eileen Wollam** 40:19

We have them built in to board development.

 **+16*****92** 40:22

Oh, OK.

 **Jim Snell** 40:23

Right.

 **+16*****92** 40:24

So it doesn't count really, as your committee placement.
It's that it's activated when it's needed, that that makes more sense.

EW **Eileen Wollam** 40:29
That's what it seems like.

+16***92** 40:32
Right.

JS **Jim Snell** 40:32
Yeah, I think a lot of nonprofits have that, that structure where the the nominating committee only meets at the time that it's time for them to do their their work, whereas the Volunteer Tennessee has had the Board Development Committee, which has the nominations as one of its.

+16***92** 40:42
Yeah.

JS **Jim Snell** 40:51
Responsibilities, but does other stuff as well?

EW **Eileen Wollam** 40:54
Right.

+16***92** 40:54
Yeah. Yeah. And I think that that would fall in, in the the model that we were talking about earlier that would fall under.
Under operations.
And infrastructure, right?
So board would board and nominating would fall within that that category.

EW **Eileen Wollam** 41:19
Mm hmm.

+16***92** 41:23

So. So let's come back to this question then about these, about these the other.

And I'm sorry that it's not a more elegant word.

It's just how my brain works about these other what feels like maybe three big buckets of of work.

One is the granting program and the things related to that, which may or may not be Ameri Corps specific.

Work with supporting the volunteerism of individuals.

And you all would have to do a better job than I could of what lives in that piece of the world.

And then what we've referred to as community or communications or partnerships, it feels like that's a, a little bit of a fuzzy group that's working with communities or and or organizations other than AmeriCorps.

Question mark.

Any any thoughts from anybody in what they think those want to break down to or what would drive that?

OK.

All right.

How about this for a suggestion?

One of the things that that I always like if I'm asked to serve on a committee somewhere is that the committees hold together pretty well in terms of what skill sets determine what I what committee. I'd be the best member for.

Like for example, I think that's why.

Communications frequently ends up being a committee in places because I'm I'm good at working with external stakeholders.

I'm good at not necessarily PR.

But sharing the good news and bringing people together, and I think that's why frequently things like partnerships fall in that category. I think Grant making is a pretty specific set of of skills and training that we do that makes sense to me that that's why that kind of.

Falls together.

It seems like a lot of what we do around volunteerism would fall into categories of things like the awards and conferences and things like that.

That's a different skill set.

Does that make sense?

FJ **Farnor, Nathaniel James** 43:50

Yes. When you say skill set, I'm also hearing actions.

But I think skills, I think of a task right.

So I'm going to counteract everything that I said a few minutes ago.

+16***92** 43:56

Yeah, yeah.

FJ **Farnor, Nathaniel James** 43:58

So a few minutes ago I said that's how we do it.

+16***92** 44:00

Love you.

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

So a few minutes ago we said or I said not we.

I was totally Nathan.

I own it, I said.

Maybe viewing it from the lens of the audience and then as we're getting into this conversation, I'm not liking that anymore.

And part of that being part of that being is a lot of those things overlap.

Right, like the needs of the agency, the people in the community is all going to be.

+16***92** 44:23

Mm hmm.

FJ **Farnor, Nathaniel James** 44:25

They all need communication, right?

They all need so, so I'm now.

+16***92** 44:29

Mm hmm.

FJ **Farnor, Nathaniel James** 44:29

I'm now more into it to your comment.

I'm now more kind of in the lens.

I've got it on my other screen.

I've got just a word, Doc, and I'm just jumble noting and I'm kind of now in the head space of back to buckets of work, but more more in terms of like.

 **+16*****92** 44:37

Mm hmm.

 **Farnor, Nathaniel James** 44:46

Almost like mini missions, right?

Like promoting volunteerism and community engagement, right?

Like that, that essentially is communication fairly heavily, right? Like it would be the equivalent of communication. So promoting volunteerism and community engagement would be is a task, right?

How is that done?

That's done through communications.

That's done through awards and recognition. That's done through story collection, right like.

All of that really broadly is communications, but it serves the role.

Of promoting volunteerism and community engagement right then I think about the Tennessee service network.

I think about corporate social purpose. Both of those are really around capacity building.

Right. And then I think about the conference on volunteerism and service learning.

I think about our disaster services work.

I think about, you know, some of the lunch and learns and things that happen. All those kinds of things.

All of that is really in my mind.

Around resources and education.

And then there's still, of course, the elephant, which is the AmeriCorps grant thing, right?

Because it kind of is its own beast.

But in my mind, it's like those are really the three areas of work we're promoting people to volunteer and to be engaged and recognizing them for their work, which is

really communications.

You're supporting entities that are invested in the work, which is capacity building.

That could be nonprofits through the service network, or that could be.

Businesses.

Through CSP or broadly speaking, you're just trying to offer some level of engagement education resources to help all of those entities do their work better.

Right. Which is really conference comes in. So that now is also kind of where my head is at promoting volunteerism capacity, building education and then the grants again, I keep going back to maybe maybe the AmeriCorps grant things is a is not a standing, it maybe isn't as.

Needed.

Or it's it's a part of a larger committee.

But that's where my head's at at the moment.

To not get us anywhere and to open up the can even bigger but.

I think Destiny said she likes to has needed idea, I think referencing the AmeriCorps grant thing.

 +16*****92 47:06

Yeah. What if that lived?

Under building capacity as a subcommittee that's activated.

To manage awards in that context, because that is building volunteers and capacity, isn't it?

 **Farnor, Nathaniel James** 47:20

Yeah. Yeah. I think logically, I think that makes sense, right, 'cause essentially what we're doing with in most cases, when you think of AmeriCorps or we are increasing the ability for a community partner to do their work better or at an increased amount because they have additional hands.


And support, right?


 +16*****92 47:36

Mm H.


 **Farnor, Nathaniel James** 47:37


I mean, that is there's a lot of entities across the state that wouldn't be able to do the work they're doing in terms of quantity without AmeriCorps people.


 **+16*****92** 47:45
Mm H.


 **Farnor, Nathaniel James** 47:46
Placements, right?


 **Eileen Wollam** 47:46
Mm.


 **Farnor, Nathaniel James** 47:48
So I mean, I think it is capacity building.
I agree.
It's it's increasing the work of existing partners.


 **+16*****92** 47:54
So so question for you, teasing this out a little further.
Define for me the difference between education and engagement and communications.
And maybe, maybe it's education and then communications and engagement.
Like, where's the line between those two in your mind?
In that scenario, that's the only one that's a a blurry line for me.

 **Farnor, Nathaniel James** 48:17
Yeah.
Yeah. No, no.
I think that makes sense.
I think in my mind, and I think you bring up a good point.
Maybe it is some wordsmithing?
Perhaps I think I'm distinguishing somehow and I want to workshop this out loud, so it's gonna sound like word vomit, but it's just gonna be what it is.
When I think of education, so I think about the conference on volunteerism and service learning, so I'll use that as a very practical example, right?


 **+16*****92** 48:45
OK.

 **Farnor, Nathaniel James** 48:46
The expectation in my mind is not that volunteerism in and of itself is going to come out of that conference like like that is not the intent of that program.
That program is, in my mind, is to educate, support, provide best practices, resources, connections to partners so they can do better.

 **+16*****92** 49:06
Skill building, OK.

 **Farnor, Nathaniel James** 49:07
Yeah. So it's it's more indirect if that makes sense. I think in my mind.
Versus when I think of promoting volunteerism and community engagement directly, I'm thinking about the service itself perhaps. So that again is where I think more about actually encouraging people to volunteer, recognizing people that are doing exceptional volunteerism. So that's where.

 **+16*****92** 49:29
OK.

 **Farnor, Nathaniel James** 49:30
The the various awards of excellence gvsa all those things, I think.
Story collection.
I think that's something we've tried to dabble.
In a little bit here recently, but I know we've not necessarily had a priority on it, right?
Is how are we uplifting successes and stories, which really is some heavy communication?
So I guess there's more of the direct recruiting and encouraging volunteerism and education and resources for partners to do their work better.
I guess that may not make sense, but that's and maybe it's just some wordsmith thing.
Maybe maybe my labels?

Maybe are what's wrong?
Perhaps.

 +16*****92 50:05

No, I'm just trying to figure out what would Livin communications and engagement in that model. And you mentioned before, storytelling would also the awards would because that's part of.

 **Farnor, Nathaniel James** 50:16

Awards and recognition.

Yeah, I would think so.

Yeah, I would think so.

Yeah, yeah. I mean really just that story collection promoting, I mean communication in of itself, a lot of work, right.

But we know that especially considering several staff members are currently sharing some of those duties and responsibilities.

 +16*****92 50:31

Yeah, yeah.

 **Farnor, Nathaniel James** 50:37

So I know that there's a lot there, but.

Yeah, something along those lines.

And again, maybe some wordsmithing, but.

 **Patricia Powell** 50:46

Actually I like story collection.

It's good imagery.

 **Jim Snell** 50:56


Just to do a QuickTime check.


An hour has flown by and it's 358 central.


 +16*****92 51:08

Yep.


Yep, I think we're close.
Can we?
Can we maybe can we?
Can we pinch a little bit more?

 **Eileen Wollam** 51:17
I have this is.

 **+16*****92** 51:18
I know, I know. We're.

 **Eileen Wollam** 51:20
I'm sorry.

 **+16*****92** 51:22
No, go ahead please.

 **Eileen Wollam** 51:23
OK.
Yeah, this is Eileen.
I like the idea that you mentioned Kim.
About Grants committee becoming part of another committee.
Because an issue that we have run into with the Grants Committee is that it's very small and.
At some crucial times during the year, the Grants Committee needs needs to make decisions.
It's about funding that.
And then their recommendations are passed on to the larger Commission and I don't feel like.
We as as our committee stands right now that we don't.
We don't have the we don't have a big enough committee to.

 **+16*****92** 52:09
Mm hmm.

EW Eileen Wollam 52:16

You know to for me to feel comfortable.

With.

You know, putting decisions forth to the, to the entire Commission.

So I like the idea of becoming part of another committee.

+16***92** 52:33

Great. I mean, you would certainly be the one with the best idea of what feels like a right size for that.

Thank you for that feedback.

EW Eileen Wollam 52:41

Yeah.

+16***92** 52:42

Encouraging and.

Support. So here's here's what I think. Maybe I heard if if this sounds right, we have a lot of folks who have who were internal processors who are not like Nathan and I who are external processors. And we think with our mouths, which is why I love you. Nathan, that was not a that was nothing but a compliment.

But I'm the I'm the same way. If we and again not wordsmithing this but just thinking about the nature of how each of these pieces would would fit together and I'm trying to make them all consistent. So they're all lngs. OK, so operating with excellence or whatever we.

Want to call that operating operating services?

Operating process, whatever you want to call it.

Building capacity.

And the the committee, that's the capacity building is the Grants Committee to service network and the pieces that are those pieces, parts related to fundable opportunities in the placements related to those.

Encouraging and supporting volunteerism.

That is.

Volunteer engagement, skill building education.

It includes the conference.

It's the we, we these people are already interested in volunteerism.
How do we make sure they're good at it and then promoting?
Volunteerism, which is communications, storytelling and partnership building.
So the goal description is a little bit more about not the what but the why. So that
the committee could better manage the cadence of its work based on where
opportunities happen.
She says with a question mark.

EW **Eileen Wollam** 54:43
Hmm.

FJ **Farnor, Nathaniel James** 54:43
Yeah, I know.
I like this because I think about, so I think about the my Frankenstein Committee,
communications and partnerships.

+16***92** 54:50
Right, right, right.

FJ **Farnor, Nathaniel James** 54:51
So I I think about, but even if it was split right, I think about partnerships, right,
strategic partners, strategic partnerships to what end, right?

+16***92** 54:56
That's right.

FJ **Farnor, Nathaniel James** 54:59
Like I'm I'm building partnerships with the intent of increasing capacity.

+16***92** 55:04
Your promoted volunteerism.

FJ **Farnor, Nathaniel James** 55:04
I'm building partnerships exact right?
So I think what I like about this model is.

The task is very clear, right?

If I'm on a committee, regardless of what we call the committee, right, if the focus of the committee is building capacity, that is a very specific, tangible task, right?

 **+16*****92** 55:14

Mm hmm.

 **Farnor, Nathaniel James** 55:24

We are trying to increase capacity, yes, which is very different than communications, right? Like that is a very distinct line. I feel like right now our current committee structure, there is a little bit too much overlap because everybody can see everything as being in every lane.

 **+16*****92** 55:26

Mm hmm.

 **Farnor, Nathaniel James** 55:39

Right. So I do like that.

There's some very clear.

Or this committee's task before them is to increase capacity for volunteers and community service.

The mission of you know this this committee's capacity is very much.

 **+16*****92** 55:49

Right.

 **Farnor, Nathaniel James** 55:53


To improve the excellence in the operations of the Commission, right.


 **+16*****92** 55:55


Mm hmm.


 **Farnor, Nathaniel James** 55:56


Like it seems very black and white. It seems more clear I like it.


 **+16*****92** 55:58
Right.


 **Farnor, Nathaniel James** 56:00
And again, we can word cement some of it, but bucket wise I like it.


 **+16*****92** 56:03
Yeah. Well, I mean, I think that if if that direct should also gives the potential to have some flexibility over the course of three years that what looks like the best tool to accomplish that this year may not be tomorrow's next best tool. But we still know what.
Our North Star is the role of this committee is to build capacity for volunteerism and we're going to brainstorm the best ways to do that and some of them are going to work and we're going to keep doing them and some of them will try and we might. Redirect later.
But we know that what we're supposed to be accomplishing.

 **Jim Snell** 56:36
And.

 **+16*****92** 56:37
Other thoughts?

 **Jim Snell** 56:40
Well, Kim, before we get too far, can I?

 **+16*****92** 56:42
Yeah.

 **Jim Snell** 56:43
Caught the building capacity, promoting volunteerism and then you said encouraging something and something something.
That I was trying to.

 **+16*****92** 56:51

Oh, encouraging and supporting volunteerism, which which in my mind is is anything that's related to recruitment and skill building of individual volunteers.

But it just, you know, sticking with the theme.

Is that something that encourages and supports volunteerism?

A conference supports volunteerism, right? So.

 **Jim Snell** 57:11

Gotcha. OK.

 **+16*****92** 57:13

And and building building capacity for running, volunteerism and then operating.

Would be the 4th 1:00.

 **Jim Snell** 57:23

Oh, so OK, so.

Operating with internal excellence, OK, so whoops.

 **+16*****92** 57:31

Mm hmm mm hmm.

 **Jim Snell** 57:34

So this one, the one at the very top I think got moved under building capacity, I think.

The operating with internal excellence that becomes its own thing down here as #4 I think. Oops.

 **+16*****92** 57:44

Yes.

Mm H.

Mm hmm.

 **Jim Snell** 57:55

Oops, only I said.

Four, and I think it auto corrected it to, OK.

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

I l've got a student at my door, so I'm waiting on me, so I'm going to hop off.

+16***92** 58:03

Says smart.

JS **Jim Snell** 58:05

Yeah.

FJ **Farnor, Nathaniel James** 58:08

I like where we're at.

+16***92** 58:09

OK.

FJ **Farnor, Nathaniel James** 58:09

I like this direction.

I know you all are going to get it organized, but thought wise I like it.

+16***92** 58:11

You'd give this a thumbs up.

FJ **Farnor, Nathaniel James** 58:14

I think this is good so.

JS **Jim Snell** 58:14

Yeah. OK. Oops. Thank you.

+16***92** 58:16

OK. OK, great.

FJ **Farnor, Nathaniel James** 58:17
OK.

FJ **Farnor, Nathaniel James** 58:17
Thank you all.

JS **Jim Snell** 58:17
Thank you, Nathan.
So, so then the this other stuff, that kind of the communication stuff would go under kind of the the promoting.

+16***92** 58:29
Under promoting.


JS **Jim Snell** 58:32
Volunteers and just just to kind of stay with the oops, sorry.


+16***92** 58:35
Right. How would it align, right, right.


JS **Jim Snell** 58:38
Yeah. How does it align?
With what?
With what the group did, and I'll I'll I'll fix the the stuff and then.


+16***92** 58:39
Yep.
Yeah.


JS **Jim Snell** 58:43
Essentials.
Of it sounds like this would go under the.


 **+16*****92** 58:50
Encouraging and supporting.


 **Jim Snell** 58:51
Maybe.


 **Eileen Wollam** 58:55
Let's see Eileen here I have.
I have a question for the encouraging and supporting.
What about adding celebrating?
There or or would you consider that being covered enough under supporting?

 **+16*****92** 59:16
I think it'd be great to call that out specifically because to me that's a big piece of what encouraging is, right. One, one of the best ways to encourage something is to celebrate success with it.

 **Eileen Wollam** 59:22
Mm hmm.

 **+16*****92** 59:27
That sounds wonderful to me.

 **Eileen Wollam** 59:27
Right to keep the people, keep them. Keep them coming, yeah.

 **+16*****92** 59:30
Yeah, yeah. And and I think that and I think that would be done in some level of handshake sort of partnership with with.
The promoting volunteerism group because they're telling stories and celebrating successes.

 **Eileen Wollam** 59:46
Mm hmm.

 **+16*****92** 59:46

But they're more telling the story of it right.
Not the.

 **Eileen Wollam** 59:49

Sure.

 **+16*****92** 59:49

Not the mechanics behind it.

 **Eileen Wollam** 59:51

Right.

 **Jim Snell** 59:53

And with with the awards, because the awards was the kind of under promoting volunteerism, would that go under encouraging, celebrating and supporting?

 **Greg Lyles** 1:00:11

I think it would be appropriate to go there, yeah.

 **+16*****92** 1:00:12

How do you wanna?

 **Eileen Wollam** 1:00:14

No, I think I think it's different.

I think promoting is is the communications piece.

And the and the encouraging celebrating is.

You know, having having the the conference, having the, the, the GBSA.

The promoting the volunteers would be like more telling about those things.

 **Jim Snell** 1:00:47

OK.

So. So then. So then the awards would I think based on that would sorry it's yeah.

And I think Greg, is that what you were gonna say, OK.

GL **Greg Lyles** 1:00:54
I don't want.

+16***92** 1:00:55
Would go under one, yeah.

EW **Eileen Wollam** 1:00:57
Yeah.

GL **Greg Lyles** 1:00:59
Yes. Uh huh.

JS **Jim Snell** 1:01:00
Yeah. OK.

+16***92** 1:01:02
I also think that's a great example of where not everything can be siloed, right?
Because a great job with the awards is going to involve the the Promoting
Volunteerism Committee, making sure that every county who has the option to
nominate someone does so right.
They might be the outreach piece of that, or they might help design.
Some of the.
Language for the award that you know, that kind of thing.
But, but that's just good.

EW **Eileen Wollam** 1:01:37
Alright.

+16***92** 1:01:38
That's just good business.

EW **Eileen Wollam** 1:01:47
In getting sponsorships also.

 **+16*****92** 1:01:51

Yep, that would absolutely fall into promoting volunteerism.

So, Jim, I think the next step for this that we don't have time to do would would be then.

Who, if these are realigned in this way?

Who is going to lead the next step for some version of each of these four, since it's not literally the existing committee structure?

And I and I I think that's crucial for you to not lose momentum.

 **Jim Snell** 1:02:34

Yeah.

 **+16*****92** 1:02:35

Before may.

Somebody needs to be the advocate for each of these.

 **Jim Snell** 1:02:41

Yeah, well, well, I would say.

I I would say that the the full Commission needs buy in to these four things before we.

 **+16*****92** 1:02:53

Mm hmm.

 **Jim Snell** 1:02:53

In my opinion, go too much further.

 **+16*****92** 1:02:57

No, I'm just thinking it'd be great if there was somebody who who advocated for, you know, some version of each of these as it's presented to the full Commission.

Who? Who's going to be the one who, who represents what we think will do with that?

And then they're theoretically going to be part of that committee moving forward, yeah.

JS Jim Snell 1:03:11

Gotcha. Oh, OK.

Gotcha. OK.

D Destiny 1:03:16

Kim, do you? Do you imagine the need of it being four different people, or can it just be one person who can speak on what we've been working on?

We flesh it out.

These are ideas.

Kind of thing.

Or do you think it's?

+16***92** 1:03:29

I think I think in the moment of being in the Commission meeting, it's just one person can explain what we came up with.

My concern is how does that translate into it?

Not then slapping in the wind and and you know somebody having some accountability for ensuring it doesn't get derailed.

That's really just all my concern was like, is Nathan gonna say promoting volunteerism is still mine, even though it's not exactly what it was before.

D Destiny 1:03:48

Yeah.

+16***92** 1:03:53

But I've got thoughts on how this will be the plan.

That kind of thing.

D Destiny 1:03:59

OK, I was assuming that was kind of understanding why you had all of us here was saying like, hey, you're still gonna be the chair of this committee, and we're gonna, you know, but we're fleshing out that the role may change, but you still would own it. I.

 **+16*****92** 1:04:09

Yeah, well.

 **Destiny** 1:04:11

Think that I I honestly understood this is like a volunte.

 **+16*****92** 1:04:11

That's that's awesome.

If that's how you want to take it, I didn't want to assume.

 **Destiny** 1:04:16

Er yeah, I thought.

That's why you brought us all to the table of, like, speed now forever. How to speak.
Hold your peace.

You're you're chairing this committee, so we're giving you insight in it. But we're on
agreeance that we need to flush this out to be better aligned to what we're trying to
go.

 **+16*****92** 1:04:25

Yes.

Mm hmm.

Love your answer.

 **Destiny** 1:04:33

Now again, I think I might be the only chair on here, so I can't speak for I'm gonna
speak for Nathan cuz he's not here. I think Nathan will be OK.

 **+16*****92** 1:04:40

He already said yes. He's in. He's in good shape.

 **Jim Snell** 1:04:40

Well, Greg Greg's on.

Greg's on as well.

D **Destiny** 1:04:43
OK, great, great.

BW **Betty White** 1:04:43
As a chair.

+16***92** 1:04:44
Yeah, Greg's here.

GL **Greg Lyles** 1:04:46
Yeah.

+16***92** 1:04:46
And Eileen, it affects you because we're talking about how the grants process would fall under another place too, right?

D **Destiny** 1:04:52
Yeah, but Eileen already agreed to that one.

EW **Eileen Wollam** 1:04:53
Correct.


D **Destiny** 1:04:55
So I felt like we were on the same page, OK.


EW **Eileen Wollam** 1:04:56
Yeah.

+16***92** 1:04:56
OK.


JS **Jim Snell** 1:04:58
And I think Betty had a comment.


 **+16*****92** 1:05:01
Yeah, Betty.

 **Jim Snell** 1:05:05
Betty did.
You did you want to say something? No. OK.


 **+16*****92** 1:05:14
Just giving us a sign language again.
Well, then I don't need to create an opportunity for consensus that already exists.

 **Betty White** 1:05:17
What was that?

 **Jim Snell** 1:05:21
OK.
So.

 **Betty White** 1:05:27
I will say I do believe that if the chairs are all on here and if everyone has a part in doing this and agrees to how this is being restructured, it shouldn't be difficult to present it to the entire Commission.

 **+16*****92** 1:05:43
MMM MMM.

 **Betty White** 1:05:47
And it's the last Commission meeting.
Kim, everyone said yes, we would like for you to show us how to restructure things so that they align with our tasks and with our mission.
So I don't.
I mean, maybe we will have someone flapping in the wind, but I don't see that happening.

 **+16*****92** 1:06:06

Cool. I mean, if this feels good and and it lands, you know, why continue to circle if it's gonna land the plane.

 **Eileen Wollam** 1:06:15

I I have another question.

So if we're, if we're going to, if part of this is restructuring our committees.

And in in order to flesh out details for for this plan.

We need to work in our committees.

Do we agree on the new committee structure 1st and then continue to work on the plan?

Because otherwise, we're going to be working.

In in committees, it's confusing.

It's all kind of wrapped up together, but I wonder if we need to get agreement on changing committees first and then.

Work in work in those new committees.

 **+16*****92** 1:07:04

Mm hmm.

 **Eileen Wollam** 1:07:05

Is on flushing out the details of the plan.

Does that? Does that make sense?

It's my question. Makes sense.

 **+16*****92** 1:07:13

I felt like that's what Jim said.

 **Eileen Wollam** 1:07:15

Oh, OK.

 **Jim Snell** 1:07:17

Well.

 **+16*****92** 1:07:21

Getting agreement on this first.

 **JS Jim Snell** 1:07:21

No, I mean I I I think Eileen's getting a more nuanced has a more nuanced question. I was just saying in general that we need to get by in from the full Commission. But what Eileen is saying, I think is this is a potential new structure for committees, but we have the old structure that's doing the work right now to form this plan do.

We need to go ahead and have.

People.

Reformulate under this potential committee structure to go forward with the remaining planning that the Commission needs to do for the the rest of the year. I think that's what Eileen was suggesting.

 **EW Eileen Wollam** 1:08:00

Yeah, 'cause I I think if we didn't do it that way, if we were still working on this in our old committees.

 **+16*****92** 1:08:01

Hmm.

 **EW Eileen Wollam** 1:08:10

It it would.

It would be convoluted somehow because maybe some people may move around also because of this.

You know, so they somebody who's who's on?

I don't know what who's who's who's on some other committee.

Might now end up in building capacity.

And having to think about grants, which they didn't have to do before.

 **+16*****92** 1:08:41

Mm hmm.

 **Jim Snell** 1:08:42

And Destiny raised raised a hand.

 **Destiny** 1:08:46

I am in Agreeance with, everyone said.

But I would just speak on behalf of our committee. Lashan, correct me if I'm wrong. I feel like the committee I had, which was founded on service, would be the encouraging, celebrating supporting volunteerism area.

And I personally believe it's work that we've done already fits in this new structure because that's the mindset we came in there with.

So for me and my committee, I'll say we don't need to redo it.

So I'm confident for us we can, we can go forward with it.

So if you bring bring other people together.

Don't feel the need to to have to include us because I think that we really started our plan this year with this mindset of what is in our control. If it's not in our control, we're gonna. We're gonna hand that off to someone else's and let that.

 **+16*****92** 1:09:29

Mm hmm.

 **Destiny** 1:09:29

Be somebody else's ministry.

 **LaShan Dixon** 1:09:32

Yes, I agree.

 **Jim Snell** 1:09:35

Yeah. So I think I think for the purposes of continuing to work on the plan as opposed to continuing to have the committees that we currently have continue to do the work that they have kind of allocated to them for this current calendar year.

It may make sense to have.

Have volunteers.


From all the committees agree to work on these areas and we have essentially.


Four ad hoc committees that are made-up of people, maybe primarily from certain

committees, that would be taking on that role going forward.


Maybe I'm I'm not really sure how to how to squeeze.


What we have, what the committee, this committee just did into the current committee structure.


 **+16*****92** 1:10:38
Mm hmm.


 **Eileen Wollam** 1:10:41
Mm hmm.


 **Jim Snell** 1:10:42
And.

 **+16*****92** 1:10:43
Well, what if it stayed a strategic planning ad hoc committee that continues to move forward with this process and invite other people to join it?

 **Jim Snell** 1:10:47
Sure.
Sure.
Yeah. Well, we'll have to run that by Terry.

 **+16*****92** 1:10:55
Just because I think you make a good point.
Yeah, you just, you don't want to hijack the work currently being done with the planning of what to do next. And so maybe it's helpful if those do stay distinct.

 **Jim Snell** 1:11:11
Yeah.

 **+16*****92** 1:11:11
I'm happy to help continue in whatever process we do, but I do have a meeting that started 3 minutes ago so.

JS Jim Snell 1:11:15

OK.

Oh, yeah, yeah, yeah. Sorry.

Thank you.

Thank you so much, Kim. Thanks.

We'll pick this up, I think at the at the May meeting and kind of figure out what where to go next.

+16***92** 1:11:21

Yeah.

OK. And and reach out to me in between if there's something I can do to help tee it up.

EW Eileen Wollam 1:11:27

OK.

+16***92** 1:11:30

But if no one has heartburn with this, I think that feels like tremendous process improvement in in a little over an hour. I I think that was that was fantastic.

JS Jim Snell 1:11:43

I agree.

GL Greg Lyles 1:11:44

Yeah. And Jim, are you gonna send us a draft of this?

JS Jim Snell 1:11:46

Thanks everyone.

D Destiny 1:11:46

All right.


See you.

JS Jim Snell 1:11:49


Yeah. Yeah, I'll, I'll.


Yeah, I actually I'll send out.


 **Greg Lyles** 1:11:50
OK.


 **Jim Snell** 1:11:55
I'll send out these notes to the entire group and ask for people because we did have a couple people who had to get off before we kind of get to got to the point where we are, but I'll send it out and ask people if they have any.


 **Greg Lyles** 1:11:58
OK.


 **Jim Snell** 1:12:07
Kind of comments or suggest and maybe we can just via e-mail.
Do any kind of revisions that we need to do before the May meeting?

 **Eileen Wollam** 1:12:14
Please tell me.
Sounds good to me.

 **Jim Snell** 1:12:22
Yeah.
All right.
Thanks everybody.

 **Eileen Wollam** 1:12:27
Thank you.

 **LaShan Dixon** 1:12:28
Thank you.

 **Jim Snell** 1:12:28
Bye bye.



Eileen Wollam 1:12:29

Talk to you soon.



Jim Snell stopped transcription