

Volunteer TN 5-2-25 Commission Meeting Recording – Part 1

May 2, 2025, 2:31PM

1h 51m 32s

● **Jim Snell** started transcription

JS **Jim Snell** 0:04

I want to welcome everybody.

Thank you so much for being here today and I want to welcome those of you who are online as well.

I want to thank our amazing, amazing staff, Latifah, Anthony, Candace, Neelam, Don, Lizzie, Jim and Emmy. Sean, anybody?

Just thank you so much for your work and I appreciate all that you're doing and and we are with you.

We're with you.

We're going to talk more about this a little bit later.

Thanks to United Way for letting us be here today.

This is a great meeting place. So OK, as we look at the agenda today, we're going to be reviewing what the MOU committee has been doing up to date.

Couple of things surrounding that and I want to hear conversation. I want you to please speak up today.

We're going to discuss the work that's was led by Kim Carpenter on the state's plan.

We're going to also.

Approve some grant budgets, funding grants, and we're going to look at formula recommendations. That's what we're going to do today.

I want to ask everyone here and online to help me in making this a borderless well run meeting and what I mean by that is let's let's make sure we raise our hand and be called on to speak.

Don't interrupt each other, and I know you probably know this, but I'm going over this for my sake and also.

When you are sharing.

If you will try to be brief and succinct with what it is you want to share, because we've got a lot cover and I want to hear from everybody.

Want everybody to feel comfortable speaking out.

So think in terms of two minutes, OK. And I'm, of course, you don't have to keep 2 minutes and this is not a demand. It's just a request so that we can use our time really wisely.

But let's begin with the introductions and what I'd like for you to do is share your name, your role with a volunteer Tennessee.

And maybe a little bit about your role outside of Volunteer Tennessee.

So I'll start.

My name's Harry silver.

I'm chair of the board recently.

I've been working with the before being chairs on the Communications Committee for a long time and I'm a retired professor of education from the University of Tennessee at Martin.

So I'll go to my left.

Right.

My name is Deshawn, Sarah.

I am a nun and I should not believe member for the Department of Children Services.

I oversee all 95 counties, all interns and volunteers.

Who volunteer within our department.

Hi, Lizzie.

I'm the owner or program manager here with Collins in Tennessee.

I've been here about eight months now.

Recently, I'm from Maine.

I'm very quiet. I'm vice chair.

I am a retired service Learning Director, University School.

I've been retired now five years and from paid work, but I still do a lot of work.

It is OK which is just I get to choose now to choose everything I do for the most part.

So it's a lot of fun and I am, you know, on the Board development committee, after being on the foundation for Service Committee.

For that three years.

Hi, I'm Jason Scott.

I'm a Commissioner.

This is my third been around for a while.

I'm currently on the strategic partnerships Slash Communication Committee. After being on board development for a long while.

I'm outside of this.

I'm the director of the CAC Kirk.

Hey, good morning.

My name is Adam Jarvis.

I am the chief of staff with finance and administration and serve as Jim Bryson's designee on the mission.

I am Nancy Shillin.

I am the representative work Department of Environment Conservation for.

Arts as a statewide programs manager.

Focused on volunteer strength groups, interpretation, education.

My name is Stephanie Davis Warrenberg and also service treasurer on Tuesday, and I served on another board for East Tennessee Volunteer.

I'm sorry, East Tennessee Valley College.

OK, to go forward then retired from the University of South, where it was community development director. Yeah.

I really understand and appreciate the advantages that Katie talked about.

Hi I'm Don Sowers and not to be outdone by the University of South, we get all the universities represented here today.

I teach at Tennessee Tech University, a graduate course in Emergency Management.

Oh, volunteers and donations and disasters.

So that's kind of my ally and I'm the manager, disaster volunteer services and the acting Tennessee State University response team are working.

Good morning, everyone.

I'm Anthony Bennett systems and process manager for volunteer Tennessee.

Really appreciate you guys being here. Thank you.

The Field's Volunteer Tennessee staff. I have a volunteer Tennessee for three months. Three years.

Three years, July, yeah.

OK.

Good morning, everybody. I'm Candice Taylor.

I'm the training and special events manager.

I am also on board with friends of Volunteer Tennessee.

I'm also a recent trainer with the SRC program and and also.

I am about to be on the board of the Higher Ed Consortium, so it's really nice to see.

Hi, I'm Suzanne Farr.

I'm the senior policy advisor for the Tennessee Department of Human Services and

I'm here serving as Commissioner Carter's designee.

Good morning.

I am Nathan Farner, assistant appointed Commissioner, assistant appointed by the governor to be Commissioner.

My job is I work in the Provost office at East Tennessee State University, engagement specialist, on manage all of our community and my private partnerships for the institution.

So in my second year on the Commission, I compared the large yet unproductive communication strategic partnership.

And your association with the board, OK.

My name is Trish Powell and I'm a second no second year.

Good grief. First time, second year, Commissioner.

I've had a non profit named National Astrophys.

Icist with volunteer Tennessee staff.

Would you like to call on?

Yeah. OK.

That's Rebecca, would you start for the online introductions?

For those online, you should be able to come up and use.

How about?

Susan, can you introduce yourself?

SP **Susan Parker** 7:28

Hey, good morning.

This is Lieutenant Colonel Susan Parker.

I'm the director of family programs for the Tennessee National Guard.

JS **Jim Snell** 7:37

Thank you, Amy.

AL **Aimee LaGrone** 7:44

Sorry so little muffled.

JS **Jim Snell** 7:45

OK, I did.

AL Aimee LaGrone 7:45

Did you say Amy?

OK.

I'm Amy lagrone.

I am the senior director of engagement for the Tennessee Department of Education, representing Commissioner Reynolds, and this is my second year serving.

JS Jim Snell 7:58

Thank you.

Welcome back, Yvonne.

EW Evon Wood 8:12

Hi, I'm Yvonne wood.

I'm located in Middle Tennessee.

I've been on the Commission since 2023.

I'm the current treasurer and I'm the strategic support manager for Green Light Fund.

JS Jim Snell 8:26

Kim.

+16***92** 8:28

I'm Kim Carpenter Drake.

This is my second year as a Commissioner.

I am a social impact consultant and run the Middle Tennessee Donors Forum.

JS Jim Snell 8:39

Thank you, Marla.

MC Marla Cartwright 8:43

Hi, I'm doctor Marla Cartwright and I am the associate vice Chancellor for innovation and teaching and learning with the Tennessee Board of Regents.

And I'm serving as proxy for Doctor Heidi Lemming.

JS Jim Snell 8:54

Thank you, master Sergeant General Keren.
Master Sergeant of your speaking. We can't hear you.
I see you came off mute, but we can't hear you.

EW **Eileen Wollam** 9:17
Hmm.

JS **Jim Snell** 9:20
Us.
Oh yeah, we heard something.

MR **MSG Karen Regan** 9:21
Can you hear me now?

JS **Jim Snell** 9:23
Yeah, yeah, yeah, yeah.

MR **MSG Karen Regan** 9:26
My son, Karen Reagan. I'm with J9 family programs with the Tennessee Army National Guard.

JS **Jim Snell** 9:32
Thank you.
Sarah.
OK, Elizabeth. Oh, OK.
That's Lizzie, Terry.
Oh, Terry. Frank.

TF **Terry Frank** 9:49
Yes, I'm Terry, Frank Anderson, County mayor.
Appoint a gubernatorial appointee and Anderson County is in East Tennessee.

JS **Jim Snell** 10:01
Eileen, can you hear us?

EW Eileen Wollam 10:03

Yes, yes. And I can. You hear me now?

JS Jim Snell 10:04

Right, yes.

EW Eileen Wollam 10:07

OK, good.

I'm Eileen walum.

I've been on the board for I believe it's 13 years now.

And I'm currently the chair of the Grants Committee, formerly chair of the.
Board development committee.

I'm also the chair of Friends of Volunteer Tennessee, so I'm happy to be here hoping
to be there in person, but I have a really bad cough and don't want to give it to y'all.

JS Jim Snell 10:40

Thank you.

Did I miss anyone that did not have an opportunity to introduce themselves?

OK.

All right.

Would you like to introduce yourself or just say in our name and our association with
Volunteer Tennessee? Yes, ma'am.

Thank you.

Good morning, everyone.

My name is Lashan Dixon and I am with the Department of Health served as the
director of the Office of faith-based and Community Engagement.

Thank you.

All right. I did miss anyone.

Hopefully OK.

Let's start with Eileen.

Would you like to give us an update on France?

EW Eileen Wollam 11:22

Yes, I sure will.

JS **Jim Snell** 11:24

Thank you.

EW **Eileen Wollam** 11:27

So we we we have a brand new member on the Friends board.

His name is Jay Sanders.

And he is the Community relations supervisor at Middle Middle Tennessee Electric.

Which serves the counties of Williamson, Rutherford, Cannon and Wilson counties.

And he he learned about us at the.

At the conference and was previous acquaintance of Greg Lyles.

Anyhow, we we welcome Jay this week and we're very, very happy to have him and his experience with us. The license plate project.

Unfortunately, we're still only at about 120 license plate orders.

And our expiration date is June 30th which I've mentioned.

Before so it doesn't look like we're gonna make it and we could file for an extension, but.

We're kind of reluctant to do so because.

It would be really difficult for us to make it.

Almost 9 get almost 900 new orders in the next year.

So we're trying to regroup and figure out what we're gonna do in lieu of that.

Let's see what else we are.

Oh yes, regarding the the termination of.

The of some of the AmeriCorps programs we asked Jim to and Candace to inform the program managers of those of those programs that.

Their AmeriCorps members, who have been terminated, are still eligible to apply to the Emergency Fund.

And there's still money in the emergency fund, so we're hoping that some of the Members will be able to take advantage of that to help them get back home or whatever they need through this this period.

Also, Jay Sanders are a new member on friends, informed us that that he heads up the Middle Tennessee Electric Foundation and that they have emergency funds available that people can apply for.

So we've we've asked him to let the programs know that as well, so.

Yeah, that's it for friends.

JS **Jim Snell** 14:12

Thank you, Eileen. Any questions, questions, comments.

EW **Eileen Wollam** 14:13

You betcha.

JS **Jim Snell** 14:19

Thank you again, Jim.

EW **Eileen Wollam** 14:20

You bet.

JS **Jim Snell** 14:20

Can you give us the director's report?

Yeah. Well, so we'll talk more about this later. But as Eileen just hinted, the the mayor report agency terminated 14 of volunteer 10 cities, 21 miracle programs that included three planning.

And 11 operational branch.

So the the three didn't have members. There were planning for potential of hosting a miracle program in the future, but then the others did have miracle members that had to exit program begin as as of Monday.

So we're working with the programs to wrap things up.

For the instructions from the miracor agency.

That there's lots of questions.

Things about what that means in terms of the future.

Including the funding stuff that you all will talk about later on today.

So we don't have a whole lot of questions.

But I'm happy to try to answer any questions you all might have about any of that.

Any I think a lot of that some of those questions may come up. Again as we're talking about the Commission's three-year state plan and obviously in the funding process discussion.

Questions will come up so.

We can wait until then to discuss questions or talk about them now.

Comments. Questions, anyone?

All right. We will come back to this.


Our first order of business is to confirm a quorum. There are currently 23 voting members, so we will need 12 voting members for a quorum.


Jim, would you please do a roll call?


Sure, George, bogey.


Destiny brown.


M Carpenter Drake.


 **+16*****92** 16:27
Sure.

 **Jim Snell** 16:30
And I think that was a.

 **+16*****92** 16:31
Here. Sorry, I've got a delay.

 **Jim Snell** 16:34
Got it, got it.
Yeah, and and this is just a roll call for purposes of torn.
So so here our present is is totally fine.
Stephanie Davis.
Sure. Nathan Varner here, Terry, Frank.

 **Terry Frank** 16:47
Present.

 **Jim Snell** 16:49
Amy Gilliland think is going to be joining us later, but I don't think it's on just yet.
Can he go for president?
Rebecca Henderson.
And Rebecca is on, but I think she's been having trouble with her microphone.
Yeah, she just OK.
Yeah, she, she said. She'll.
She says.

I'm here. OK, an e-mail, OK.
So she's here.
Andrea Hill.
Holly Jones.
Amy legrom.
Amy, are you still with us online?
See her.
Her icon.
Yeah. OK.
We'll we'll maybe come back later.
OK, lizette. Lizette Lopez.
Greg Lyles.
Lee Moulton, Patricia Patricia Powell.
Jason Scott.
Gary Silver here. Tracy vanderbee.
And you, Walter, is also going to be a bit late.
Betty White. Yeah. Eileen walum.
Yvonne wood.

EW **Evon Wood** 18:25
Here.

JS **Jim Snell** 18:29
Suzanne Carr here. Lashan Dixon here.
Lashonda gleaton here. Adam Jarvis.
Caroline ledley.
Marlon Cartwright.

MC **Marla Cartwright** 18:44
Here.

JS **Jim Snell** 18:48
Lieutenant Colonel Parker.
Master Sergeant Regan.

SP Susan Parker 19:02

Lieutenant Colonel Parker. I'm here as well.

JS Jim Snell 19:05

OK.

Thank you.

Nancy Shelline here, Jessica youngblom. And that's the roll call.

And we have 12 voting members present. OK, which is a quorum. So we don't have to.

We do.

We do need to, OK.

We don't have 12 in person.

Gotcha. We've got 12 total combining in person and the virtual, OK, I'm gonna read the statement of necessity.

So just so you know, I'm reading it. Our next order of business is to approve a statement of necessity due to scheduling conflicts less than a quorum of Volunteer, Tennessee Commission members are present.

In person for the meeting today, so under Tennessee Code Annotated section 8-44 DASH 108.

The Volunteer Tennessee Commission is allowed to rely on participation of members by electronic or other means to constitute a quorum only upon determination by the Commission that a necessity exists. The Commission is scheduled to consider time sensitive approvals to the 202526 Commission support grant.

And Commission investment fund budgets, 202526 volunteer center and youth Civic Engagement grant funding, and the 2025 AmeriCorps Formula Funding.

Do I hear a motion to approve the determination of necessity to proceed with the meeting with the quorum to include electronic and phone participants based on the time sensitivity of the matter on today's agenda?

Don't move chair.

Thank you. And I have seconds.


Herbie. Yes. OK.


So for so for those online, Adam made the motion and Betty White made the second.

OK Jan, can we have a roll call vote please? Sure.


And so this is a.

This is a yay or nay.
Vote or abstain for those.
George, Bobby.
Destiny brown.
Kim Carpenter Drake.


 **+16*****92** 21:16
Aye. Yay, yes, whatever one you want.

 **Jim Snell** 21:20
Yeah, that's fine.
Anything in the affirmative or the negative is is fine.
Stephanie Davis.
Nathan.
Terry Frank.

 **Terry Frank** 21:33
Yes.

 **Jim Snell** 21:36
Amy Gilliland I don't believe is doing this yet.
Can you go forward?
Rebecca Henderson.
See you.
She approves.
She sent me an e-mail saying she approves and goes for that. OK, Andrea hill.
We've just joined us.
Olly Jones, Amy legrom.

 **Aimee LaGrone** 22:01
Yes.

 **Jim Snell** 22:05
Lizette Lopez.
Greg Lyles Lee Moulton.

Patricia Powell.

Jason Scott, Terry Silver, yay. Tracy vanderbee. Amy Walter. Betty White. Yes. Eileen walum.

EW **Eileen Wollam** 22:27
Yes.

JS **Jim Snell** 22:29
Yvonne wood.

EW **Evon Wood** 22:30
Yes.

JS **Jim Snell** 22:32
Suzanne Carr.
Yep. Lashan Dickinson. Deshonta gaten. Adam Jarvis. Sue Caroline ledley. Marley Cartwright.

MC **Marla Cartwright** 22:46
Yes.

JS **Jim Snell** 22:49
You send it, Colonel Parker.

SP **Susan Parker** 22:52
Yes.

JS **Jim Snell** 22:54
OK.
Thank you, master Sergeant Regan.

MR **MSG Karen Regan** 22:58
Yes.

JS **Jim Snell** 23:00

Nestor Reyes. Nancy chalene.

Jessica Youngblom and the motion carries unanimous with one extension. OK, thank you.

Our next order of business is to review and approve the Minutes of our last meeting from February 17th, 2025.

You should have a copy in front of you and you should have received a copy of link to the Minutes last week. So if you'll take just a moment and look that over.

For those of you participating virtually.

I posted in the chat a little earlier the link to the Commission Member website that has all of the materials for today.

And I will.

Let's see.

I will.

Put that in the chat again, just for in case anyone joined after I put that in the chat earlier.

Does anyone have any corrections or additions to the Minutes?

Hey, do I hear a motion to approve?

I motion Jason, thank you.

Second second, Nathan, thank you.

OK.

Our next order of.

Thank you, Jen.

George Colby.

Destiny Brown, Jim Carpenter, Drake.

Come back. Stephanie Davis? Yes.



+16***92** 24:44

Yes, sorry. There's a slag on my turning my mute off.



Jim Snell 24:48

That's OK.

Thank you.

Nathan Farner, Terry debran.

Any yellow lamb?

Can you go for it?

Rebecca Henderson.

In the emails, she says she's approved the minutes. Andre Hill.

Polly Jones.

Amy legrom.

Lizette Lopez.


Greg Lyles, Lee moken.

Patricia Powell.

Jason Scott.

Terry Silver, Tracy Vandeve, Amy Walter. Betty White? Yes. Eileen walum.


 **Eileen Wollam** 25:45
Yes.

 **Jim Snell** 25:47
Yvonne wood.
Suzanne Carr, Leshan Dixon.
Deshonta gleaton.
Adam Jarvis Simpson, Caroline Ledley, Harla Cartwright.

 **Marla Cartwright** 26:05
Yes.

 **Jim Snell** 26:07
Lieutenant Colonel Parker.

 **Susan Parker** 26:11
Yes.

 **Jim Snell** 26:14
Master Sergeant Regan.
Mr. Reyes, Nancy Shalin and Jessica youngblen.
The motion carries with two extensions.
Oh, yeah. Thank you, Amy. Thank you.
Alright, so OK.
OK.

Thank you, Jim.

We're gonna just kind of give a brief overview of the work that the Memorandum of Understanding committee has done so far.

You have a copy of the draft.

In front of you and the folks online.

Yeah, for the for the Forks online.

One second and I'll give you the direct.

Direct link.

Sorry, that's the internet's been a little bit slow in this room.

About it.

Yeah. OK. So for the folks online?

OK.

OK. Is there a way to turn the owl down a little bit?

Yes.

I've done it through the. Thank you.

OK.

So I just posted the direct link to this online for folks in case you haven't had a chance to go to the web website, but that that's indirectly. Thank you.

So the purpose of this memorandum is to clarify the roles and responsibilities of Volunteer Tennessee and and that's that's the role.

And the purpose of this particular document. So I'd like give some feedback from the Commission in terms of what we've done so far. I would also like to hear comments from the Commission regarding whether or not we, as a Commission volunteered, Tennessee begins to come more independent from.

F and.

Or if if you feel strongly that we still need to be connected to F and a the way we are now and address this at another time, I I do need some clarification on the board about that because I feel that we're kind of spinning our wheels.

With with this Memorandum of Understanding, and I need the clarity because I'm chairing this committee right now.

We didn't have anyone who's available, so for clarity purposes, #1.

Comments on what you see so far on the changes we've made and #2.

What are your thoughts about how FNA is working with us now?

And do we still need to think about becoming a more independent as a Commission? I'd like some.

Your thoughts and concerns from those two things, if you don't mind.

From a staffing standpoint, how?

Because of course not cancelware.

But how is MMA working alongside with Volunteer Tennessee?

Is this question, So what are their roles right now?

Responsibility. Adam, would you like to address that? Sure. So at the moment, we are charged with providing administrative support and staff to the Commission.

We do that through seven full time positions. Many of them, actually, all of them here, 1 by at the time.

As well as other support through equipment space legal support if they have questions, financial support, which we've had a lot this week contracting etcetera.

So all of those administrative functions that happen in a department or any.

Organization we provide those to volunteer Tennessee in addition to the staff that support them that support them that then support this Commission that's going to start without this come to be.

Is this something that is need to continue because of historical purposes or and especially given everything that we were experiencing right now?

What is the feeling from the staff, as with all Tennessee, outside of that?

Well, the the structure comes from the executive order.

So that that that's, that's where the structure.

Mr. in clarification so.

Would it be possible to give a summary or to like just catch people up with like where we're at this and like what we're?

You know, trying to decide here because like just on the surface not knowing.

I haven't been thinking much about this right now, so just kind of knowing where we're at, yeah.

Also, just recognizing where we're at and I think this conversation has been going on for a bit and and I appreciate where it's coming from.

Also trying to mention like in this current context this week like what kind of support may have been provided to the Volunteer Tennessee and its team.

I'm kind of interested in knowing like what kind of pros and cons come with this document, or a certain direction versus maintaining activity, because I do think it's important that when things like this happen.

So both of our AmeriCorps programs, where do you find in?

The but because we are attached to the Knoxville Knox County Community Action

Committee.

Which provides support for our administrative functions.

We have connections for resources and other things, so we were able to, you know, provide financial support for the next 9 weeks for all of our Members that were exited.

Who? Which mitigates significantly the impacts of an event like that. If we were a totally autonomous agency, we may have just gone out of business.

We may not have been able to pay payroll.

I know that on the meeting we had with the Group of directors, some people were asking about like how long they had to exit people under a 30 day rule. And I think what they were getting at is how long can we draw down funds from volunteer 10. So we didn't pay the staff that we're totally relying on.

And that's not the answer.

So in this circumstance I see personally how being attached to a larger administrative entity is supportive of my staff and the people were responsible for.

So I'm just kind of curious how this may or may not shift that or it jeopardizes any of that stability as I you know, I.

I want this condition our work to have autonomy, but I also want the people doing the work to be supported and have reassurance 'cause it's difficult to navigate moments like this unless you do have that because I know like these actions, I mean some, some of the americ.

Programs that lost their funding won't be there with the scheme's itself out, right, like.

And by and large, those are probably gonna be those that are operating more independently are smaller.

I'm just more vulnerable while our organization, you know we have.

No cluster funding, so we're not getting any revenue from that. If there was an opportunity revenue in the future, there'd still have to be a gap.

There maybe delays to start of the next program year, but because of our attachment to the larger administrative entity, that entity make decisions to support staff.

So it's still there. So the capacity is maintained.

While that might not potentially otherwise be available, so you know what supports the capacity at Volunteer Tennessee.

Because I know they've been doing everything they can and they're the only literally the only people talking to us right now.

They're in zero communication from Americor.

Volunteer Tennessee, you know, we're hearing a little bit from American service missions and other entities, but by and large, volunteer Tennessee is the most.

Reliable resource for information in the service, yeah.

So I think it's critical that we maintain.

The staffing capacity so that it's here to help people work through this moment, but it's also there because it's not all the programs are gone. You know there are still programs in operation and there's a lot of stuff up in the air and there could potentially be add.

Programs that are allowed to be funded based on any number of things related to law students or just all sorts of shenanigans.

So but if if you don't support capacity, you have.

I guess the question is where?

Yeah, just so the pros and cons.

You're asking. OK, now, how many said something about?

I don't know your exact words, but like during the past week or so or during the past week.

I am totally convinced that's gone on, so could you?

Can you explain that a little bit?

Or can you help everyone understand what's going on?

I mean, we've received emails and I've seen on the news and whatever of programs not being funded and American members being called by members at home and whatever, but.

In that whole picture of things and what F and A is doing to support that, I don't know.

Yeah. So let me first say big. And as you said, Terry, thanks to Jim and team, they have been in hearing what you just said about. They're the ones that are communicating.

It's it's not lost on me.

The the programs have been hit hard this week and y'all have been the ones standing there and and doing that work and pushing those communications out so.

Truly thanks, you know, not only sending the termination letters, but then getting on a call with those programs.

I know it's incredibly hard.

So I wanna say my thanks to the staff in terms of like the support, you know Jim and I

communicated a lot this week. I would say I think that there will be an additional support over the coming weeks as we start to formally terminate contracts that are. In place with volunteers and those entities and what that means is our office of Business and finance will do all of the procedural steps alongside Jim.

You'll have to initiate some of that network to terminate that arrangement.

There'll obviously be some close out procedures, much like any other activity where they are submitting their expenses. We will reconcile those Gemin team again will be a big support of that.

So we do view a lot of our support is through Jim and staff because they are FNA employees, but he has at his disposal our office of Business and finance as well as our legal counsel and then HR, which is a big part.

And I agree with what you said, Jason, to me.

You know, personal opinion being attached to a larger agency at times is it definitely has its its benefits. But I would say Betty this week they have done most of the heavy lifting all the heavy lifting we've been in contact with Jim and then also the govern.

'S office on how you know making sure that they're aware and I, you know, just to point out, volunteer Tennessee is not the only federal program in the state that's obviously been impacted.

It is not lost on us that it hurts and those cuts are there, but.

We have been asked from the governor's office to make keep them aware of all of those federal implications.

And so we've done that, lots of communication back and forth there and and what those additional implications will mean as we start to unfold and unravel and and then maybe if it goes back too, as you said, what all that means as well.

So I would say that's the majority of our support for today. Yeah, it's.

Yeah. So Evan has been very helpful. Other things that Evan has helped with is their their communications person has helped us with communication stuff, so that we make sure that we're communicating.

In a way that's consistent with the the state administration.

And and helping us with that. So in terms of like where Volunteer Tennessee is?

My opinion is that there's no cover for for this it.

I don't it it would not have mattered where we were within state government for this federal action. Like Adam said, I mean, there's other like really big state departments that had massive amounts of grant money cut.

So.

In terms of could we have, you know, because we're with F and A, are we better protected in terms of the staff?

Yes. Well, Mike, well maybe.

Well, yeah. Well, I think so, I think so.

But in terms of what?

The Commission can do about our current situation.

I.

I don't think there's any.

There's anything more that we could have done if we if it was a separate entity versus being attached to F and AI.

Don't think there's any.

There's no difference there.

They're. I don't think they're could have done anything more.

Yes, I've been adding the Commission and I'm a non voting member, but I think you guys need to consider that if you were to break away and be separate, that would be a budget, ask for all those things that Adam mentioned of legal counsel, contracts, folks, fiscal folks.

HR staff and that would be something you'd have to have funding separately and hire individual people instead of just being able to access their staff. If this was a separate entity and you know coming from a state agency, we can spread things around when we have large you.

Know office of General Counsel.

Things like that when you're talking about just one person, that's a big expense.

So just a lot of costs to consider if that was to be independent.

I'll I'll add. So I echo everything that's been said. I think on from Jason's perspective, I agree. I feel like there's.

There have been some nice benefits that have come with being a part of FNA, especially in the situation we currently find ourselves in even prior right.

I mean, I think to your point, right, the yes or there's some responsibilities that come with privileges. Absolutely. But those privileges are there nonetheless.

And I think so.

Think from a practical standpoint, I think I agree with what we'll say that I think.

The two being combined and half of them the other makes sense.

The other caveat though.

The other half of that, I would just say that hasn't been mentioned and pulling it back thing with you is just the feasibility of it.

We exist and are tied to F and a because of executive order.

What would require be required to change? That would be executive order or legislative, both of which my understanding.

Please correct me if I'm wrong on the executive order side.

That would require support from the governor's office, which has been communicated at this moment in time at least, is not there for that move.

And I would argue on the legislative side, with our current political climate, I'll leave it at that.

I for my feasibility standpoint, even if that was something.

We were interested in I.

I just don't know how practical at this moment in time. It's even worth having that conversation.

I don't think.

I don't think the path has been laid for us to do that and do it effectively.

So my my desire and I'm on the MOU team, but my desire for the MOU.

Yes, simply to get a better understanding what I hope this says. I'm not read all the way through in deep detail, is just greater clarity around operational support, roles and responsibilities.

In addition, who is responsible for this?

Who is responsible for that? To make sure that the two teams are playing well together, but in no way is attempting to divorce. That isn't. That would not be my desire.

Thank you.

Thank you for saying that exactly what I was trying to say. And so that that's where I was getting to as far as the executive order and then what their process would be if you did decide to separate the two entities, but also as Adam said wanted to.

Leave you all on notice that a lot.

You all have to deal with over the last couple of weeks and I know a lot of the staff are suffering unfortunately and people are doing amazing work of just trying to keep.

Afloat. And I know as I mentioned.

Several legal who are all this?

Is it a wild?

Specifically, I lost all my staff and it was affected immediately.

So there are opportunities though. And one thing that I found out though being with the state agency is that we were able to bring to have some funding and I was able to hire back three of my staff on Monday.

But that's because I'm part of the larger system versus the office. And so I think there comes those benefits as we talked about, but those benefits do come with some responsibilities.

So we have to ensure that that the work continues on and so.

I agree.

I know.

Not a vote a member, but definitely an agreement was been stated and and staying together right now, because I think we work together better than we do apart.

Thank you.

Thank you for your comments.

Anyone online have any comments to this discussion?

Does that let me have her hand up?

You're you're muted. There we go.

EW **Eileen Wollam** 44:22

Yeah. Yeah, I'm I.

I did have my hand up.

I I agree pretty much.

With what?

What everybody's been saying, I think there's a great benefit in staying attached to F and a especially, you know, during these times.

Also.

You know, we would have to think of the if we were to try and go independent, we would have to think about the work.

That that wouldn't entail.

And who has the time to do that work?

And and and the cost of course.

So I I would be, I would be in favor of of staying with F and AI do have a a couple of NIT picky things with the memorandum.

Is this a memorandum of agreement or a memorandum of understanding?

Because.

Because the title at the top of the page says Memorandum of agreement and the the paragraph under purpose calls it a memorandum of understanding.

JS **Jim Snell** 45:22

He probably.
And opposed.

EW **Eileen Wollam** 45:32

So I I don't know if there's a difference between those two things, but we ought to pick one and stick with it.

JS **Jim Snell** 45:33

Thank you for that question.
Thank you, Evelyn.
We understand the gram.

EW **Eileen Wollam** 45:47

That's that's the editor speaking.

JS **Jim Snell** 45:47

M.

EW **Eileen Wollam** 45:50

The other thing is that I was looking at the responsibilities of the chair.
And.

There is some responsibilities in that in that section that I don't think.

You know, to, to, to my knowledge and experience during and having been a chair of a committee.

Um.

There the the items that say appoint all committee chairs, assist all chairs in the planning of committee activities, and supervise all chairs as to the management of committee plans.

I.

I.

I don't know if it makes a difference that this is in the document, but.

It's it's been a lot more loosey Goosey than that.

You know, different, different Commission chairs, have you know?

● **Latiyfa Fields** stopped transcription

EW **Eileen Wollam** 47:03

You know will be adding a lot of work to the Commission chair's workload.

● **Latiyfa Fields** started transcription

JS **Jim Snell** 47:19

Can I ask a question?

Yeah. So go ahead.

I was.

I was just gonna say to her point, I believe those were a direct pull and I think Sarah's online from the executive order. So we tried to stay consistent with what the chair's responsibilities are called out in the executive order and why they're listed this way.

Here, did you hear that outline?

I'm sorry, I should have spoken.

EW **Eileen Wollam** 47:37

I did.

I did.

I did hear that.

JS **Jim Snell** 47:40

OK so.

EW **Eileen Wollam** 47:41

If for some reason it never jumped out at me from the executive order, I don't know why.

JS **Jim Snell** 47:47

OK.

Thank you, Betty.

EW Eileen Wollam 47:49

Mm hmm.

JS Jim Snell 47:49

Now my question is, are we now moving to discuss?

The now did we decide we're gonna call it a memorandum of agreement of agreement. OK, that's yeah.

So we've changed that and then have we decided to go ahead and discuss that now? As opposed to general insistence.

I was going to say something, but we went ahead and went into the document, which thank you, Eileen.

Your your edits were on point.

I think what I think what I'm hearing from the board and I want to make sure I'm hearing everyone, is that we're going to remain attached to F and A and that this committee is committed to clarifying the roles and responsibilities of both entities moving forward.

Yes, Madam Chair.

Can I add?

You made a a comment about spinning our wheels a bit and I wanted to say it feels like part of some of the Members intent is maybe to address what you want to discuss, which was to use this MOU to seek independence OR to remain so I think. It's good that we've had this discussion and it seems like there's consensus that the intent and and I should verify.

This Mou, moa, cannot make an independent agency.

So that it's important we weren't going in with that intent.

So it's good that we are now level setting and understand that this is for those roles and responsibilities of how we work together.

So I appreciate you bringing that up.

OK, here are no other comments then.

Yes, Betty, we're looking at the document itself and if there's any comments as to the changes that have been made thus far or anything that's been added.

You can see the comments on that on the left side of your page.

Things that that we've talked about and have been dealing with.

Please that is just so.

Just so everyone understands the the committee that's working on this, has it finished?

So this is not.

This is not a finished document that's being presented to you all to approve or not approve. It's just I think Terry just wanted to get people's input on it.

Yes, now that the committee has been working on it, a couple meetings and has gotten through some of it.

Yeah, I wanted feedback.

So 'cause I really wanna move this forward and complete it and I needed to hear some feedback.

Back so 3.43 point 4. The was previously discussed because it's in order.

We need to keep that wording.

Or could you add something to say like you know to these to the extent necessary, because the purpose of the document is to define what FNA is going to do compared to what the Commission's going to do, right? So.

So.

What what this is doing is just taking that taking.

This subtask off the plate of the right so but like was mentioned.

And you don't necessarily have to do all of these things in order for the communities to be effective.

So would you be able to just add some wording to that to say?

As to the exact as needed or necessary or something like that would be appropriate or well.

It would be if I remember correctly, the MOU committee had discussions about whether or not to include this language because it's it is in the executive order. But I think the general consensus from the committee was to leave it in because it's just spelling out what the respons.

Are chair, even though they're in the executive order, but for the purposes of this?

To spell that out, I was kind of the general consensus of the committee. I remember, Sir. Mm hmm.

But Katie, to your point, this year I pointed all chairs that I knew could do it.

They need my help.

There you go.

But always available and I want to make that clear.

I'm always available if you know and I try to attend as many of those meetings as I

can.

So thank you.

Any other comments on the MOA?

Can I ask if there's maybe an add on question so in section?

4.8, which is where it lists like all the individual positions and it says at the time of this descriptor, blah blah blah.

Is there any provisions in here and it may be in there and I'm just not part? Should any of those change? Do we have to go back and readjust the memo every time if there happens to be like an actual position change?

Change or they're like that makes sense. What I'm asking? I think so.

Let me I'll I'll try to take a stab at it. This way we listed them as their job classifications, though in state government.

In HR space, you had a staffing pattern.

So these seven positions and that's why we clarified these position numbers.

Are assigned to volunteer Tennessee, so regardless of the individual that fills that seat, these are the seven that volunteer Tennessee has, right.

Does that answer your kind of?

That's helpful.

Let's say one of those positions, the actual line itself, was to go away at some point or we were not adding one at some point this would be two years. Does that require a new memo?

I think it would.

A revised memo would be that would tag them.

Yeah. I mean, even if you know Jim were to be reclassified to an ethnic program Director 3.

We would probably add that to the list too.

Update at some point I don't know that it would be burning or urgent 'cause it doesn't change the structural operations of what we're going to do. But when we go in next to do a cleanup, I think it would be appropriate to make sure that those positions are.

Still the correct positions.

This was a if I can. This was also our attempt to show 'cause. I know there's been questions for what staff are being provided to the Commission at what.

From FNA.

So these are the seven deadlines.

Yeah, these are the seven full time positions that are assigned to assist the Commission.

And if I could say one thing, I think to clarify for people who were not like part of this discussion, because I we will fuzzy about a lot of it before.

But to me this is.

The attempt of F and A to show us that these are things we will have rather than just saying we'll provide support staff or we'll provide the director. So that could be two people or it could be seven people you know or welcome provide technology. So that could.

Be just like.

Maybe we don't need to take.

We don't need those.

We can take all this away, so I think it was trying to ensure volunteer Tennessee that we have these specific things.

That F and A is going to give us.

Us to support us is that you understand? I was gonna add.

It is our commitment and our intent to better document what administrative support means to.

Here's what that means in terms of what we are gonna provide.

John, can I just talk something in Judy's that my position is not listed on here because I'm a volunteer position.

Yeah, manager disaster volunteer services, maybe the official title. That is the states or coordinators. And within that you know description, but it is currently a volunteer position there. As I understand it, there is no funding available to make that a full time position. We'd love to retire S.

We'd love to see it become a full time position.

We'd love to go play golf with my wife someday, so if you just plant that seed.

That'll make it happen.

We appreciate all you do.

Thank you.

And it's a labor of love.

Thank you.

Any other comments from anyone?

We will do our best to get through this agreement in two meetings.

That's what I promised and and I appreciate your feedback.

I really appreciate you guys sharing your opinions on this and where we are as a board.

OK, if there's nothing else at this time, we'll set this aside and we'll continue to be diligent with this agreement and hopefully bring something to you soon.

OK.

We can move forward with our business.

OK.

Yeah, right. OK. All right.

So we have had the most amazing person help us kind of clarify our goals for the state Service plan. And so I'm gonna call on him Carpenter Drake to share a brief overview of what this group has done and the goals that they have coming.

Mm hmm.

M Carpenter Drake, thank you.

 +16*****92 57:03

All right.

Yeah. Yep. I'm. I'm here. Just.

Struggling with my delay and my mute turning off.

Yeah, it's been a really interesting experience to work through the committee chairs and committee members and and with Jim and with Terry on this, the the important thing that I think we've addressed in our process was.

Umm.

One of the things I usually tell a group if I'm working with them on strategic planning is start with the question of whether you want to.

Tweak an existing plan.

Is that the season that you're in?

Is it 3% more of this 2% less of that or are you in a space where you can back up a little bit more to the macro level and really think about how your strategy?

She helps to guide the work forward and we ended up really taking the second of the two approaches, which I think was really timely, even more so than I believe we anticipated when we started this and asked ourselves a couple of key questions.

One of those questions was what is within our control?

So there is, there is a difference between the things that we would like to see happen in the world and the things that we are charged to do as individuals, as organizations, as committees, as commissions. So having a little more clarity of what

is within our scope and.

Our capacity.

So for example, we can feel very strongly about the importance of food security in our state.

Does volunteer Tennessee have the acumen and the resources for that to be one of our goals?

Well, not really. What we can do is part of our theory of changes that we believe that the active and successful involvement of volunteers across the state helps to support success in activities like that.

So the activity that belongs to us.

Is building and supporting a robust network of volunteers in a variety of different ways?

The second thing that we addressed.

Was asking the question of how are our.

Goal areas our core areas of work aligned with the workers getting it done.

So did and do our committees align with the highest and best use of those resources?

With the activities that we want to accomplish and so I think that the committee chairs can speak to that much better than I can.

But what I heard was it can be somewhat confusing when we have a goal area that has maybe two or three committees that all contribute to that, and it can easily turn into.

I thought that one was yours.

Oh, I thought that one was yours.

So if we have clarity around.

Who is responsible for each piece of work and organize the work?

So that they align with the committee structure that can help us to be much more focused and successful.

So part of the suggestion that this group is making.

In this draft that we're sharing is not only that we have a higher level of clarity around the work that belongs to us as a group, but also it will come with some recommendations of how to align the committees to best serve that work.



Jim Snell 1:00:55

Thank you.

Thank you for your work and thank you. Chairs and those folks who join the chairs at the last meeting to come up with these goals.

And I think Kim, it leads us into this conversation.

How does our present committee structure align with these goals?

And do we need to make some changes to our committee structure?

 **+16*****92** 1:01:23

Yeah. I I think Eileen had some good thoughts about that.

Other people did as well.

I know Nathan had some good suggestions with it, but I think Eileen's role was a great example of the the grants committees alignment with when and how we used resources during the year.

My my recommendation as we have this conversation is.

That if these feel like.

The four big buckets of work, if we have consensus that these are the areas that require.

Our time, talent, and treasure that that we consider.

Realigning our committees to better match those, and I think our current committee chairs had some suggestions of how to do that.

 **Jim Snell** 1:02:15

OK.

Let's see.

Eileen, would you like to share your thoughts on that?

 **Eileen Wollam** 1:02:26

Sure.

Excuse me if I start coughing.

The grants committee.

The Grants Committee, as you all know, is very, very small and we've just lost one other person and one of our people is an ex officio member on the Commission.

So non voting member.

And so it's difficult for us.

To make the the suggestions, let's say.

About.

Out which funding scenarios should be presented to the board, because there there's really not enough of us to get a good good view or sense of how different people feel about it.

So I'm, you know, I'm. I'm all for merging.

Grants with another committee.

But I'm really not for there had been some talk about grants being an ad hoc committee to just convene as needed.

And.


I'm leaning towards not supporting that.

Because for one thing.

There.

There are things that grants has to decide all during the year, not just during grand season.

 **+16*****92** 1:03:58
OK.

 **Eileen Wollam** 1:03:58
That's that's number one.
And.


#2 is it takes a while.


To learn the details of the funding process well enough to be able to participate in the Grants Committee really well.

You know some if somebody is new to joining the grants Committee there, there are a lot of questions and a lot of education that has to happen.

And for, you know, for an ad hoc committee, you know, pull people in as they're needed, I don't think that would work really well.

We really, I think we really do need people who are gonna stick with it for, you know, several years at least so.

 **Jim Snell** 1:04:50
Hmm.

 **Eileen Wollam** 1:04:54
So that's kind of how I feel about that.

With regard to realigning the committees, I actually, I actually think that's a good idea because there is a lot of confusion about which which committee is responsible for, for which goal and and very often there's four committees that that ends up being responsible for that and the.

JS **Jim Snell** 1:05:19
OK.

EW **Eileen Wollam** 1:05:19
Committees are not always clear on what should they be doing about that.
So.
Yeah, I better stop before I start coughing again. That's it.

JS **Jim Snell** 1:05:32
Thank you.
Thank you very much.

EW **Eileen Wollam** 1:05:33
You're welcome.

JS **Jim Snell** 1:05:35
Patricia kind of wondering if it would be better to be a subcommittee of something 'cause like.
What what I did learn with the Grant's committee, I think.
A big part of being on a committee is you always want to be prepared for, like whatever's given to you. And I know that you can only do prepared so much, but I'm wondering if that's a regular thing. Like if that had been something that, like, Doc. Prepared, like everything prior to at mind you, I think this stuff of just like how much e-mail are different things but.
I guess it's part of that is the question is each when anybody gets onto any of the committees, are they given any kind of preparation documents to start off with?
Because I remember when I first joined the retreat.
Or like when I went to the first retreat.
Whenever that was.
And we were going over the.

Notes, not the state. Whatever the document was, we were going over. I misunderstood what we were doing.

I thought we were going through it and like looking for grammar and different things of how it was supposed to be, not doing something else. And so I think part of the question is or part of The thing is, does everybody actually know what they're supposed to do?

In the committee and do they have the information to do that?

And so that's what I would ask like.

Across every committee like, because that's part of, is everybody clear on their role for each thing?

Great comments from both and I would like to say this. We're we're starting a new state Service plan. So we can actually address that and say, OK, if it's going to be called communication strategic partnership that handles #3, then these are the things that we're committ.

To these are the things we're going to focus on.

And here's here's what being a committee member of this particular.

Committee means you know, attending, discussing.

Being available for the roadshow, you know just different ways that way.

So we're starting right now.

New and we can do that, Nathan, and to piggyback on the comment just to make sure that we memorialize it in the board handbook.

Memorialize it so. So what? So being in these conversations with this small team looking at the state Service plan, spend a lot of time talking about committees because they're the ones that actually driving plan, right, actually.

Identify goals to go with the individual areas.

Mm hmm, one of the philosophies that was floated in that not saying this has to be the direction, but an idea that may be a differ from our previous or our current model. It seems like our current model's committee structure is based around tasks, grants, Communications, Partnership, partnered develop.

That sort of.

It's very much focused around task, which sounds great.

I think on paper the problem being is.

We need talk about the programs and initiatives of the Commission.

And almost all of those tasks touch all of the programs.

So it may, I think that led to a great amount of.

Lack of I guess, clarity around who really is supposed to be owning what and when.

People don't know who owns it.

Guess what?

Nobody knows, right?

So it's like when you talk about communications, that's everything.

Communications touches everything. When you talk about strategic partnerships, are you partnering with nonprofits?

Are you partnering with corporate partners?

Are you partnering with volunteers directly?

'Cause, they're all partners in the work.

What does that really mean?

Right. So one of the ideas that was floated is perhaps as we're thinking through committee models and how it aligns with the Service plan is thinking through perhaps more audience or constituencies and less around the specific task, right because?

When you talk about this idea of at the most foundational level, we wanna increase voluntary volunteerism.

Across the state, right?

Your audience in that particular task to some extent, is actually the people you want to volunteer.

It's your service members, right?

That is an audience and the strategies and the mechanisms by which you would target and address that audience.

Is is a little bit more niche, is a little bit more manageable. I think about the the Tennessee service network. I think about some of those things. When you talk about support for agencies and nonprofit partners, the people that would be hosting volunteers, I think more about the.

Conference.

And I think more about professional development opportunities and communication strategies, things like that. When I think about entities that perhaps are helping to fund or raise awareness, then I think about our corporate partners, right.

So perhaps being able to think through it in the buckets of who are the constituencies?

Because I think some of our programs and initiatives are aligned more in that model than what our committees are.

So it's you have a committee structure that doesn't allow the program structure and then there's they're just kind of rubbing against one another.

And then one of those constituencies is us.

Right, which is when you start talking about your board development and and it is us as Commissioners, it's us as as the Volunteer Tennessee staff that is a constituency in and of itself.

So you could still have that kind of a board Development Board, but that was something that came up in the conversations that I think is very different than our current model.

But I feel like addresses some of the. So what would that look like?

Can you flesh that out?

I know I did, Terry.

Well, I think to some extent I ended up looking a little bit on when you think about these broad goals.

We could word submit these, right?

But building capacity for volunteer success when you think about capacity for mindlands, I don't think about the volunteers in sales.

I'm thinking about the agencies that are hosting and they're the ones that need greater capacity, whether that be resources, whether that be spots, whether that be support. When I think about actually getting more volunteers, right.

So some extent kind of what's on the screen is almost some bucket right?

But if you were to view #1 as.

The people you want more people volunteering?

Bucket #2A little bit as support for the entities that need volunteers that your a miracle programs that are your, your nonprofit agencies, perhaps or other entities, your schools, that sort of thing.

And then maybe the third one a little bit.

I mean Corporate's mentioned in here community engagement story collection sponsorships, perhaps that could be fleshed a little bit more, but I it kind of resembles what's on the screen to me a little bit maybe with some words missing what's not on the screen actually it is I.

Think it's #4?

Your world constituency, which is us mm hmm.

Right. How are we?

How are we as the Commission growing and doing better and taking ownership of

these things right?

So that came out in the conversation.

I think that could be fleshed a little bit more, but I do think it's different than our current model.

Yes, this is Jason.

Just a comment.

I I appreciate that this document you can kind of sit down with the general understanding of what this is.

You can look at it.

It kinda makes sense.

You know when you talk about constituency, when you started talking about that, it's like, oh, yeah, you know, this can be, you know, kind of more focused on members or volunteers.

This can be more focused on organizations and their capacity or community partners that are adjacent or the internal.

Focus I think just coming into this space.

I think the the clarity of that, like really orienting that way it's a bit more intuitive 'cause I know the first three years that I was in this space, every time we would go through the state plan, I always felt like.

Win this ride. Like, how do you go take me half of the time just to be like.

Here, but I think this this has.

Intuitiveness that kind of really speaks towards the thing that we all commonly are doing and organizes that in that meeting the way that like I like any of constituents. And even to that point, what I like about the fact that it should be anybody who reads the document should understand it. Yes, regardless of whether you've actually. Know anything about volunteer Tennessee or not?

And so that was my issue with the retreat of like, I know some things cause of other stuff that I've been involved in, in or with. But it's just like it literally should be the most basic thing.

So the question is then committee wired for all that stuff whenever you're giving out a document.

Can anybody understand this even if they've never?

Like done any type of work in this field or whatever you wanna call it? Mm hmm.

One thing that I think for Indis just came to mind is I'm looking at this that this may also help with a little bit is I feel like and and I've seen this even like my euro, you

know this is your two for me Commission year one on.

The Commission is, I felt like there was a lot of time stepping into the role on the committee and really trying to understand what the committee itself is supposed to do.

And I, as a Commissioner, I'm supposed to do right, so I feel like.

A lot of times and such. I'm I'm guilty of this as well, right?

We as Commissioners will come into that meeting.

We do what we need to we run through the agenda, vote on the things that we need to.

We get some updates OK.

Great. See you next time.

Do anything right? We just shared information of the things that staff had done right and obviously staff. I mean, they're here and they're being paid to execute some of these things and to leave these initiatives and programs.

But where I think we as Commissioners could be more engaged is around innovation and ideas and strategic planning. And I feel like if you're in this bucket, so lesson on a committee that I know what it's called, but it's somehow focused on.

Volunteers and service members that sit.

Not where they're serving, but they themselves being able to get set around the table and say how can we better support volunteer and service members? That is actually a topic and a question that you could brainstorm and be innovative and create new programs around. And we're not just.

Kind of rubber stamping things, right?

Like you have a very specific task.

You know, how do you better support our partners?

How do you better support volunteers?

I can.

We can work with that, right?

I can come into that room and go well. Here's an idea.

Here's an idea I don't like feel like culturally.

That's how we operate.

Right. Because I think about Communications Committee, which is the committee, I've been on the very beginning.

It's like we came in, we communicated all the things, OK?

Well, we're done.

Right. It's like where's the? How do you communicate?

We're not having that conversation right.

So I feel I feel like this leans to that a little bit.

Thank you.

I think that's Jason.

I I think some strategic planning processes that have been part of in the past in the past will I conceive a person or an audience.

That like OK.

This is the person we're planning for.

This is the type of circumstance we're planning for having that kind of person or entity or focused mind, I think really helps people just kind of be like, OK.

I'm I'm planning something for AmeriCorps members, and maybe I'm coming into this from that background.

Maybe that's something that's meaningful or I mean into this someone who's really interested in relationships and partners, you know, I know that I like this is a.

Mode of thinking and applying it to this audience.

So I'd be your point.

Be more creative, innovative as opposed to like identifying tasks.

And I think that's a really good space for the board, who I think generally is operating on a more.

Conceptual level and tasks are more broadly either implemented by more board members that have time, or, if not just snaps audio through right.

So. So just turn that to that.

I would.

I would love if we could come up whatever the model is, if we could come up with a model that addresses some of the cultural challenges, right?

Like have when we create a model that allows Commission members with capacity to do more and be more engaged. Without this, here's a wonderful idea.

OK.

Candace, can you go do it right?

Like that's that's not good for Candace, right?

I don't want to do that, right?

So how can we create a model that that that solves that a little bit?

Yeah. Is it?

Are we able to create?

And is committees, is that still a word to use or is there a better way to move?

What teams around these four major categories?

In place of the committing suicide.

It's just the thought, just a thought.

I mean, generally speaking, it's work, right?

In, but in terms of what you're saying about changing the culture in spirit, maybe the can do that as opposed mini and team and these is generally some either already bullets on them and maybe that's what makes massaging. But if we could also there's only four of them.

Yes. So instead of having like Eileen by herself, we keep on, you know, like, like, as a voting member or like word development maybe.

We have three Members and we have one Member and then it's just like. But if you have these kinda like 4 focused areas, I think it would be easier to keep people in them. Uh. And then like within that just understanding like if what are we gonna focus?

On, yeah.

I would be supportive of the use of the word teams, umm, in in this general people working together. Yeah I mean.

Right.

Well, in a potential idea.

Kind of Junior League aspect. You could also just rotate.

You could have people to where it's like they can be. They can reserve on a committee or team like it depends on what your function is for that the team or committee.

It could mean a different thing.

So there is actually something behind whether you say committee or team and that's gonna try to go for that. But it's we you could start changing it into.

You can serve on this whatever you wanna call it.

For however many terms are like here, whatever. And then after that you need to a different one so that everybody it there's AI don't know the fairness. But that's so many. All the people who are in skills, whatever it is. But that way you don't come into these.

Issues where it's you only have so many people on this committee being all that and so that it's it keeps everything fresh too.

Because then you bring in new people in all that stuff.

Because if there's a constanation after so much time.

You're then able to do other things, get other perspectives on that.

So that could be an idea, OK.

So I do like the idea I was just going to add as the other ad hoc member on the grants we if we did that model for grants, I feel like we would be in trouble right now because Elaine is the sole Member that actually is carrying the.

Weight of that group outside of the staff.

So I've been there two years and I still am trying to figure it out a bit and without the staff's help. And Elaine I it would be difficult.

So I would.

I would hate for.

I don't know how long she's been on that committee, but if we rotate her out, then it's we we're losing a lot of subject matter expertise in that particular area and that grants, I mean, Jim, you can speak to this, but that particular area we moved through it.

Pretty quickly on this agenda, but I know we spend a lot of time in those grants.

Committees really get into the nitty gritty.

And then the staff prepares several different funding options and mixes for us that we then ask.

EW **Eileen Wollam** 1:21:34
Hmm.

JS **Jim Snell** 1:21:39

Questions on so without that.

Environment dynamic. I worry about how we would push some of those.

I think we would then be spending more time discussing grants in a full Commission meeting, which maybe we all want, but I feel like we filter some of that work out in the Grants Committee before it gets to this committee so that we have more time for other.

Events. It's just a point I wanted to raise.

I I wonder if there's there's value in I I agree with that.

I feel like there there's something to be said about some expert knowledge, whether it be because you've been on that committee for a long time.

Or because it's your day job, right?

Like if let's say we go for these buckets of people, agencies, partners, internal right now your constituencies, what do we call them?

Some people their day jobs by the nature of what they're doing naturally falls into that right. If you are a nonprofit professional, being able to think through the capacity building for other nonprofits and agencies like you're able to bring your personal expertise into the conversation. So I do.

I do think there's value in letting people kind of find their home.

But at the same time, I think with Patricia's comment I also question this idea that this idea that everybody has to have a home and you can only have one home and homes can't cross lines like that.

Self-imposed, like nobody says that.

That's how you have to operate now.

Obviously you have to have some level of structure, but perhaps we're not going to figure this out today. But down the road we could explore a way to better create this to where, if I do want to engage with this other committee because they're working on a really.

Cool project.

Project I don't feel as though I'm not allowed to because I'm on communications, right?

EW **Eileen Wollam** 1:23:11
Yeah.

JS **Jim Snell** 1:23:15

Like I I have something to offer to the conference and I want to be like, hey, Candice like, can I help with that 'cause.

I love that Candace.

Look at her.

So what are you talking about?

Right. But but there could be some soft soft flexibility. So maybe there's a way in again to go back to that cultural piece.

Is there a way to encourage people to use their skills and not feel like they're in this little box?

You're gonna have a home, formally, but that doesn't mean you don't have skills and assets that could be better utilized.

And other places. Good point, Jim.

Yeah. So I'll say.

I agree with everything that's been said and particularly like the expertise part is hard and takes time to develop.

So I I wouldn't recommend that you just rotate people just to rotate people because the other part of that is that people will often find where they feel the most comfortable either based on their personal interests or their professional interests.

I mean, we have had people come in and like their day job is communications.

They're like I do not want to be on communication.

I do that all day long.

I would rather be on one of these other committees and I would rather be on the bank.

So so I think it's important to let people go to where they feel like they're being most effective.

I think the challenge for the Commission to think about is when the committees get out of balance, how do we rebalance those committees in a way that doesn't force people to do things they don't want to do?

But make sure that the Commission.

Is doing the things that it needs to do to its committee structure, and I think that's where that's where we kind of have run into problems lately is like we have great people serving on all the different committees and we had some change over and then all of.

A sudden we had two people on the grants committee.

And that I mean, that's not anybody's fault.

It's just that's just what happened. But the Commission, I think as a body needs to think about how to do that restructuring or reforming when those situations arise.

Rather than just potentially leaving it up to the chair to figure out 'cause.

That's kind of what's has what has happened in the past when.

When we've had committees get kind of out of whack, the chair steps in and ask people to move around. I think it's it may be more of a like a team effort to figure those things out.

Maybe, maybe. I don't know.

I think part of it though, because you can take all these little ideas and merge them together in a different way, because whether you add the rotation to that or not like you could keep grants separate.

I'm just thinking that with how big volunteer Tennessee, like the Commission itself is. There should be a way to get to say you know what we need you over here. So sometimes you kind of have to push people out of their comfort zone to say, hey, if we.

You wanna get this done because I keep I keep thinking about this.

Like what are the numbers of the committees?

Like how many is on each on each committee.

Maybe you do need to start putting up we we can have. We have a Max. Once we've hit that Max, we need to look to others, because otherwise you're gonna keep being in these issues. If if people are like, no, I don't wanna go there. And so 'cause.

I'm just thinking like.

Do we know if everybody's talents are being used?


Do we know if everybody is actually on a committee?

All of this stuff, and how often they're actually meeting all of those things.

So maybe that state that you need to look at, but I'm just thinking that with every single person.

There shouldn't be a reason why the the Grants Committee just doesn't have very many people when you've got so many other Commissioners.

So that's just other stuff to consider too.


 **+16*****92** 1:26:55

Oh.

It it, it's Kim.

 **Jim Snell** 1:26:57

Thank you.

 **+16*****92** 1:26:58

I have AI.

Have a a comment question.

I I feel like maybe we're talking about two different things.

Right now, and I'm I'm wondering if it would help to.

To separate them or or take them in in sequence. It's just it feels like maybe we're not talking so much about the strategic goal areas as we're talking about committee structure and committee process.

JS **Jim Snell** 1:27:32
OK.

+16***92** 1:27:33
I I just wanted to call that out. I know, Terry said. Can we?
Can we try to stay focused on things and I feel like maybe we slid sideways a little bit
and they're both important conversations.
Just I think there may be two different ones.

JS **Jim Snell** 1:27:49
OK.

+16***92** 1:27:49
Identifying the core areas of work we need to do, I think is one piece of work.
And then how to process it from a membership perspective is a second one.

JS **Jim Snell** 1:27:59
OK.
Thank you.
Another thing for you all to be picking up about as you look at this is what the next
step is.
Because the next step is if we follow the process, that's been kind of laid out in terms
of our state Service plan timeline would be to take whatever comes out of today and
then go out and start getting public input on that.
And specifically to ask people in the communities.
Based on your communities and you know what volunteer Tennessee has is its
resources.
How could? What would this maybe look like in your community?
Like what?
What would volunteer Tennessee do related to these things in your community?
So.
Having something that is ready to go and go out and get that feedback is is the next
step.
So the question is, how does the Commission feel about our core areas of work and

can we say that these are our core areas of work and these are the areas we're going to be committed to?

Yes, maybe alerted question.

Did I like this?

I like the layout.

Do we see any?

Landmines in the current political environment, is there any wording on here that needs to be massaged or changed, or is any of this gonna get us targeted more?

Good question.

It is loaded.

Nope, think so. OK.

I don't because it's pretty generic.

Yeah, volunteer placement.

I don't think should be super like. Yeah, but yeah, but.

Yeah. I I I don't think.

Yeah, I I don't think.

Any any of this would be kind of red flags to anybody.

Is there another word we can use for placement?

Oh, I was just.

I was making an example of like oh just.

Red Flag came out.

OK, OK.

I'm not sure what's red flags anymore.

OK.

None of the.

None of the terms that that we have seen as being kind of spotlighted as being problematic terms are on this list.

And that that wasn't intentional.

So this is just kind of what what fell out of the the workings of the of the committee chairs in kind of developing this.

Anyway, so yeah, I think.

I think the language here is probably.

More than OK, I think it's probably good, really good to all that.

Is there any area that we're missing here?

And I'm sorry, Don, I didn't see your hand.

Maybe we find out if other service commissions have already gone through this process.

Recreate. We want to see if they have broken it down into comparable.

Steve, we're missing anything or there's some language there that jumps out to us that might better fit what we're trying to accomplish.

Eileen also has her hand up online. OK, Eileen.

EW

Eileen Wollam 1:31:25

Yes.

I was just wondering if it might help.

These categories seem more real to us if we attached some of our existing Programs. So let's say Governor Stars awards conference.

Site visits. If we attach those.

And to see you know.

Like which bucket would they?

Which of these buckets would they fall in?

Umm.

To just see how that you know how that balances out or are there ones where we're saying, Gee, we're really not sure it would, you know, fall under this and this just a thought.

JS

Jim Snell 1:32:25

Yes, yes.

I think, well, not to take us off the track of the conversation, but I kind of understand how it got into with the board, because going back to, I like Nathan's suggestion for the identifying the current constituencies like. So I think that that could be a way.

To rewrite this would maybe be like more plain to the public 'cause.

Like building capacity for volunteer success.

I mean, that's not like what?

Yeah, every grading might not know.

A meeting, OK.

Can I?

Can I ask you just a more just a clarifying question. So when we solicit this will be my first round doing this. So when we solicit this feedback from our general public, whoever may be operating feedback outside of the Commission, what does that

actually look like? Because that.

Might inform where I'm at currently. Like are we giving them a document?

And then here's a survey link.

Are we?

What does?

What does that physically?

What does that process look like?

Part of me says like.

I think this is these are the buckets what I'm hearing.

This is also pretty minimal, like there's not a lot to respond to, right?

So I'm trying to think through like does there need to be a bit more narrative?

Like what?

What are they getting and what are they responding to?

Is it this document?

But so yes, but with some questions.

So what we would do is we would.

We would collect those.

Survey responses for people who can't participate in one of the roadshow things and, you know, kind of, for those of you who haven't been participating in the Communications Committee, that committee has talked about doing a roadshow. And part of it would be, at least in for us, you.

Know the the earliest ones, the first ones coming up in the summer would include a component to capture feedback from public the public.

That shows up in person.

From those roadshows to get input on the state plan so the survey part would be a survey with these goals but with prompter questions after them.

The in person, what we've done in the past and it it depends a little bit on how many people show up, but essentially you break people up into groups and.

You say within that group each person generates a list of things that they think would fit within the under each one.

And then they have the group they share and they kind of pick out the ones that they think are the strongest and then all the groups kind of share their strongest points.

And then those get kind of collected as the feedback from that particular in person meeting.

So it's like a a individual small group, big group work.

'Cause, I mean that's how, that's how we've done it in the past.

I mean, we certainly do it some other way, but that that seems pretty effective to be able to get people to like they have to think about it individually first and then do that small group work and then the the big group work to kind of refine things.

That's helpful.

Thank you.

I.

I, which I and I think that's what I envisioned in my head. Just wanna make sure that wasn't way off base.

Part of me, I like this.

I I if it was me, I would probably. If I was responding to this, if I'm a partner, I'm a volunteer.

I'm whomever I might be.

I think because it's just very vague bullet points. I feel like it's there's a lack of clarity which I think is stlicated point a little bit.

I do think maybe there's an opportunity for this to be a tad bit more narrative.

Not not. We're not trying to give people a novel, but we also want them to read it, respond to it.

But it's like even within like.

When we say supporting a robust network of volunteers and service learners, then we listed these things and we turn them into a little bit more. Like when I say award programs, what does that mean?

We want to recognize and uplift exemplary volunteers across the state.

Like right, that means product.

Program right. We want to recognize exemplary volunteers across the state. Like that is a very specific. Oh, OK.

How can they do that right?

If there's a way that just maybe give a little bit more meat to each of these, I like the bucket.

It sounds as though we were all liking this.

What what it sounds like we still need to do is to.

Attach our current programs. What what we've got going on now. See where they would fit under these buckets as we're calling them.

We need to put a little bit more narrative to explain each area and I see that that

where we go back in and look at what our committee structure is now and the goal or the vision of each committee, how that would fit here.

But I also think then we need to think about how we can make our committees equitable and so that we've got a good amount of not committees. Maybe teams make sure that we've got enough people on the teams to address the areas that they're focused on.

The is that.

Is that what I'm hearing? Does that sound?

Right to, OK.

So first of all, we need to have.

A core group of people who are going to be willing to work with this document.

And and do as I just talked about before and come back with some recommendations for teams.

For the areas, because I don't think we're going to do that today, but I don't want to. I don't want to.

I don't want to say, OK.

We'll talk about that and I'll go to something else. I want to have action steps now.

Does that fit our timeline, June or what does that mean?

Because I know we all need to. Yeah, yeah, yeah.

So to do that 'cause, I think what Terry's talking about is what's the structure gonna be underneath once we get planned?

And so how do we?

How does the Commission want to reorder, organize its committees?

I think it's fine for that discussion to go on in parallel with the the discussion about the state plan goals and getting public input, because I I think what we have here, if everybody agrees to these kind of big picture.

Four goals we can go, we can get public input on that.

And especially if we add a little bit more descriptive stuff like you're suggesting for some of the bullet points on the need, that's enough for us to go get public input so we can get the public input and then bring that back to you all at the August.

Meeting.

In addition to have between now and August, having the committees also do additional work on this to kind of flush things out a little bit more in terms because right now it's just it's very, very.

A big picture.

Like what are the actual goals gonna be that the Commission wants to achieve in the next three-year period?

Does need to be refined a little bit so, but that can come from the public input and then the individual committee meetings that happen between now and this meeting. And then we can kind of pull all that together. And from there, I think the Commission should be able.

To at August meeting, be able to develop a really solid first draft.

Of.

Oh, point plan. Is there a? Is there a way for and this may be in the process already? Is there a way for you and your team to also be able to respond to this?

Sure. Once you have to do it.

Yeah, yeah, I think.

I mean, if the ones that physically has, yeah, like get the program off the ground, there would be some that would be helpful as part of the sure to get your your view and your team's info as well. Yeah, capacity.

Yeah, absolutely, yeah.

OK.

So the question is, do we want to continue to work with the chairs?

And kind of continue to meet to do the things that we've talked about here and make some recommendations for the teams themselves or do we want to have a whole new group. When you say the chairs are talking about the people that were already on that meeting? Yeah.

Yeah.

Sure.

EW **Eileen Wollam** 1:40:53
Uh.

JS **Jim Snell** 1:40:59
OK.
So I'm sorry.
Yes, Allen.

EW **Eileen Wollam** 1:41:06
I think it would be good to.

Include, you know, include the people that have been, I guess the ad hoc, the had ad hoc team that's been working on this.

For those people to continue because they've got some, you know, memory of thought, thought processes, and I'm definitely willing to continue on that effort.

JS **Jim Snell** 1:41:31

You and if there's anyone else that feels passionate about this, that wants to join, that's definitely an OK thing to do.

OK.

So is there anything else that we need to discuss in terms of the state plan and our our core areas of work and committee structure?

So I'll add this, OK.

Yes and no.

We just ask.

No. Is it?

Is it go with this?

I don't know, but I wanna put it with it.

If one so two things. One is, I think as we have this conversation, whether it be this small team or this largely we get into the weeds of all of this.

I think keeping in mind that the landscape in which we develop this is a different landscape than what it is today and maybe tomorrow and tomorrow and maybe different times between now Christmas.

So I think keeping in mind, I think that's just really important context.

I mean, it doesn't mean I love this the way that it is, but I think it's really really, really important to just keep in mind that the climate that we're in and the ways in which things are rapidly changing. So the ways in which we may want to.

Structure something.

Today.

May be obsolete in January, so I think it's important that as we're having these conversations, we're also having those conversations.

So that's the first item is just guidance to myself and probably the group. The second item is.

Kind of state Service plan structure and kind of just its own thing because it's new.

Is there value?

This is me saying I think there's value, but I don't feel it out.

Is there value in there being a more intentional conversation?

I don't know whether that's at a Commission meeting, whether that's the executive Committee, whether that's some other entity of people around having those conversations about should worst case scenario, next year we're in worse shape than we are currently. What that looks like because I know right now we.

Moving forward, under the current model, let's say that model changes again. I think the last week and a half, all of you all have kind of flown by the seat of your pants and just had to kind of figure it out.

And we weren't prepared for it because it was so unprecedented.

Should though, I mean, it helps people at should the very reality.

Let's say America.

I think this.

I'm sure I'm gonna.

I'll be the person that I want us to be thoughtful about that, not naive, that that is not in the realm of impossibilities.

Who is planning?

How does that impact all of our programs?

How does that impact our staff at the Commission?

How does that impact the people they're serving this year?

We just kind of had to deal with it because they hit us like a ton of bricks.

But now that it's happened, I feel like I don't want us to be naive that.

It could, and likely could happen again.

So where's that conversation happening?

So that's my question is I just don't know where that conversation is.

I know we can't do it today.

Obviously there's we have a long conversation, but I will use.

 +16*****92 1:44:17

Yes.

Nathan, I think one of the things that we need to think about as we address that question, because that's a very real question and affects the the daily work and and having clarity there is getting support from Jim and from Terry on where the transition is from strateg.

Planning so this big picture Service plan planning and operational planning.

On an annual basis.

Because I think some of how to address.

Your I think very realistic concern is for us to be sure that we have companions for that as we move forward.

So strategically, we can still have big the same big picture goals and aspirations, but those ongoing pivots happen at the operating level. If those two documents are working well together.

So I think you raise a really important point.

JS

Jim Snell 1:45:27

Yes, I guess my question is obviously we we need to keep moving forward.

So we need to take care of the programs we have and the initiatives that we have and need a plan, what's running parallel to that to where we can be doing some of that.

What Tim just mentioned, because I don't.

I don't know who whose field house does that fall into. Right. OK. And I would love for some Commissioners to be involved.

I just don't know what that looks like, OK.

This is not a direct answer to your question, but hopefully by the time the August meeting rolls around, we will have more clarity on.

What's happening?

At the federal level.

And that certainly would be the next opportunity for the full Commission to have those kinds of discussions.

So I I don't know if that helps in terms of. Yeah, I think that's helpful.

I mean, I even think.

I think that's very helpful, but I'm also thinking through like and this is, I don't know all of the insurance and outs and in the lead this you and Steph would, but should something happen, another drastic pivot or a change or a cancellation and even a greater scale?

It's like.

Like I don't know about the staff in the same right at the end of the day, we're the Commission for the Volunteer Tennessee.

I care about you all as staff care about all the programs.

Yeah. Care about you all as staff, right?

How? What does that mean for you? Do you right?

You know if I think about it, Lizzie or Latifah and I can call you all out, right.

But we're americors a significant portion of the job, and it gets the boot.

What does that mean?

Like in terms of their day-to-day, do they have a job?

Do they not have a job?

How does their job pivot?

That I think those things tonight.

Yes, I I think they're ongoing conversation.

For some, and I would rather us have a plan. Employees that takes care of those people that probably that's where I think they're coming from.

And so.

What do we do with that?

We we come back as an executive committee and discuss these.

Staff and the committee and it's relevant.

I think Adam probably definitely is being that conversation on that perspective and Jim, but maybe maybe we just, I think that conversation needs to happen and obviously there's but the work's got to keep going too.

So I don't railroad what we need to do, but I think we've been, we've been have that conversation.

OK.

So what I'm hearing is that the executive committee should meet together and have a conversation about what our plan would be in light.

Thank you.

Would that take an act of Congress? Or how does that actually work like?

I just have an executive.

Order that through Congress.

I'm like they choose.

Do we have anyone who can answer that question?

Well it it.

It is normal.

In the normal time, yes, the program has been authorized and appropriate.

The funds have been appropriated by Congress, OK.

The funds are there to do the work.

But the executive branch obviously has a say in how it's implemented so.

It is not clear yet what would happen.

If Congress moves forward and funds the American program again at the same levels as it's been funded previously, got it.

Disregarding these terminations that the agency has made, it's not clear what that looks like yet.

Like in executive order, it wouldn't just be like OK merit core done.

That's not how it works.

And there is.

But yeah, well, yeah, I mean, it's the the the the under under the Constitution.

As I understand it, the President does not have the authority to set aside statutes that are passed by the Congress.

Yeah. No, it's not.

Because that is my understanding of our constitutional system.

OK.

Is there anything else that?

Is there anything else that we need to discuss?

You know comments on this front work in these core areas in our steps.

I think kind of well, I just question or a comment just to be typed in as you wish, but I've looked at this, I've attended some of the meetings where this was discussed.

I really like where this is going.

My question is, and maybe this is already in the works, but do we need some sort of a heading or a title or a catch phrase for each of these categories? Or each of these teams?

Yes, Nate.

Most on it earlier.

Yeah, I think so.

Yeah, when you were saying your wordsmith, is that what you're.

Yeah, I think so. I think it seems to be.

I think that the contents there, we just gotta gotta make it presentable.

Present. OK. Yeah, I agree.

OK.

All right, So what we're gonna do?

We're gonna let this conversation rest on a state plan.

We are going to.

Continue to meet together with the chairs to get this in a better form.

We're also going to have the Executive Committee meet to talk about a plan in

action in case of a worst scenario.

OK. Anything else that I need to add to that? I think this is a good time for us to get our lunch.

And and so it's. Let me see it is 11/22. So if you would get your lunch, make sure that you get the right lunch and let's come back here. It is 11/22. Let's be here.

Factory to go to 11:35.

11:35 and then we'll just work through lunch.

And we'll continue.

Good. Thank you.

● **Jim Snell** stopped transcription