

# Transcript

August 26, 2025, 2:05PM

□ **Jim Snell** started transcription

**JS** **Jim Snell** 0:04

OK, so I think it's the recording has started, Greg.

So if you want I can share. Now I think we sent these out before the meeting, but I can share what some of the previous.

**G** **Greg** 0:16

Great. All right.

**JS** **Jim Snell** 0:18

Retreat agendas have looked like.

OK.

**BW** **Betty white** 0:25

As you're doing that, could I say that I have another meeting at 10 and I will need to leave at 5 'til just when I sign off? Want you to be aware of that, OK?

**JS** **Jim Snell** 0:31

OK, OK.

**NG** **Neelam Gupta** 0:32

Hmm.

**JS** **Jim Snell** 0:37

Yeah. So.

The typical first day.

You know, there's some sort of morning activity I get to know you ice breaker type thing.

Depending on where we are, we try to invite either a local program or a local partner, and that's what the inspirational moment is just to give somebody who either.

To receive funding from Volunteer Tennessee or partners with Volunteer Tennessee to talk a little bit about what they do.

In the past, we've had a service project.

Typically that's we've done that on the first day, the either in the morning or the afternoon, it just kind of depends on on what we can figure out.

**G** **Greg** 1:20  
Mm-hmm.

**JS** **Jim Snell** 1:26  
And then the bulk of the time typically on the first day is spent split up into committees doing committee work.  
And in this case.  
It will be.  
And again, what I'm showing is a is a an agenda from.  
Let's see, when was this from?  
From 2022.  
So this is similar to.  
The agenda that we'll probably need to look at in terms of the planning to finalize the new state Service plan.  
So a good bit of work carved out for the committees to talk about.  
You know what?  
The outcomes and outputs are gonna be in target.

**NG** **Neelam Gupta** 2:05  
Mm-hmm.

**JS** **Jim Snell** 2:06  
And that kind of thing.  
Lunch then more committee work.  
And then community committee report outs so that we can make sure that the committees aren't doubling the work and and kind of going off in different directions.  
And then.  
The let's see.

Then.

Typically, this review of 2022 and again this is from a couple years ago, the committees would do a brief report out on what they accomplished in that that year. And so it would be a committee review of 2025.

The group photo was optional.

We could.

We can do that if you guys want.

If not, that's totally fine too.

And so the first day is typically a long day goes from about 9:00 until about 5:00 in the afternoon.

Afternoon. And then a group dinner.

And usually that's just at some restaurant that's relatively close to wherever we're going to be staying to make it easy for folks to to carpool if they want to carpool or or to get to it pretty easily.

The second day typically.

The committees wrap up their planning and and their work on the the upcoming plan we have in the past.

Had had different trainings where we actually bring in an outside person to do some sort of training.

I think because there's going to be a lot of work at this retreat to finalize the new plan, I would recommend that we don't do training this go round, but that's totally up to you.

To the committee. Yeah, Yvonne.

**EW** **Evon Wood** 3:47

Hey, Jim, correct me if I'm wrong.

Isn't there a required training that we're supposed to do every year?

Or did we change that?

I'm getting confused with all of the suggestions we had to changes.

**JS** **Jim Snell** 3:55

Oh, oh, yeah, yeah, yeah.

Gotcha. Yeah. Yeah, that's that was it was in the current state Service plan that we would do a couple different types of training.

**EW** **Evon Wood** 4:01

In zinc.

**JS** **Jim Snell** 4:11

For, for commissioners and staff.

And I mean again, that's totally up to you all, whether or not you want to do that training now, I will.

I'll tell you that it it it's dei related training and that's really fallen out of favor certainly nationally.

So and again it's it's not that I'm suggesting that we not do training because of that. It's just more of the time because there's going to be a lot of work that the committees are going to have to finalize this plan because the, the one thing that the.

Commission really, really needs to have happen at this retreat is to finalize the the next three-year plan.

So that's one thing that, that, that and that's a statutory requirement that the Commission have a three-year plan.

The other thing that the Commission really has to do, and this is required in the executive order, is that you have elections of officers.

So that, that and this is the last meeting of the year. Now you could call us, you know, Terry could call a special called meeting for that purpose. But generally that's done at the retreat.

It's the final business meeting of the year, and so there's, there's that.

**G** **Greg** 5:25

Alright.

**JS** **Jim Snell** 5:28

So those are those are really the two things are that are absolutely that the Commission has to do at this retreat.

**G** **Greg** 5:38

OK.

**EW** **Evon Wood** 5:38

Thank you, Jim.

**JS** **Jim Snell** 5:38

Finalize the plan? Yeah.

**EW** **Evon Wood** 5:39

I just wanted.

I wanted to make sure that if we're required, if we if we have said we're going to have whatever training that that wasn't, that didn't fall off.

**JS** **Jim Snell** 5:47

Yeah, yeah, yeah. And I.

**EW** **Evon Wood** 5:48

But violence and what we we are required to do please.

**JS** **Jim Snell** 5:52

Sure. Yeah. And and that the training is is part of the Commission's plan.

So it's it's required under the Commission's plan, but there's no outside requirement.

There's no statutory requirement, no requirement under the executive order to do the training. Excuse me.

So it really is an internal requirement that the Commission set on itself and if you'll give me just a second, I'll actually pull up the.

The current version of the state plan so that we can take a look at it and so that I'm not going based on memory, OK.

So.

Here we go.

Share this again. So this is the this is the current plan that includes the revisions that the Commission made last year at the retreat because one of after the Commission sets its new three-year plan, it's then required by federal statute to review and update it on an.

Annual basis, right?

So this version includes the changes that you all made last year.

So.

So let's see. Where is that training that?

Uh.

OK so.

**G** **Greg** 7:19

Right, four point 1.2.

**JS** **Jim Snell** 7:21

Yeah, that's yeah.

So that that's a that's a general.

Yeah, the.

The the one training for the Commission members, staff, program staff and miracle members to do the one dei training and I think that's what you're referring to, Yvonne.

And I think, let me let me Scroll down really quickly just to make sure. I don't think there are any other.

Training components.

In the plan, the other, the other components are mainly, yeah, numbers of things that the Commission is trying to achieve through its programs, yeah, so.

Let's see.

Let's then this conduct at least one pre post assessment for DEI Session Commission meeting and or conference.

So that bit I think was added because I think the original plan just said to have the training. But then I think the Commission added this pre post assessment piece.

To so that when when we do the training that there is some sort of pre post assessment.

Again it it's.

Totally up to you all. If you want to do this as part of the retreat.

Staff already go through.

It's not dei, but we go through.

You know, just kind of federally required trainings that involve, you know.

Anti harassment.

Title 6.

Training those kinds of you know.

Those kinds of trainings that the staff go through on an annual basis already.  
That.

Isn't strictly dei, but it certainly covers some of those points. Now the the.  
The program staff we have also been doing trainings for them and I believe we've done.

Their brand new program year just started.

So we wouldn't typically be able to provide them a training on this issue until November is typically when we have the program training.

And then for the Commission members.

It's, you know, we could either do it at this retreat as part of the retreat and carve out some time and bring in a trainer or the other option would be to.

Provide some sort of online training or a virtual.

Virtual training. Those would be some options.

**G** **Greg** 10:11  
OK.

**JS** **Jim Snell** 10:13

So hopping back to the to the, to the agenda, so, so and I think that let's see the following year.

Yeah. So the following year, this was 2023. The training was on the first day instead of the second day.

So it's it's moved around a little bit in terms of if you want to do training.

On the second day, after kind of additional committee planning time.

Then the the Commission typically will do another coordination where the committees report out out on what they're doing and kind of what they've developed as part of their their plan for the upcoming year. Again, to make sure that that the committees are aligned with what what each other.

Is doing and then there's an abbreviated business meeting where the Commission votes on a couple things.

**G** **Greg** 11:01  
OK.

**JS** **Jim Snell** 11:08

The Commission support grant and Commission Investment fund.

Those are now on a different timeline. I think probably most of you all remember that we transitioned from those budgets being on a calendar year for those. Those are now on a state fiscal year.

So those won't need to be that you've already approved those for the current state fiscal year?

So you don't need to worry about that.

There may be some potentially, depending on what happens with this last program that we're trying to get funding.

But the Commission, I think, has already approved what it needs to do for that, so I don't think you'll need to do that. The Volunteer Generation Fund we're currently in the final year of that three-year budget and you've already approved that, that budget. So in terms of.

The business, you know, minutes short.

Director's report approved this.

Approve the final version of the plan.

Perhaps a formula funding?

Vote in the election of officers and then the recognition of the outgoing officers and. And the outgoing Commission members, even if they're going to serve again, we we recognize those officers and those Commission members.

And and I'm. I'm not before. Before we jump back to that training discussion, I'm going to show the the following year timeline.

And it's very similar.

You know some sort of icebreaker activity like, again, that last year we had the training was on the first day.

Then committee work service project come back and do more committee work.

Committee synchronization photo dinner.

So fairly similar in terms of the activities and again my recommendation is that the first day there that there's a lot of time spent.

On finalizing the state plan because this will be the last opportunity for the Commission to do it through its regularly scheduled business meetings and if and if the Commission can't get the plan approved, then you will have to have a special called meeting just for that purpose to.

Approve the plan so that it can be in place for the beginning of the calendar year because the the plan operates on a calendar year so.



January of 2026 would be when that plan would go into effect.

The second day again, you know, finishing up committee Planning work, committee synchronization and then the business part of it is again very similar.

So that's that's kind of the general layout of how the the the retreats have worked, especially this one, this one in 2022 was the last time that the Commission was working on approving a brand new plan.

The 2023 was just reviewing and updating the existing plan.

**G** **Greg** 14:17

OK.

So I guess backing up, we need to talk about location. First of all then coming.

**JS** **Jim Snell** 14:25

Yeah.

**G** **Greg** 14:30

So I don't know.

**JS** **Jim Snell** 14:30

Oh and.

Yeah, let's, I think.

I.

I don't think we provided, but I can.

I can tell you really quickly where we've had the last couple.

Retreats Greg and the rest of the committee.

Give me just a second.

Last year was in Clarksville.

So that is that is still kind of considered Middle Tennessee.

**G** **Greg** 15:10

Right.

**JS** **Jim Snell** 15:11

2023 was in Knoxville, so East Tennessee 20/22 was in Franklin, which is Middle Tennessee.

And then.

Let's see.

And then.

**G** **Greg** 15:40

I know.

Maybe prior to that we had it in Chattanooga.

**NG** **Neelam Gupta** 15:41

We had rituals, maybe.

**G** **Greg** 15:43

We were in Chattanooga one year.

**JS** **Jim Snell** 15:45

Yeah. So.

**G** **Greg** 15:45

Which was worked out well.

**JS** **Jim Snell** 15:48

Yeah, in let's see in 2021.

**NG** **Neelam Gupta** 15:55

Sure.

**JS** **Jim Snell** 15:56

Uh.

We actually the retreat was virtual.

**NG** **Neelam Gupta** 15:59

Mm-hmm.

**G** **Greg** 15:59

OK.

**JS** **Jim Snell** 16:01  
And then in 2020?

**NG** **Neelam Gupta** 16:07  
Has to be virtually.

**JS** **Jim Snell** 16:08  
It was also virtual, so we had two two virtual retreats because of COVID.

**G** **Greg** 16:10  
Hmm.

**JS** **Jim Snell** 16:15  
After let's see before that.

**NG** **Neelam Gupta** 16:19  
Yeah, excellent, I think.

**JS** **Jim Snell** 16:20  
In.  
2019.  
It was in Jackson.  
2018 was in Knoxville again.  
2017 was the one in Chattanooga, Greg, that I think you were referencing.

**G** **Greg** 16:34  
OK. Yeah.

**JS** **Jim Snell** 16:36  
And then 2016.  
Was Murfreesboro.  
A little heavier on middle and east.  
And you know, Jackson is the only one that we've had in West Tennessee in the last couple years.

I mean, that doesn't mean that we have to have it in in West Tennessee.  
It just has been.  
It's been it's been the longest since we've had it in Jackson of the other regions.

**G** **Greg** 17:09  
Any thoughts from anyone?  
Jackson was nice.  
That worked out.  
I mean, it was a nice read in Jackson.

**NG** **Neelam Gupta** 17:15  
Mm-hmm.

**G** **Greg** 17:18  
We don't have cane.

**BW** **Betty white** 17:18  
Yeah, I.  
Oh, sorry, I really like the idea of going somewhere where we haven't been, such as,  
you know, Jackson or Memphis or whatever.

**G** **Greg** 17:21  
Go ahead.

**BW** **Betty white** 17:30  
At the same time, I really would like for us to push to get a lot of people here this  
year. We've not had as many people attend in person.  
So, Jim, I think maybe you sent out a survey and I don't know if we have of where  
people would come because I really think there's value in US being together.

**JS** **Jim Snell** 17:43  
Yes.

**BW** **Betty white** 17:51  
So you know I'm I'm of two minds on that.

**JS Jim Snell** 17:54

Yeah, that that's a great point, Betty.

And actually I I was gonna pull that survey up. But let me go ahead and pull that survey up. Survey up now.

Sorry, it'll take me a second I've got.

I've got about 100 folders open on my desktop right now.

OK so.

The.

And we had a we had a decent return rate.

We had about five or six people who didn't respond and I reached out to them.

To ask them to complete it, let me let me make this bigger and I apologize if the colors are a little bit distracting, but it helps.

Oh, I'm not sharing my screen yet.

The colors help me to organize visually.

So the ones that are in the darker green are people who said that they'll go in person.

It doesn't matter where it is.

And you can see there's well, Amy said that.

She she prefers it within a couple hours of Nashville and that she could attend the first day in person, regardless of where it is.

But if it were somewhere other than Middle Tennessee for the second day, she'd have to do virtual for the second day.

So that's why hers is a little different.

But otherwise we've got. Let's see.

12 commissioners.

Who essentially said they could go wherever, and the blue, those are staff members.

So I'm not.

I'm not counting them in the the count, of course they do count staff members, but for the purposes of this.

**G Greg** 19:40

Right.

**JS Jim Snell** 19:41

So, 12, who said essentially they'll go wherever. Now, Eileen, put in a caveat that she's going to try to go in person wherever it is, but she's got things going on that she's just not sure.

The the light green.

Folks are people who essentially said I'm only going to turn virtually.

It doesn't matter where it is.

Virtual now destiny. She's got a class on Thursday so she can only attend virtually.

But she can only attend virtually on the first day.

But then she said she could go wherever for the second day.

So that gives us roughly 13 people who say it doesn't really matter where it is.

And then.

Let's see. Heidi Lemming said that she could attend the 2nd.

Day in person, if it were in Middle Tennessee, but virtually the first day so.

The orange color are people who have expressed a preference that it be Middle Tennessee.

And you can see there's there's two people.

Here, who say they have a preference for Middle Tennessee just in general. Again, Amy says that she prefers that it be in Middle Tennessee, especially for the second day.

And then Heidi has a preference for Middle Tennessee in terms of participating on the first day.

Again, sorry, the second day for her. She's going to have to attend virtually the first day regardless, but she could attend in person if it were in Middle Tennessee.

The folks in yellow are ones who expressed an A preference for East Tennessee.

And you can see there's two two of those.

And then.

Amy Gilliland clarified that.

She'll attend virtually.

On the first day, if it's somewhere other than East Tennessee.

And then she said the same.

Thing for the second day.

So anyway, 2 two people with a preference for East Tennessee, four people with a preference for Middle Tennessee.

13 people who say essentially it doesn't matter nobody.

Expressed a preference for West Tennessee.

Nobody said I can only do it if it's in West Tennessee now.

Again, there were about five or six people who didn't respond.

So I mean that could.

If all five of them said West Tennessee is better, that obviously would kind of change the dynamics a little bit. But in general, you know, there's a few more people who say Middle Tennessee over East Tennessee.

And let's see.

Unfortunately, our two, our two folks who let's see make sure it's only two.

Yeah, we've got two folks who live in Memphis and unfortunately, neither one of them responded to the survey.

So I don't know if they are open to traveling elsewhere or if they would have a preference for West Tennessee.

**G** **Greg** 23:03

Hmm.

Barry, what you say your preference was?

**BW** **Betty white** 23:13

I'm of two minds.

Number one, I really would like for us to try to get the most people we can get in person.

I think there's value in our being together.

**G** **Greg** 23:20

Right.

**BW** **Betty white** 23:24

But secondly.

I like having it at different locations and so I said, well, we haven't been to West Tennessee in a while.

Maybe that's the place to go, but in looking at this feedback, I'm thinking well, you know, maybe not.

Maybe we should try Middle Tennessee again, trying to get us all together.

We've had a hard time all getting together since the pandemic and so I think you know, the virtual and I think that's a mixed blessing.

**G** **Greg** 23:49  
Right.

**BW** **Betty white** 23:52  
You know, I think it's good for lots of things and not for lots of things.  
So that's just where I'm feeling on that.  
I mean, I would say my plans have changed a little bit and I might have to attend day to virtually if it's in East Tennessee because we have to go to Arkansas on Saturday.  
So getting back and getting there might be hard, but I don't want anything planned around me obviously.

**G** **Greg** 24:24  
May I make a suggestion with three options and we can go from there?  
Murfreesboro, Franklin or Chattanooga?

**JS** **Jim Snell** 24:35  
Yeah. Now it's, it's.

**BW** **Betty white** 24:36  
You haven't been in Canada for awhile and we do have.

**G** **Greg** 24:39  
It has.  
Right.

**BW** **Betty white** 24:41  
And we also one of our partners and Jim, you could expound on this a little bit, but project Inspire offered to let us use their space and they've got a wonderful meeting facility there.

**JS** **Jim Snell** 24:51  
Yeah.



**BW** **Betty white** 24:54  
So I will just mention that.

**JS** **Jim Snell** 24:55  
Yeah.

**G** **Greg** 24:57  
OK.

**JS** **Jim Snell** 24:57  
Yeah, yeah. And and just in terms of offers, I also will note that Nathan Foreigner offered that he could host at East Tennessee State.  
In terms of places where we could, we we already have people who have offered to host.  
We've got those two, I'll say.  
Technically, Chattanooga is considered to be in East Tennessee.

**G** **Greg** 25:21  
OK.

**JS** **Jim Snell** 25:22  
Geographically, it's considered East Tennessee.  
So.  
So I don't know if that makes a really big difference in terms of the planning for people.  
Have.  
Expressed a preference for Middle Tennessee. You know Yvonne's one of the people.  
So she can tell us whether or not she thinks that's Middle Tennessee.

**EW** **Evon Wood** 25:46  
So here's here's my my I would.  
It's it's more convenient for me to be in Middle Tennessee, but that doesn't matter.  
That's irrelevant.  
I would.

I would like for us to to have.

An opportunity to have this in all of the three regions, but I now that I'm hearing Betty, I think if if the goal because so much has happened this year, I think.

**JS** **Jim Snell** 26:14  
Mm-hmm.

**EW** **Evon Wood** 26:15  
That the focus, I agree with her should be on us actually being together and having that connectedness in person. And if most people are saying that they can do it anywhere and we're thinking that Middle Tennessee has a little lead over east and no, no input from West.

**G** **Greg** 26:22  
But.

**EW** **Evon Wood** 26:33  
That we might want to do middle.  
I want us to have that, that, that touch in all three regions, but from what I'm hearing, I think I'm leaving.  
I'm leaning more toward what Betty said, and just maybe this year.  
Keeping in Middle Tennessee, even though we've done it there more than anywhere else.

**JS** **Jim Snell** 26:53  
I mean, I I from a from a staffer perspective I that that's a reasonable approach.  
I mean, I I think you're right that there have been a lot of crazy things happening this year.  
So we we can, we can always come back and do next year's retreat at in West Tennessee.  
So I I think that's perfectly reasonable to put a preference on Middle Tennessee now in terms of oh, sorry, go ahead Greg.

**G** **Greg** 27:19

All right.

No, I'm just saying. That narrows us down to Franklin and Murfreesboro.

**JS** **Jim Snell** 27:26

Yeah. Yeah. Franklin Murfreesboro.

Now there there's a couple other options that are still so for example.

There's a State Park called Henry Horton State Park, which is not too.

**G** **Greg** 27:41

Mm-hmm.

**JS** **Jim Snell** 27:42

I mean, it's directly South on 65.

**G** **Greg** 27:44

Right.

**JS** **Jim Snell** 27:49

About 45 minutes an hour.

So it's not.

It's too far.

**G** **Greg** 27:51

No, it's not.

**JS** **Jim Snell** 27:52

Yeah, it's it's it's pretty.

**G** **Greg** 27:53

And it's a they have a nice facility over there.

**JS** **Jim Snell** 27:56

Yeah, yeah.

So that's a possibility.

Murfreesboro certainly is a is a good possibility it it has got lots of hotels.

And and it has hotels that also have meeting space, which is is is really good, especially if we don't have.

**G** **Greg** 28:10  
Mm-hmm.

**JS** **Jim Snell** 28:17  
So.  
We we could reach out to the 4H folks and the the UT extension folks.  
Because we did meet Greg.  
I don't know if you remember. Last time we did Murfreesboro, we met at the extension office there.

**G** **Greg** 28:31  
OK. And it's really nice.

**JS** **Jim Snell** 28:33  
It is really, really nice. Now at the time we had a Commissioner who worked.

**G** **Greg** 28:35  
Mm-h.

**BW** **Betty white** 28:36  
Well, that's very nice.

**JS** **Jim Snell** 28:38  
Yeah, we we had a Commissioner who worked for the extension office and so he was able to reserve it and and get it for us pretty quickly and easily. And we didn't pay for it as far as I can remember.

**G** **Greg** 28:49  
Hmm.

**JS** **Jim Snell** 28:49  
And there was a hotel that was, you know, like half a mile away. So it was.

It was.

It was super convenient.

So Murfreesboro I think is is a great option in terms of having hotels and meeting space.

You know, the Henry Horton is is also an option.

Franklin is also an option because there are lots of hotels there. So I I think it just kind of depends on what you all would prefer to do.

**G** **Greg** 29:23

Uh.

I can well y'all just tell me. I can reach out to the full H Extension office.

I don't know if I can get it for free but.

Yeah.

**BW** **Betty white** 29:39

I will just add that Murfreesboro was a wonderful location and it was, I mean the 4H ext was a beautiful facility for us to meet and we have been doing the conference in Franklin.

And so I think going somewhere different would probably be a good idea.

**JS** **Jim Snell** 29:52

Hmm.

**G** **Greg** 29:53

OK, OK.

**BW** **Betty white** 29:55

So Greg, if you could do that and if everyone agrees, I think that's a great option.

**G** **Greg** 30:00

OK.

**JS** **Jim Snell** 30:00

Yeah.

And in the van I see Yvonne put a note in the chat.

**G** **Greg** 30:02  
That.

**JS** **Jim Snell** 30:05  
We we can certainly reach out to that, Commissioner.  
It's.

**EW** **Evon Wood** 30:10  
If it's not awkward, I'm saying, you know, sometimes when people roll off, they they like to still be involved. But if they said, you know, I'm done, you know, don't make it awkward.

**JS** **Jim Snell** 30:11  
A.  
Oh yeah. No, no, no, no.

**G** **Greg** 30:12  
Who?

**JS** **Jim Snell** 30:20  
No, no, no, no.  
It would not be awkward at all.

**G** **Greg** 30:23  
Who was the Commissioner, Jim?

**JS** **Jim Snell** 30:26  
Let's see for that one.  
Sorry, we what, Neil?

**NG** **Neelam Gupta** 30:30  
Jessica.  
Was it Justin Crow who did that?

**JS** **Jim Snell** 30:36

Yeah, yeah. I was trying to remember it.

**BW** **Betty white** 30:36

Yeah, I think it was just.

**JS** **Jim Snell** 30:38

Was it so? Kane Reeves?

**G** **Greg** 30:38

Oh, Justin.

**JS** **Jim Snell** 30:40

Kane Reeves had set up the extension in Jackson and Justin set up the extension in Murfreesboro.

Yeah. So yeah, it was Justin Crow and and Justin is great.

**NG** **Neelam Gupta** 30:47

Yeah.

**G** **Greg** 30:48

OK.

**JS** **Jim Snell** 30:51

I mean we we could.

Certainly I can reach out to him.

**G** **Greg** 30:54

OK.

**JS** **Jim Snell** 30:55

He he not only was he a Commission member, he was the Commission chair.

So if he's able to help us, he will certainly help us.

**G** **Greg** 31:01

OK.

It will, right. OK.

**JS** **Jim Snell** 31:05

Yeah.

**G** **Greg** 31:05

So you gonna reach out to Justin then? OK. OK.

**JS** **Jim Snell** 31:07

Yeah, yeah. I'll reach out to him.

I'll I'll copy you, Greg.

**G** **Greg** 31:11

OK.

**JS** **Jim Snell** 31:12

Just you know one because you're the chair of the Board Development Committee, but also your local there. And if there's anything that that you know needs to happen locally.

**G** **Greg** 31:18

Right.

OK.

**JS** **Jim Snell** 31:22

Maybe you could help with that.

**G** **Greg** 31:23

And So what date are we looking at again?

**JS** **Jim Snell** 31:26

Oh, that's a good question.



So the the dates that the Commission identified as part of its.  
Planning last year, the dates that work best.  
Were Thursday, November the 6th and Friday, November the 7th.

**G** **Greg** 31:46

Yes, that's right. OK.

**JS** **Jim Snell** 31:51

And and for folks who are coming from kind of the ends of the state either Far East or far West.

We would work with the hotel to have a couple rooms available that Wednesday night for them to come in and not have to get up super early for Thursday morning and then for any I know we'll have, we'll have a bunch of folks who are local enough that.

They can commute back and forth.

Even the folks in Nashville can go back and forth.

So we would have some hotel rooms for Thursday night as well, but probably not as many as we would have if it were somewhere further away.

**G** **Greg** 32:37

And the embassy suites is in within what, 2-3 miles of that?

**JS** **Jim Snell** 32:42

It was.

It's really close, yeah.

**G** **Greg** 32:44

Yeah.

**JS** **Jim Snell** 32:44

Yeah, it's really close.

**G** **Greg** 32:47

OK.

Or yeah, so copy me on.

Communications adjusting and we can go from there.

**JS** **Jim Snell** 32:58  
OK.

**G** **Greg** 33:01  
All right.  
I want to have Plan B if he can't.

**JS** **Jim Snell** 33:11  
Oh yeah, in terms of meeting space.

**G** **Greg** 33:12  
Yeah.

**JS** **Jim Snell** 33:14  
Yeah. Well, I mean, you obviously have a better sense of Murfreesboro than anybody else on the call in terms of potential meeting space.  
We could.  
I don't.  
I don't remember if that embassy suites has meeting space or not.

**G** **Greg** 33:30  
Oh yes, they do.

**JS** **Jim Snell** 33:32  
They do OK.  
Yeah. So that, I mean, that could be a Plan B is to check now.

**G** **Greg** 33:32  
Yes.  
OK, alright.

**JS Jim Snell** 33:36  
They're they're not going to give it to us for free.

**G Greg** 33:39  
Right.

**JS Jim Snell** 33:40  
But it could be a backup.

**G Greg** 33:42  
OK.  
Alright, that'll work.  
OK.  
So then we need to look at format.  
Or, well, let's see.

**JS Jim Snell** 33:56  
Yeah, let me re share the.  
Agendas.  
And the one that's on the screen right now is the one from 20/22 which was the last one where the Commission had to approve the brand new plan.  
And Betty has her hand up.

**BW Betty white** 34:28  
Please excuse me.  
Pollen counts really high, so if my allergies are kind of acting up, I apologize for my voice.  
But I have to leave in a few minutes at 5 till and before I do. If we could reserve even 5 minutes to discuss officers because that's something else we have to do and my proposal will require a little bit of our time and energy. So I just.  
Wanted to make sure.  
We had a little time for that.  
But if no one, if everyone just wants to keep it the way it is and not discuss it, that's OK with me too. So.

**G** **Greg** 35:11  
Oh, I think we need to discuss it for sure. I saw your.  
Application that you proposed.

**BW** **Betty white** 35:19  
Well, I just sent it to you.  
I didn't send it to everyone, so yes, so that you could post it.

**G** **Greg** 35:21  
Oh, I'm sorry.

**BW** **Betty white** 35:23  
That's OK. So that you could post it because I didn't know how to.  
I don't how to do that.  
I don't how to share my screen with you all so.

**G** **Greg** 35:30  
There it is.

**JS** **Jim Snell** 35:32  
Yeah, it's it. It should be a.

**BW** **Betty white** 35:32  
Anyway, but I find out hijack the meeting.  
So if you wanna stop a second and discuss this or if you wanna reserve a little bit of  
time at the end.

**G** **Greg** 35:41  
I will go ahead, I think and inject that at this point.

**BW** **Betty white** 35:45  
OK.  
Sorry people.  
If I'm, I know I'm retired and I'm not supposed to be busy, but something's come up.

So my last year and I think a couple years before that, there has been a little bit of question of how officers are chosen and a little bit of question about that and if they're just slighted. And I think we do what a lot of boards do is.

Just slate officers based on Jim sent us that wonderful paper that basically tells us all the people and.

Their terms.

And the leadership responsibilities they've had on the Commission, while they've been there.

But I was thinking it would not hurt us and I think it might be a good idea to go a step further and to send out an application for officers because I'm not sure I feel sometimes in these situations we simply ask the people we know or we.

Look at what we know and.

I think that everyone does a good job and they've tried hard.

But I don't think it would hurt us to send out an application and see what the response is, not only in terms of officers for the Commission, for the coming year, but also.

For committee chairs and committee sub chairs, because that's something we're looking at, we would like to roll into and have that as well.

So I just created a simple form that really didn't take a lot of work on my time.

It takes a little bit more work on the applicants time, but if someone wants to be an officer.

They're going to be required to spend more time anyway, and so I didn't feel that that was unreasonable. And I also would like to recommend that those current officers, those of us who are current officers, would also complete the application.

I hear no response.

Hmm.

**G** **Greg** 38:00

I was on mute.

I said you would present him the applicants to the full board to be voted on, or would there be a screening process or?

**BW** **Betty white** 38:06

No, no, I would not. What I would recommend we do is that we send out an application and say we are opening the process as we are considering officers for the

coming year, we are opening the process through an application process and would that be submitted then to.

The applications would be submitted to you and then the Board Development Committee. As is stated in the bylaws right now.

Is the one who creates the slate.

I went back and reread the bylaws and that so those applications would be submitted to you and we would need to have a meeting.

**G** **Greg** 38:38

OK.

All right.

Right.

**BW** **Betty white** 38:46

You know in October to I think we'll need another one about the retreat anyway.

But we would have or September whenever and have a meeting to discuss these and to say this is our slate of officers. These are our chairs of the committees, and if we have sub chairs at that time, we say that too. If we don't, we make a PLE.

Also.

For sub chairs, but I think it also might help people step up into the sub chair role as well because we're looking at leadership on the Commission and looking at people who have the time and who have shown a willingness to serve.

**G** **Greg** 39:26

OK.

**JS** **Jim Snell** 39:28

And I if anybody wants to to look at this more, I know most people haven't seen this before, so I can.

I can kind of go back through the questions again.

Gonna scroll through.

**BW** **Betty white** 39:41

And I did.

I didn't send it to everyone because I just created a couple days ago and and I've looked at it a couple times and changed it and I have.

**JS** **Jim Snell** 39:46

Yeah, sure.

**BW** **Betty white** 39:50

I have no iron in the fire with this, that this is what I think is what we should we have to do or this is the application we have to use. I tried to make it simple enough that it wouldn't take someone a lot of time, but I.

Also tried to make it detailed enough that it would give us information.

And I am not saying that the people.

This may sound presumptuous.

I'm sorry if it does, but that the people who are current officers have not done a good job or shouldn't reapply. I think they all should.

And I think that people have done an excellent job this year and I especially commend Terry on her leadership. But I just think opening it up a little, especially in terms of the chairs of committees and sub chairs, is a really important thing to for us to begin.

Doing.

And I think this might be a good time to do it because I think we do have a strong officers slate right now.

I mean, I think the people who are currently on, I'm sorry, I know I'm speaking out of turn in that I am one.

But if someone else feels they should be vice chair, and if the Board development Committee decides that someone else is better as a vice chair, I would be happy to step down and let that person do it.

And I totally mean that.

**JS** **Jim Snell** 41:09

What and Yvonne?

**+16\*\*\*\*\*68** 41:10

And I would just.

**JS** **Jim Snell** 41:13

Sorry, Yvonne, put in the chat that she said looks and sounds great, Eddie. So she's thumbs up on that.

**BW** **Betty white** 41:19

Thank you.

**+16\*\*\*\*\*68** 41:21

And I also want to can y'all hear me OK.

**G** **Greg** 41:23

Yes.

**JS** **Jim Snell** 41:24

Yeah.

**BW** **Betty white** 41:24

Yes.

**+16\*\*\*\*\*68** 41:25

OK.

Yeah, I agree with what Betty said. If somebody applies as chair and the board development feels like that, that person would do a good job and you guys feel that you want to vote that person in I'm I'm totally OK with that too.

I want the best for the Commission and always.

**JS** **Jim Snell** 41:49

But So what?

What we can do, Greg, if you want, is we can share this out. And Betty, if you're OK with it, it sounds like you are to share this out with the full committee and just get any input from the full committee on, you know, should we change the?

**G** **Greg** 42:04

OK.



**JS Jim Snell** 42:08

Wording. Should we add questions?

Delete questions, that kind of thing from the committee and we can kind of do that via e-mail.

And then, once the committee has.

Has finalized it, Greg.

It would probably make the most sense for an e-mail to come from you to the full Commission.

**G Greg** 42:31

OK.

**JS Jim Snell** 42:32

Just saying, you know, we're the Board Development Committee is implementing a new process.

For considering officers and if you're interested, please submit this application to me by xdate and.

**G Greg** 42:39

Right.

**JS Jim Snell** 42:48

And then the Board Development Committee will consider it.

I mean, I think it would be better coming for either from you or from Terry, I think I think it would be better for coming from one of you than from staff.

**G Greg** 42:57

OK, OK.

**BW Betty white** 43:00

But I think because the Board Development Committee is the committee that slates the officers, it would be better coming from Greg rather than coming from the.

**JS** **Jim Snell** 43:07  
Yeah, I agree too.

**G** **Greg** 43:07  
That's fine.

**JS** **Jim Snell** 43:08  
Yeah. Yeah, I agree too.  
But you know, Terry, if you feel strongly about it should come from you.  
I think that's OK too.  
Yeah.

**+16\*\*\*\*\*68** 43:18  
No, I I agree with what Betty said. And and I really appreciate the fact that you guys are thinking this way because I think we need a process.

**JS** **Jim Snell** 43:20  
Yeah.

**+16\*\*\*\*\*68** 43:27  
A more transparent process of of election of officers.  
So thank you Betty for creating this.  
I really like this.

**BW** **Betty white** 43:37  
Well, I think we're making a lot of changes right now.  
Oh, I loved the hearts. Whoever did that.  
But we're making. I don't how you do that kind of thing.  
I'm sorry, I'm still technologically.  
Deficient, but I think we're making a lot of changes right now in the Commission and I think we're really looking thoughtfully at where we need to go and who we are and how we, you know, we're looking at the strategic plan.  
I just think this is a part of the whole thing, and of course this committee will be looking at the bylaws too.

In the manual, which are out of date.

I think we have a couple things we have to move on and I think this is one we need to move on quickly because our time is running out just because we've had an awful lot of other things we've had to do this year.

**G** **Greg** 44:19

Right.

So.

**BW** **Betty white** 44:23

If we come all day, yeah.

**G** **Greg** 44:27

Can we have feedback from this committee by the 2nd and then after that?

Any revisions or whatever, then we can send it out and then put a deadline on it.

So that is that enough time for this committee to get their feedback.

In.

**JS** **Jim Snell** 44:48

It's rough.

Yeah, roughly a week. I mean, there's a holiday in there, but I think that's probably.

**G** **Greg** 44:52

Right.

OK, September 2nd.

**JS** **Jim Snell** 44:56

And and then in terms of.

Thinking backwards from the retreat.

Which?

The so typically we do the slate that the Board Development Committee is one of the attachments that we provide for the full Commission and we do that.

That a week ahead of time.

So we would, we would have that all the all the attachments, not just that the slate,

but all of them would be ready to go and be posted on the the internal Commissioner website by October 31st.

**G** **Greg** 45:33  
OK.

**JS** **Jim Snell** 45:34  
So the decision by this committee would have to happen prior to October 31st. And I know that's plenty of time to to do it, but that it also impacts what the deadline that you're gonna set for people to submit.  
To Greg.

**G** **Greg** 45:49  
Right.

**JS** **Jim Snell** 45:51  
So if you want to give people a couple weeks to consider, you know that that would be, you know, essentially mid-september, mid to late September, then the committee would need to meet again probably mid-october.

**G** **Greg** 45:57  
Right.

**JS** **Jim Snell** 46:09  
To to to discuss the slate now, again, I think the committee might want to meet before then, like in September to kind of finalize any retreat plans.  
But specifically for the slate.  
Probably no later than like mid to next to the last week in October to make that decision on the slate.

**G** **Greg** 46:30  
OK.  
Alright.

**JS** **Jim Snell** 46:33

Now the. So I will say the the.

The potentially sticky challenge with developing the slate is that.

The committee meetings have to be public.

And we have to record them and post them so.

If there's any sausage being made, it's going to be visible to anybody who wants to go out and and look for it.

**G** **Greg** 47:01  
Alright.

**BW** **Betty white** 47:05  
I think I think we're looking at transparency. I don't.

**JS** **Jim Snell** 47:07  
Yeah, yeah.

**BW** **Betty white** 47:08  
I mean, we're looking for the best candidates to fill the position as far as I'm concerned, and I think Terry and I have talked about this since we both became chair and Vice chair last year.  
This has been an idea that we thought since that last meeting, when there was some question about the slate, and I think that.  
It's fine that our meetings are recorded.  
I have no problem with that. I would say make the application do a couple weeks after it goes out and we might be able to go ahead and begin that discussion.  
At our meeting toward the end of September, or whenever we have the next meeting, but for you all to decide, I have to sign off in a minute.  
So and I can do whatever.

**G** **Greg** 47:46  
All right.

**BW** **Betty white** 47:50  
I appreciate you all considering this and and being in support of this as we look at changing things.

**G** **Greg** 47:58  
Thank you, Billy. Thanks.

**NG** **Neelam Gupta** 47:59  
Thank you, Betty.

**JS** **Jim Snell** 48:01  
Thanks Betty.  
Well, if if we give the, if we give the committee until the 2nd.

**G** **Greg** 48:04  
OK.  
OK.

**JS** **Jim Snell** 48:09  
You know, staff can incorporate well, if I guess, probably the best way to do it would be to have.  
That it.  
I don't.  
It might be a little bit messy, but in terms of how we make sure that everybody can see the suggested changes.  
We could.  
We could either create.  
A SharePoint document that everybody has access to and you we could track changes and see who's making changes, that kind of thing. Or we could have people just e-mail their suggested changes to the entire committee.  
So that everybody's aware of what they're suggesting for changes for the the form.  
I don't if you all have thoughts about how you'd like to handle the feedback.

**G** **Greg** 49:01  
We just emailed the whole committee with any changes or recommendations.

**JS** **Jim Snell** 49:06  
Sure. OK.

**G** **Greg** 49:07  
OK.

**JS** **Jim Snell** 49:10  
And and by September the 2nd. And that means that we could.  
We could potentially get.  
That well, Greg, then it would depend on how quickly you could get.  
The get the e-mail out to the full Commission.  
Like either that Wednesday, the September 3rd with the final version of the  
application and giving them a deadline of, you know, I don't know, September 17th.  
Eight or September 24th, depending on how long you think they should have to do  
the application.

**G** **Greg** 49:42  
Yes.  
Let's say the 24th.  
OK.  
And then you said.  
E-mail the whole.  
Commission.

**JS** **Jim Snell** 50:10  
I think, yeah, I think that would be the best way to go is for you to e-mail the entire  
Commission.

**G** **Greg** 50:16  
OK.

**JS** **Jim Snell** 50:17  
With the form attached and just asking anybody who's interested in being an officer  
or or a committee chair to submit the application to you by the 24th.

**G** **Greg** 50:29  
OK.

Alright, I'll e-mail the whole Commission.  
By on September 4th would be great.  
That should work.

**JS** **Jim Snell** 50:43

And I I can send you, Greg.  
The excel sheet with with all the e-mail addresses in it.

**G** **Greg** 50:53

OK.  
OK.

**JS** **Jim Snell** 50:55

I mean, you could also go back and and find one of my previous emails and reply all,  
but we do have we do have one new.  
Appointed Commissioner and then we've got a new ex officio member, so it would  
be a little bit different from the last e-mail that I sent out to the full group. So I I can  
send you out the the e-mail list.

**G** **Greg** 51:13

OK.  
Yeah.  
OK.  
Alright, that'll work. Thank you.  
Alright.  
I know we're almost at 10.  
We haven't even looked at the agenda.  
So we probably need to schedule another meeting to finalize the agenda.  
And by then, we'll know the location and if.  
There's a prospect of a service project and all that by the next meeting committee  
meeting.  
Will that work?

**JS** **Jim Snell** 51:59



Yeah. Do you? Would you like staff to send out a doodle poll to? Because we obviously we've got a couple Commission Members who who aren't on on the call.

**G** **Greg** 52:10

All right. OK.

All right.

That'll work.

**JS** **Jim Snell** 52:15

Yeah. OK.

Well, we'll look.

It'll have to be a couple weeks out because we we have to be able to post a public notice and have that public notice go out a week before the meeting and give people a little bit of time to complete the poll so.

**G** **Greg** 52:21

Right.

Right.

All right.

**JS** **Jim Snell** 52:33

The next meeting.

For the full committee for this committee might not be until like mid-september, but we'll we'll try and do that as quickly as we can because there are lots of decisions that need to be made about the the agenda.

**G** **Greg** 52:50

Anytime other than.


September 18th, 19 my granddaughter's getting married, so I.


**JS** **Jim Snell** 52:58


OK, OK.


**G** **Greg** 53:02


Anything else before we? I'm sorry.


 **+16\*\*\*\*\*68** 53:05  
Congratulations.


 **Greg** 53:07  
Thank you.  
Anything else?


 **+16\*\*\*\*\*68** 53:15  
That's it.


 **Greg** 53:16  
Anything else, Jim?

 **Jim Snell** 53:19  
I don't think so.  
I'll follow with a couple things that that I need to send to you and then.

 **Greg** 53:20  
OK.  
OK.

 **Jim Snell** 53:26  
Neelam, can you work on a doodle pole for that?

 **Neelam Gupta** 53:31  
Yes, absolutely.

 **Jim Snell** 53:32  
Let's see if we if we can get the doodle pole out today and give people.  
Until the 2nd to complete it, then we can potentially have the meeting.

 **Greg** 53:43  
OK.

**JS Jim Snell** 53:46

Either.

Like that second week of September, you know the 9th, 10th, 11th.

**G Greg** 53:55

OK.

**JS Jim Snell** 53:56

Or. Or perhaps the not the days that you're not available that following week, but. That Monday.

Tuesday, Wednesday the 15th, 16th, 17th.

**G Greg** 54:06

OK.

**JS Jim Snell** 54:06

Those might be some options.

And that if we can get it that second week of September, that would be better because it would be a little bit further out from from the retreat.

**G Greg** 54:15

OK.

Alright.

Now I have down September 10th Executive committee meeting.

**JS Jim Snell** 54:25

Yes, yeah, yeah.

So we wouldn't be able to have it scheduled during that time.

**G Greg** 54:28

Right.

**JS Jim Snell** 54:30

But yeah, there is the executive committee meeting.

**G** **Greg** 54:32  
OK.

**JS** **Jim Snell** 54:33  
On the 10th.

**G** **Greg** 54:35  
OK.  
Alright, thank you all and have a good rest of the day.  
And Jim, I look.

**EW** **Evon Wood** 54:41  
Thank you everyone.

**NG** **Neelam Gupta** 54:41  
You too.

**+16\*\*\*\*\*68** 54:41  
Thank you.

**NG** **Neelam Gupta** 54:41  
Thank you. Thank you everyone. Bye.

**CT** **Candace Taylor** 54:43  
Y'all have a good day. Bye.

**+16\*\*\*\*\*68** 54:43  
Bye bye everybody.

**JS** **Jim Snell** 54:43  
Thanks everybody.

□ **Jim Snell** stopped transcription