

0:0:0.0--> 0:0:24.330

Jim Snell

I thought I'm heavy in the text, but it's not heavy. I I dabble a lot in the in technology and some of the things that we're working on that you guys have seen and I said it's gonna have an impact on some of this work. I'll give you an example and and talking about restaurants and food today, when you go to McDonald's, you order your food from a kiosk.

0:0:25.670--> 0:0:26.70

Jim Snell

Right.

0:0:26.930--> 0:0:34.240

Jim Snell

And and I'm going to say the next six months, you'll your food will be.

0:0:37.300--> 0:0:39.210

Jim Snell

So I'm gonna say, but I'm actually.

0:0:40.380--> 0:0:46.250

Jim Snell

Done in the department will be flipped in. The prize will be dumped in the oil by robots.

0:0:46.920--> 0:0:47.340

Jim Snell

Right.

0:0:49.60--> 0:0:50.180

Jim Snell

Yes, not him.

0:0:52.460--> 0:0:53.250

Jim Snell

Do you believe me?

0:0:53.970--> 0:0:57.160

Jim Snell

Not it's 66 months, not six months.

0:0:57.820--> 0:0:58.580

Jim Snell

OK.

0:1:0.760--> 0:1:8.90

Jim Snell

Well, it it depends on where you live. It depends on where you live. Let me let me put in that depends on where you live. My question is what are we gonna do with all those people?

0:1:11.150 --> 0:1:14.120

Jim Snell

What are we going to do with those people?

0:1:15.400 --> 0:1:17.610

Jim Snell

If it isn't six months, it's a year.

0:1:18.450 --> 0:1:19.160

Jim Snell

It's.

0:1:19.890 --> 0:1:21.390

Jim Snell

Five years at the most.

0:1:22.710 --> 0:1:28.350

Jim Snell

At the most, it's five years. What do we do with those people?

0:1:33.660 --> 0:1:34.730

Jim Snell

Technology.

0:1:36.300 --> 0:1:36.990

Jim Snell

Is here.

0:1:37.790 --> 0:1:42.150

Jim Snell

And it's moving at a very, very, very rapid pace.

0:1:43.260 --> 0:1:48.750

Jim Snell

And so as we are designing things and building things, how do we?

0:1:49.610 --> 0:1:51.10

Jim Snell

Building corporate.

0:1:51.740 --> 0:1:59.750

Jim Snell

Human beings in that conversation, because that's like when you go to McDonald's, there were X number of people at all different levels.

0:2:0.540 --> 0:2:5.850

Jim Snell

This let me just entry level. This wasn't just entry level isn't just entry level.

0:2:6.840 --> 0:2:10.130

Jim Snell

What do we do with those people?

0:2:11.330 --> 0:2:11.590

Jim Snell

Right.

0:2:12.560 --> 0:2:13.470

Jim Snell

Train them.

0:2:15.430 --> 0:2:16.600

Jim Snell

How cooperate?

0:2:19.400 --> 0:2:20.580

Jim Snell

Once on the train.

0:2:21.550 --> 0:2:37.520

Jim Snell

Operating programming the program. OK, I'm gonna share with you. Don't you? 7% of 12th grade students in this country are proficient in reading, and that's a high number for the subjects. We get into math and science. We're talking about the 20s and 50s.

0:2:38.390 --> 0:2:40.600

Jim Snell

15% and 25%.

0:2:41.750 --> 0:2:45.80

Jim Snell

Are proficient and these are the 12 braces.

0:2:47.580 --> 0:2:57.530

Jim Snell

What do we do with these things? That's what these education fees, economic development. Who's going to? What are we gonna do with them?

0:2:59.20 --> 0:3:18.730

Jim Snell

Just like, let's say that is a little later as we're going through this, but this is what's happening. This is real world and we're we're talking about three years and three years, we're going to be faced with these these issues.

0:3:20.30 --> 0:3:20.470

Jim Snell

Right.

0:3:21.630 --> 0:3:23.190

Jim Snell

OK, well, that's fun note.

0:3:25.370 --> 0:3:40.620

Jim Snell

But there there are people that are doing things and I'm working with some folks in that space. And if you wanna do something, you can look up society5.0. That's one of the initiatives that we're trying to leave here in the US. And so we're going to.

0:3:41.650 --> 0:4:0.160

Jim Snell

Go back to the notes from yesterday and we left off on the we finished education on. No, we were talking about education. We we finished number one completely and we were started on number 2. OK, OK. All right, that's that right. Let's keep the best.

0:4:1.670 --> 0:4:6.600

Jim Snell

Yes, I pronounce giveaway. Who won the won the second one yesterday.

0:4:9.430 --> 0:4:10.480

Jim Snell

OK, hang on just a second.

0:4:10.560 --> 0:4:16.70

Jim Snell

I just got mine. I know. But you're gonna get. That's all the money. You're gonna call them.

0:4:17.980 --> 0:4:26.190

Jim Snell

We gotta see how many people are online. We've got 1233 Commission members. The rest are staff.

0:4:27.730 --> 0:4:31.700

Jim Snell

That should be testing Scott stuff in the Davis and Polly Jones.

0:4:32.40 --> 0:4:38.500

Jim Snell

They eventually signing in, something we didn't know. No, we started again. Yeah.

0:4:40.880 --> 0:4:41.140

Jim Snell

Sorry.

0:4:47.260 --> 0:4:55.340

Jim Snell

Well, they're signing in. Candace is missing her charger and this is an extra 1. She was. So I'm assuming whoever has and \*\*\*\*\* that.

0:4:57.980 --> 0:5:4.440

Jim Snell

Yeah. And that that was Latifah. Was it over in this area? Yeah, we found it in this area yesterday as we were cleaning up.

0:5:5.70 --> 0:5:6.680

Jim Snell

That was kind of down on this end.

0:5:8.950 --> 0:5:9.440

Jim Snell

Didn't have.

0:5:9.580 --> 0:5:9.870

Jim Snell

You know.

0:5:9.970 --> 0:5:10.280

Jim Snell

So.

0:5:15.290 --> 0:5:15.660

Jim Snell

Somebody.

0:5:18.0 --> 0:5:22.130

Jim Snell

Ohh Michael is not yeah Michael 6 so he's not actually going to do it. It could be Michael.

0:5:32.820 --> 0:5:33.250

Jim Snell

Now.

0:5:33.360 --> 0:5:33.590

Jim Snell

That.

0:5:35.230 --> 0:5:37.0

Jim Snell

I'm just gonna say it's your referred to them.

0:5:38.720 --> 0:5:41.890

Jim Snell

I know I didn't use them so much.

0:5:43.630 --> 0:5:44.20

Jim Snell

Things.

0:5:45.840 --> 0:5:46.130

Jim Snell

No.

0:5:47.460 --> 0:5:48.470

Jim Snell

So I'm trying to say.

0:5:55.30 --> 0:5:55.970

Jim Snell

Like the one that I want.

0:5:58.480 --> 0:5:59.310

Jim Snell

What's that? That's.

0:5:59.400 --> 0:5:59.850

Jim Snell

Yeah.

0:6:0.760 --> 0:6:0.950

Jim Snell

Like.

0:6:2.200 --> 0:6:2.930

Jim Snell

That's that's it.

0:6:3.990 --> 0:6:4.460

Jim Snell

But that's.

0:6:6.660 --> 0:6:9.530

Jim Snell

My next to bed and the branch, right?

0:6:12.320 --> 0:6:12.620

Jim Snell

Thank you.

0:6:16.100 --> 0:6:20.910

Jim Snell

I don't know. Did you get what you need? Money. Do you have with the really nice? I just needed somebody.

0:6:21.50 --> 0:6:21.630

Jim Snell

I think, yeah.

0:6:21.770 --> 0:6:22.160

Jim Snell

Wow.

0:6:24.390 --> 0:6:24.780

Jim Snell

I agree.

0:6:29.140 --> 0:6:30.680

Jim Snell

From 1 to 17.

0:6:31.820 --> 0:6:33.130

Jim Snell

1010.

0:6:35.220 --> 0:6:37.550

Jim Snell

If it's Greg Lyles, you can't win. If you want to.

0:6:38.650 --> 0:6:39.180

Jim Snell

Yeah.

0:6:42.80 --> 0:6:42.550

Jim Snell

I want.

0:6:52.190 --> 0:6:52.720

Jim Snell

Like that.

0:6:54.520 --> 0:6:55.680

Jim Snell

Thank you. Thank you.

0:6:58.190 --> 0:7:1.560

Jim Snell

And it gets a little more on this breaking. Yeah. OK, so.

0:7:2.490 --> 0:7:3.30

Jim Snell

How much?

0:7:3.730 --> 0:7:4.20

Jim Snell

So.

0:7:5.200 --> 0:7:5.800

Jim Snell

Works well.

0:7:7.160 --> 0:7:8.450

Jim Snell

I'm just gonna.

0:7:8.580 --> 0:7:9.40

Jim Snell

Let me try.

0:7:10.560 --> 0:7:12.740

Jim Snell

So and so so yesterday.

0:7:12.820 --> 0:7:21.630

Jim Snell

And and Latifah, I think we we stopped after we got the impact or we didn't, we didn't finish the impact and then we.

0:7:22.220 --> 0:7:24.530

Jim Snell

I'm not going away.

0:7:25.210 --> 0:7:26.460

Jim Snell

The outcomes.

0:7:27.530 --> 0:7:34.580

Jim Snell

It's still in purple. Yeah, well, we need to start with that impact statement that was not understand it. Are we taking a picture?

0:7:35.520 --> 0:7:37.310

Jim Snell

Let's not do that now, please, OK.

0:7:43.530 --> 0:7:44.20

Jim Snell

No way.

0:7:45.490 --> 0:7:45.980

Jim Snell

Like you said.

0:7:47.460 --> 0:7:48.630

Jim Snell

Yeah. OK.

0:7:49.520 --> 0:7:51.330

Jim Snell

You've got here that pulls back. Pull it back.

0:7:53.160 --> 0:7:56.20

Jim Snell

That's when somebody, whoever that is, in the waiting.

0:7:56.680 --> 0:7:59.210

Jim Snell

And yes, yeah, if you do it.

0:8:0.110 --> 0:8:0.480

Jim Snell

I got it.

0:8:2.80 --> 0:8:6.750

Jim Snell

Who? Who was that? Andrea Hill. OK, good. Great. Good morning, Andrea.

0:8:7.430 --> 0:8:8.840

Andrea Hill (Guest)

Good morning. Good morning.

0:8:7.590 --> 0:8:34.820

Jim Snell

We just about to get started, OK, so we needed. We didn't resolve the impact statement, the original impact statement is decreased education gaps, the proposal and we talked about this a bit yesterday, but I don't think we finalized it. The proposal was to make it more specific and say increase volunteerism and K through classroom to support student achievement in reading and math. And we talked a little bit about.

0:8:35.500 --> 0:8:42.730

Jim Snell

And how this aligned with with several things that are going on within the state, but also that.

0:8:43.400 --> 0:8:45.700

Jim Snell

And we don't really have currently.

0:8:46.400 --> 0:8:56.890

Jim Snell

Any programs that the focus exclusively on K12, we've got programs that do ranges from K to 12. Sorry, we don't have any of that focus on K3.

0:8:58.30 --> 0:9:14.160

Jim Snell

We've got a bunch of programs that do K12, and K3 is part of that, but they are not tracking their

outcomes separately. So it would be difficult for us to pull that data out of what we're currently collecting for K3.

0:9:14.820 --> 0:9:15.420

Jim Snell

Umm.

0:9:16.500 --> 0:9:18.540

Jim Snell

So I think that's kind of where we left it.

0:9:21.70 --> 0:9:39.90

Jim Snell

And I don't remember if anybody had any. I mean we talked about potentially realizing it to to take out classroom and insert a different word so that it would be would be broader than just in class because we do have programs that provide after school support for kids in tutoring and mentoring.

0:9:40.0 --> 0:9:44.10

Jim Snell

And we don't want to exclude them for sure in whatever language we use.

0:9:45.340 --> 0:9:47.710

Jim Snell

I mean, that's the impact, just volunteers.

0:9:49.230 --> 0:9:51.50

Jim Snell

Is that not an outcome?

0:9:51.890 --> 0:9:52.610

Jim Snell

Carryovers.

0:9:54.390 --> 0:10:8.660

Jim Snell

Well, the impact is what we're trying to achieve with all the other, the other stuff that we're doing with the outputs and the outcomes it leads to some sort of long term goal. And right now the long term goal is just simply stated decrease education gaps.

0:10:10.390 --> 0:10:12.900

Jim Snell

Can you read that again? Yeah. I think my favorite.

0:10:13.800 --> 0:10:14.110

Jim Snell

Here.

0:10:14.290 --> 0:10:24.50

Jim Snell

First, it. Yes, it says increased volunteerism in K through classrooms to support student achievement in reading and math.

0:10:24.730 --> 0:10:32.460

Jim Snell

Would it be possible just to remove K3 classrooms and input increased volunteerism to support student achievement in reading and math?

0:10:33.790 --> 0:10:42.790

Jim Snell

Increase volunteerism to support student achievement in reading and math rather than just came precat well, I say freaking cake free. They have.

0:10:46.340 --> 0:10:50.300

Jim Snell

Or if you wanted to replace classroom settings.

0:10:52.600 --> 0:10:53.170

Jim Snell

Yeah.

0:10:53.240 --> 0:11:19.410

Jim Snell

Maybe that's yeah. Replace passwords and settings that sorry I forgot the other thing we talked about this directly related to that was that the foundations of Service committee recommended completely moving the high school graduation being college or career ready, moving that output and outcome from the education over to the economic opportunity because that.

0:11:20.450 --> 0:11:24.140

Jim Snell

Right now the the when it says focus the focus it's own reading and math.

0:11:25.120 --> 0:11:28.620

Jim Snell

And does not include the kind of.

0:11:29.770 --> 0:11:30.990

Jim Snell

High school graduations.

0:11:31.760 --> 0:11:38.940

Jim Snell

Another thing we could do is is to take out reading and math and K3 classrooms, increased volunteerism to support student achievement.

0:11:39.690 --> 0:11:40.40

Jim Snell

Repeat.

0:11:40.240 --> 0:11:42.130

Jim Snell

And I'm like, yeah.

0:11:43.850 --> 0:11:44.360

Jim Snell

That's pretty.

0:11:46.230 --> 0:11:52.0

Jim Snell

You know, just about one of the ways you do it, though not the only way, because if you put it in, in fact it's.

0:11:53.290 --> 0:12:0.980

Jim Snell

And I think the question will volunteer Tennessee do it in other ways other than that, like we don't have financial resources.

0:12:3.380 --> 0:12:5.450

Jim Snell

Well, the financial resources that we have.

0:12:5.780 --> 0:12:34.880

Jim Snell

Activity process. I'm yeah, the. So the financial resources we have are primarily focused on vehicle program. So all of this is filtered through what can volunteer Tennessee do alone, which is essentially you know we've got the portal, we've got other volunteer initiatives. But the biggest piece is the American program. So there are different pieces in here that relate directly to what the American programs are gonna do that leads to this long term impact.

0:12:35.560 --> 0:12:42.400

Jim Snell

And that ties in with our mission. That's our mission to increase volunteerism. But something on tool.

0:12:43.160 --> 0:12:46.950

Jim Snell

Ah, crap, but but this is we still wanna keep it about.

0:12:48.560 --> 0:12:49.330

Jim Snell

Activity.

0:12:50.450 --> 0:12:51.80

Jim Snell

That's why.

0:12:51.730 --> 0:12:53.490

Jim Snell

Well, the, I mean the the.

0:12:54.210 --> 0:12:57.460

Jim Snell

How about you connect with food with food security?

0:12:59.60 --> 0:13:5.970

Jim Snell

What's the impact? What was the impact of food security? Is increased, increased foods carried? Yeah, so.

0:13:7.790 --> 0:13:13.960

Jim Snell

It well, yeah, so so increased in I think like what's the impact I think that.

0:13:14.70 --> 0:13:14.530

Jim Snell

I know.

0:13:15.780 --> 0:13:21.790

Jim Snell

Maybe instead of support it's improve or increase student achievement because.

0:13:22.720 --> 0:13:28.800

Jim Snell

That's the impact is that I mean we're using volunteerism and other means to do it, but that the.

0:13:29.520 --> 0:13:31.190

Jim Snell

Impact is not to support.

0:13:31.990 --> 0:13:36.680

Jim Snell

Well, it's the support. So you achieve it, but it's it's improved Steven achievement.

0:13:40.130 --> 0:13:45.410

Jim Snell

OK. I I think that's a I think that's a good landing spot to to have it.

0:13:46.30 --> 0:14:13.760

Jim Snell

But the impact statement equivalent to the food security one where it's that it's that general. Yeah. And then we can get into more specifics as we get into the outputs and outcomes. To your point, I mean the impact it really isn't about volunteerism, right? That's not an end of itself. That's the means to the end. And we're just talking about the end here. Sure, sure. So are people OK with striking in three privates say improve student achievement?

0:14:15.130 --> 0:14:18.0

Jim Snell

You have a question online. Think I see it done.

0:14:18.720 --> 0:14:19.960

Jim Snell

Uh, yeah.

0:14:23.220 --> 0:14:26.390

Jim Snell

Yeah, the dot means that somebody posted something in the chat, yeah.

0:14:27.140 --> 0:14:28.580

Jim Snell

Only stop there, OK?

0:14:30.250 --> 0:14:30.670

Jim Snell

OK.

0:14:31.0 --> 0:14:44.530

Jim Snell

And yeah, well, and and so so technical is monitoring the chat Gordon, if you'll also monitor the chat so that we make sure we open. So we have a thumbs up, thumbs up, thumbs up which one is to improve student achievement.

0:14:44.610 --> 0:14:51.190

Jim Snell

That it improves student achievement comes up OK. OK, very good. This is kind of cool.

0:14:52.750 --> 0:14:53.90

Jim Snell

Alright.

0:14:54.950 --> 0:14:55.370

Jim Snell

It's not.

0:14:55.450 --> 0:14:56.120

Jim Snell

Somebody can?

0:14:58.720 --> 0:14:59.330

Jim Snell

I just don't.

0:15:4.870 --> 0:15:8.550

Jim Snell

OK, so let's see if I could you get the.

0:15:9.340 --> 0:15:11.0

Jim Snell

Minimize your thing.

0:15:21.320 --> 0:15:27.980

Jim Snell

OK. So then I think it probably makes sense if we go to start with the outputs.

0:15:29.790 --> 0:15:30.500

Jim Snell

And so.

0:15:31.800 --> 0:15:36.170

Jim Snell

Uh, didn't we? Let's take a remind me of this. The purple and stuff that we have in addressed yet.

0:15:36.840 --> 0:15:37.200

Jim Snell

OK.

0:15:38.550 --> 0:15:41.740

Jim Snell

Well, I mean the the we're working on that we're working, right.

0:15:47.120 --> 0:15:49.290

Jim Snell

OK, sorry I haven't filled the shoes.

0:15:49.370 --> 0:15:49.820

Jim Snell

You try to.

0:15:53.630 --> 0:15:57.790

Jim Snell

OK, so let's start with the existing.

0:15:58.590 --> 0:16:1.800

Jim Snell

Output one and.

0:16:3.20 --> 0:16:3.260

Jim Snell

Good.

0:16:3.940 --> 0:16:17.330

Jim Snell

Doesn't look like we had anybody that that any propose any changes to output one which is increased. Sorry I think that's the that's the outcome that you've got the problem. Yeah. Books should be on the next deliver.

0:16:21.770 --> 0:16:22.520

Jim Snell

So.

0:16:24.150 --> 0:16:28.390

Jim Snell

The first output again, it doesn't look like anybody proposing any changes.

0:16:29.290 --> 0:16:34.170

Jim Snell

Uh, we relates back to the one that's it originally said that in the three years at least.

0:16:36.250 --> 0:16:47.450

Jim Snell

Or so I think we would need to change that for all of them except for this one. As we noted yesterday, as Patrick noted yesterday, we do have more than one partner that's already doing this.

0:16:48.460 --> 0:16:50.910

Jim Snell

So in terms of.

0:16:52.560 --> 0:16:55.810

Jim Snell

What we want to do, and I think maybe.

0:16:55.890 --> 0:17:0.140

Jim Snell

And Latifa, you can cut and paste the language that we use from.

0:17:0.760 --> 0:17:6.980

Jim Snell

From the food security for that first outcome, because I don't remember right off the and what it was, but it was something like.

0:17:8.340 --> 0:17:8.730

Jim Snell

Umm.

0:17:9.580 --> 0:17:10.410

Jim Snell

Each year.

0:17:10.560 --> 0:17:12.540

Jim Snell

I was thinking the cake.

0:17:13.420 --> 0:17:14.950

Jim Snell

It's playing at the station.

0:17:17.520 --> 0:17:19.450

Jim Snell

So there, there were actually 2.

0:17:20.670 --> 0:17:25.600

Jim Snell

There were two outputs, one set at the end of three years, at least one program.

0:17:27.530 --> 0:17:28.290

Jim Snell

Uh.

0:17:29.890 --> 0:17:44.540

Jim Snell

On focus on K3 as a per component and then the other one was at at the end of three years, at least one per program. Second just posted secondary, but if we're moving that from an education to.

0:17:46.300 --> 0:17:47.810

Jim Snell

Economic opportunity which?

0:17:48.220 --> 0:17:58.240

Jim Snell

And then based on what you said yesterday, there are three programs in education doing that. Is it to be wanna move it just makes the high school part.

0:18:0.880 --> 0:18:1.330

Jim Snell

I mean.

0:18:3.380 --> 0:18:7.710

Jim Snell

Yeah. Yeah. So what? So what? What we so the the.

0:18:8.590 --> 0:18:13.800

Jim Snell

From the program perspective, I don't think it matters to them because they're not gonna change what they're doing.

0:18:14.710 --> 0:18:33.240

Jim Snell

So it's really from the perspective of this Commission, how you want to categorize it. If you want to categorize that college and career ready as economic opportunity or or as education, I mean it could go either way, traditionally, traditionally, but that doesn't mean we have to keep doing that. But traditionally it's falling under education.

0:18:34.770 --> 0:18:45.900

Jim Snell

But I mean, we don't have to do that just because we've done it in the past. Yeah, I mean, I I think that's the one I think the foundation is the service committee hadn't argued for why to move it.

0:18:46.610 --> 0:18:49.520

Jim Snell

And the question is whether or not you all want to do that.

0:18:50.760 --> 0:18:51.780

Jim Snell

Can you have it in both?

0:18:53.660 --> 0:18:57.710

Jim Snell

We could have it in both as long as we're not double counting the numbers.

0:18:59.40 --> 0:19:5.0

Jim Snell

That's the program that's doing it. What is their indult at this point? Like, what is? What would I say it's there?

0:19:6.940 --> 0:19:7.670

Jim Snell

Well.

0:19:8.810 --> 0:19:15.480

Jim Snell

Their program is a tutoring mentoring program, so they are focused on academic.

0:19:16.230 --> 0:19:19.120

Jim Snell

Achievement and not economic opportunity.

0:19:21.460 --> 0:19:27.930

Jim Snell

Is that the the high school graduation is is a is part of what they do. They also do some tutoring inventory for younger.

0:19:28.630 --> 0:19:29.670

Jim Snell

Younger age groups.

0:19:30.190 --> 0:19:34.880

Jim Snell

I could, but obviously the high school graduation is focused on the high school students.

0:19:36.280 --> 0:19:44.510

Jim Snell

I mean in, in in most sort of strategic planning processes you can you can have outputs and outcomes.

0:19:45.870 --> 0:19:49.50

Jim Snell

And they're the same that are.

0:19:50.180 --> 0:19:54.680

Jim Snell

In two different broad goals, or in our case, impacts.

0:19:56.80 --> 0:20:5.550

Jim Snell

Yeah. Doing that, those same things and counting those same things will help education those secondary education and employment, so doing them.

0:20:6.280 --> 0:20:12.30

Jim Snell

Achieves two different things, and so they can. They can show up, they show up in both. Now that may be not how.

0:20:12.960 --> 0:20:18.90

Jim Snell

Our plan historically has reflected that where it's shows up in two different.

0:20:19.250 --> 0:20:20.60

Jim Snell

Protocols.

0:20:21.200 --> 0:20:42.90

Jim Snell

But logically it it's nothing wrong with that. It's yeah, except it would. They have a separate thing they have to report under that category? No, no, we would not. We wouldn't because it's it's the high school graduation is what they're focused on. The the question is how we want to categorize it and count it. Now again, we can include it in both, but we wouldn't want to double count the numbers.

0:20:42.790 --> 0:20:43.340

Jim Snell

That's the question.

0:20:44.180 --> 0:21:10.90

Jim Snell

Because we've added each year at least one program includes one education measure to their performance measures. So I guess my question is, are we putting that in place of the two outputs that are below it or is that and to the two outputs below it? So I guess that's my first question because it's. So I think what I think what we kind of agreed yesterday is that for all of these, we would use that wording that's now at the top.

0:21:11.680 --> 0:21:17.530

Jim Snell

And so that wording would replace the second one that's currently there that talks about the.

0:21:19.690 --> 0:21:21.400

Jim Snell

2nd post secondary enrollment.

0:21:25.490 --> 0:21:32.880

Jim Snell

As well, I think she's already replaced the K31. Yeah, I think we delete it. Always suggested deleting the teacher development.

0:21:34.690 --> 0:21:56.20

Jim Snell

So I guess, yeah. So back to my question. So then is the 2nd bullet point at this point the second bullet would be deleted and so it would. The first one would take the place of what previously had been a separate one saying we want at least one program with K3 and we want at least one program with a post secondary enrollment.

0:21:57.290 --> 0:22:6.980

Jim Snell

Because that that was at least that was my understanding for all of these. We wanted to get rid of that saying. We're gonna have at least one program that's focused on this to say that it includes.

0:22:7.910 --> 0:22:16.420

Jim Snell

So that there was a little bit more flexible so that it didn't have to be the primary focus of their program. But as long as they had a performance measure that addressed it that.

0:22:17.90 --> 0:22:20.770

Jim Snell

We would count that as meeting the particular output.

0:22:25.900 --> 0:22:27.470

Jim Snell

It's funny, yeah.

0:22:32.310 --> 0:22:35.70

Jim Snell

Suggested removing the teacher development.

0:22:37.450 --> 0:22:43.520

Jim Snell

Uh would have been out for three now. It's. Yes. Yeah. So the the current output 3.

0:22:45.40 --> 0:22:48.830

Jim Snell

The original output three was in teacher development programs.

0:22:51.130 --> 0:22:55.20

Jim Snell

Amir four alumni will continue to work in education for three years.

0:23:1.110 --> 0:23:1.550

Jim Snell

And.

0:23:2.740 --> 0:23:4.410

Jim Snell

That's yeah.

0:23:5.130 --> 0:23:6.110

Jim Snell

Tracking the time.

0:23:7.290 --> 0:23:10.760

Jim Snell

Yeah. So we had. So for output three, let's see.

0:23:11.740 --> 0:23:16.230

Jim Snell

For output 3 yesterday, the Communications Committee said let's delete that completely.

0:23:16.960 --> 0:23:23.220

Jim Snell

Those strategic partnership said change it from 3 to one year, so it would say.

0:23:24.400 --> 0:23:34.30

Jim Snell

Continue to work in the education for one year instead of instead of three years. So those are the two options. Either get rid of it completely or change it from 3 to one year.

0:23:34.990 --> 0:23:36.360

Jim Snell

So how are you tracking that?

0:23:37.760 --> 0:23:39.350

Jim Snell

So the.

0:23:39.460 --> 0:23:50.60

Jim Snell

And the education programs currently track how many people stay in the program. And So what we have that for the data that we have.

0:23:52.260 --> 0:24:1.280

Jim Snell

It's approximately 58% for one year tracking for the 2020-2021 program. For those programs that had that were teacher.

0:24:2.640 --> 0:24:3.470

Jim Snell

Prep programs.

0:24:4.440 --> 0:24:5.170

Jim Snell

So.

0:24:7.960 --> 0:24:37.550

Jim Snell

And Patrick is, is our resident expert on that. But yeah, I mean I would just offer about the, the one year, is that like you know teach for America is into your commitment. And so our Members enroll in America for a year exit and so we do see some attrition over that summer between their first and second year. But as far as America is concerned, they've completed a either, right. So it's like there's no AmeriCorps members leaving and then I know for Memphis teacher residency, that's kind of I think it comes forward here.

0:24:38.370 --> 0:24:54.680

Jim Snell

Where they're like, not only AmeriCorps members for a year, but they're kind of committed to the program for four years. I don't know that I have one year tracking makes sense and it's kind of like the assumption, I think, and I don't know if for relay, but let's say for three of the four programs with an assumption like they're gonna be there for more than a year. So. So if we had to put a.

0:24:57.200 --> 0:24:59.90

Jim Snell

758% then.

0:25:0.310 --> 0:25:0.660

Jim Snell

Each.

0:25:2.600 --> 0:25:5.430

Jim Snell

And we have to sign to that in terms of, you know 100%.

0:25:6.530 --> 0:25:9.560

Jim Snell

But if it's a mandatory thing, since we need to be an output.

0:25:11.650 --> 0:25:33.30

Jim Snell

I mean we I think I think the thing that keeps trying this was the 3rd year, that's something that we track internally on our offer just in Memphis. Obviously, the pandemic hit, we essentially have 75% of our Members stay for a third year in the classroom with the pandemic. Last year it was like 45%, let's say for a third year. So that is definitely a big focus area for us.

0:25:33.110 --> 0:25:44.630

Jim Snell

Talking and I would imagine you know, just keeping feature retention is a big thing. So I I wouldn't be opposed to like having a measure like that and thinking about how we could support that but and so.

0:25:44.710 --> 0:26:14.680

Jim Snell

But just to clarify that the data, the 58 percent is 58% of the and that's across all the teacher programs. So it's not one individual program, but 50% or 58% of the members. And those programs continue in the education field for one year after their. We are concerned. And so it would be. So the teach for America folks do two years then it would be their third year in the classroom that would be counted.

0:26:14.750 --> 0:26:16.510

Jim Snell

For those that to get percent.

0:26:18.60 --> 0:26:28.290

Jim Snell

But how we word it is obviously important it and now we want to if we want to keep it, I mean again one committee saying get rid of it completely.

0:26:29.10 --> 0:26:29.880

Jim Snell

Sorry, don't you have?

0:26:30.880 --> 0:26:31.270

Jim Snell

What?

0:26:32.280 --> 0:26:42.810

Jim Snell

Retention is the is the larger issue and we already have some requirements in the place that people staying to for.

0:26:44.30 --> 0:26:47.360

Jim Snell

What can we do to help address retention?

0:26:52.900 --> 0:26:53.510

Jim Snell

That question.

0:26:54.710 --> 0:26:57.180

Jim Snell

No, but but that seems to me that the the larger issue.

0:26:58.310 --> 0:27:3.560

Jim Snell

With with the with DI, some things we said is ohh.

0:27:4.420 --> 0:27:10.90

Jim Snell

Acting as that technical assistance or providing technical assistance, then.

0:27:11.170 --> 0:27:13.500

Jim Snell

Education and training, and so on.

0:27:16.570 --> 0:27:22.230

Jim Snell

What are some of the things that we could offer that we could bring to the table that we could connect?

0:27:22.930 --> 0:27:24.960

Jim Snell

Also it to the rest of the retention.

0:27:26.100 --> 0:27:27.510

Jim Snell

Do we know why people are leaving?

0:27:28.770 --> 0:27:57.180

Jim Snell

After they do their experience, do we know why they're like, I mean, I I do know that some people will say this is not for me. I did my experience. I figured out I thought this is what I wanted to do. This is not for me. And they, you know, do something else. But do we know why people are leaving? Because if we don't know why they're leaving, we don't know if we can. That would be part of addressing the yeah. The issue because once you find out why people are leaving what are some things that you could do or do you change your intake process also.

0:27:57.860 --> 0:28:6.80

Jim Snell

But if it's an issue, if there are a lot of people going through that solving door, and So what do we do to keep and retain more of them?

0:28:8.490 --> 0:28:12.880

Jim Snell

Suggestion to the output, because given what was just said.

0:28:13.810 --> 0:28:17.820

Jim Snell

We do want to see them stay at least an additional year after their.

0:28:19.820 --> 0:28:31.430

Jim Snell

Metaphor. So what if we put each year at least 50% of AmeriCorps alumni in teacher development programs will continue to work in education for an additional year.

0:28:32.120 --> 0:28:39.750

Jim Snell

So that it whether they're committed for two years and they will say for that three-year, whether they're committed for four years and they stayed for that fifth year. So it's an additional year on top of their commitment.

0:28:41.270 --> 0:28:52.360

Jim Snell

Chance, yes, more clear to me than saying three years because the commitment varied in program original thing and they varied the additional year. I think it's better than language.

0:28:54.80 --> 0:29:11.930

Jim Snell

I hate to throw a fly in the ointment, but could we join that with or continue education? Because I've heard from a number of Members that what they do then is go back to school but intend to continue teaching. So if someone's going to get a masters.

0:29:13.60 --> 0:29:14.330

Jim Snell

Patrick trick that.

0:29:15.890 --> 0:29:39.970

Jim Snell

I for us, I feel like most of our no very few people are going back to full time, school, said, then continue teaching, if that makes sense. I think most of our people are staying in the classroom, they're doing a part time. That's what program we theoretically would track that. OK, figure out something that's not. Yeah, I guess from our programming experience that people have to go on to grad school, but in other fields.

0:29:41.350 --> 0:29:51.700

Jim Snell

We're talking back to your thing. What are we gonna do? I said. What? What? What? What are we gonna do to encourage people to stay in the classroom? And how was volunteer? Isn't gonna make them stay.

0:29:52.690 --> 0:29:53.940

Jim Snell

That additional.

0:29:54.620 --> 0:30:8.220

Jim Snell

Here, but I think that's an activity that would be talking about I think right now we need to focus on now. That's great. Yes. Yeah. Just looking for numerical targets. Yes, not how to get there, but yes. And I think, Terry, you've you've.

0:30:9.490 --> 0:30:38.380

Jim Snell

I'm coming from teacher education and I just think this is a huge impact for us to tackle. There's there's just not winning more volunteers in the classroom. It's pet, it's stress. It's the statement things. If there's so many things that feed into teacher want to stay in the field or something. Second years are the most difficult years. So the number of people I've seen leave after one or two years. Yes. Phenomenal. And I think the way it's currently worded, it's focused on the miracle.

0:30:38.630 --> 0:30:48.440

Jim Snell

So it's not saying it's not saying teacher retention broadly, it's just saying for a mayor or programs that do teacher preparation, that's what we're focused on, so.

0:30:48.980 --> 0:30:52.610

Jim Snell

And I so I think at this point it's either we keep it.

0:30:53.790 --> 0:30:59.590

Jim Snell

And a tweet, the language a little bit or we get rid of it completely. But really I know, yeah.

0:31:1.10 --> 0:31:1.440

Jim Snell

Umm.

0:31:5.420 --> 0:31:18.240

Jim Snell

So it and I don't want to get into the activity as a whole lot because we do need to focus on that. That's an outcomes. But this would be something that we would have to work with the programs to work with them and support their own retention efforts.

0:31:20.90 --> 0:31:22.50

Jim Snell

But again, just the miracle programs, not.

0:31:22.710 --> 0:31:26.260

Jim Snell

Not every other teacher in classrooms and Tracy.

0:31:36.230 --> 0:31:41.610

Jim Snell

The consequences stand or ascentive for folks completing or not completing.

0:31:42.690 --> 0:31:43.360

Jim Snell

Umm.

0:31:43.440 --> 0:31:56.40

Jim Snell

Hear that? But you got the tracking. Yeah. Nothing like majorly explicit. Right. So again, like, if they do stay for a second year, we, you know, they're enrolled in America or again. So they have access to the Second education award.

0:31:57.10 --> 0:32:9.960

Jim Snell

Things like that, but and then of course, like their licensure is good for a few years, so it's like staying in the classroom, keeping their license active, but no explicit like extensive certainties.

0:32:11.520 --> 0:32:14.470

Jim Snell

This is the salary increase the second year.

0:32:15.480 --> 0:32:27.690

Jim Snell

Umm. So yeah, for us, right? We're professional for program. So all of our teachers are salaried employees of their school. So the salaries range, I would say generally there's a slight increase second year.

0:32:33.680 --> 0:32:34.690

Jim Snell

OK so.

0:32:36.180 --> 0:32:42.270

Jim Snell

What's the sentiment? Do we get rid of it completely, or do we tweak the language to say something more along the lines?

0:32:44.280 --> 0:32:54.570

Jim Snell

That's correct. I remember what you're wording was, but here at least 50% of America alumni in teacher development programs and need to work in education for an additional year.

0:32:57.850 --> 0:33:6.310

Jim Snell

So I don't think we should be introducing any additional options, so I say we'll get rid of it or we go with that one would be my recommendation that we go one question about that, yeah.

0:33:7.90 --> 0:33:7.610

Jim Snell

It's like.

0:33:9.870 --> 0:33:13.440

Jim Snell

How? Who's gonna be monitoring managing that though?

0:33:15.150 --> 0:33:34.710

Jim Snell

You all are the preferred homes. Think that's a pretty easy statistic for a program to get to? Yeah. Yeah. I mean, this is statistic that the the programs that you had already keep tracking and that's where that 58% came from because the program is already, yeah, know that. So in terms of the tracking of programs already doing it, but then when we get back into how we're going to.

0:33:35.390 --> 0:33:36.420

Jim Snell

It's improved that are.

0:33:37.380 --> 0:33:41.710

Jim Snell

Make sure it happens. That's the support piece that we'll have to focus on the activities.

0:33:43.830 --> 0:33:48.320

Jim Snell

It also sounds like there are some like giving that they're looking into that they're not.

0:33:49.230 --> 0:34:20.360

Jim Snell

Yeah. I mean, I think it's a conversation we're having, but as you mentioned, it's just like it's so many different pieces. Yeah, but one thing is right with with AmeriCorps, our members have access to the Member assistance programs, right. And mental health services and stuff like, that's something that maybe the Commission already Commission already pays a chunk that the fee for that, and then we pay for 400 or so. Those are things that help that could be connected in that we actually are able to do, like, actually be able to just count it a little bit more for program. So.

0:34:20.450 --> 0:34:22.410

Jim Snell

11 access or whatever it looks like.

0:34:24.690 --> 0:34:25.920

Jim Snell

OK so.

0:34:28.460 --> 0:34:29.590

Jim Snell

Any other thoughts?

0:34:31.970 --> 0:34:36.350

Jim Snell

One way or the other, get rid of it or feet. The length which test test.

0:34:37.100 --> 0:34:37.580

Jim Snell

Closed.

0:34:39.710 --> 0:34:41.280

Jim Snell

Thumbs up for Jessica.

0:34:42.460 --> 0:34:44.840

Jim Snell

I'm up. I'm up. I'm even get.

0:34:46.30 --> 0:34:52.980

Jim Snell

It was at the end of every year, 50%. So how many do we have online, any funds up?

0:34:55.530 --> 0:35:2.210

Jim Snell

I think it's so just if you could you reread it for like you put the type it in, yeah, each year?

0:35:4.90 --> 0:35:4.690

Jim Snell

I can't see.

0:35:6.430 --> 0:35:6.640

Jim Snell

Good.

0:35:13.930 --> 0:35:16.400

Jim Snell

Therefore, alumni and teacher development programs.

0:35:17.170 --> 0:35:19.670

Jim Snell

Will continue to work and education for an additional year.

0:35:28.800 --> 0:35:36.650

Jim Snell

That's certainly an additional names. OK, OK. It's a dongle. Was that it? Did that past. Did I? I'm talking. Yes, yes. Yeah.

0:35:38.440 --> 0:35:40.250

Jim Snell

OK so.

0:35:45.190 --> 0:35:45.610

Jim Snell

Uh.

0:35:47.820 --> 0:35:48.530

Jim Snell

So.

0:35:50.540 --> 0:36:9.410

Jim Snell

So there were some additional changes this outcome three I think was a result of the the deletion. So I think this is actually a new outcome, although I think I wrote out from the I think it was, it was the other place that I so welcome back to pursuing this second. So output 4.

0:36:10.950 --> 0:36:19.420

Jim Snell

One suggestion was to so it currently says 100% of the miracle programs that focus on education, meet or exceed their established academic goals and reports measures.

0:36:20.600 --> 0:36:22.890

Jim Snell

So one suggestion was removed 100%.

0:36:23.980 --> 0:36:38.930

Jim Snell

Good, 90. Goodnight. We'll move it to the front at the front. But say America for programs. Will that focus on education will meet or exceed 90%, right? Yeah. So what? What was what said remove 100% of and then.

0:36:39.390 --> 0:37:1.200

Jim Snell

I keep meat or tea 90% of goals and fortunately like one wants to remove one wants to. Well one was. So I think this is all together the same. The same recommendation was to take out 100% at the front and say meet or exceed 90% of their golden years. So they're working would changed a little bit, but the 100% would come out and put them be replaced by 90.

0:37:2.20 --> 0:37:2.650

Jim Snell

Umm.

0:37:3.340 --> 0:37:4.410

Jim Snell

It looks like we have.

0:37:5.300 --> 0:37:12.210

Jim Snell

But sort of, yeah. Jason, for our agreement moving 100% and shifting to 90%, yeah, 100% is.

0:37:13.480 --> 0:37:18.940

Jim Snell

So it's doable, but it's it's a challenge. We'll do it 90 percent, 90% thumbs up, thumbs up.

0:37:20.760 --> 0:37:22.650

Jim Snell

Well, and I think the.

0:37:24.340 --> 0:37:25.130

Jim Snell

So I think.

0:37:26.560 --> 0:37:30.750

Jim Snell

The wording needs to change to be closer to what's here, so it would be.

0:37:31.350 --> 0:37:31.950

Jim Snell

Umm.

0:37:34.340 --> 0:37:37.580

Jim Snell

An airport programs that focus on.

0:37:38.880 --> 0:37:56.610

Jim Snell

Education meet or exceed 90% of their I would and I would also recommend that we take out established academic goals because that was pretty meaningless because they have performance measures and that's what's trapped and that's what we have. So miracle programs that focus on education.

0:37:57.180 --> 0:38:1.620

Jim Snell

A meet or exceed 90% of their performance measures.

0:38:6.430 --> 0:38:9.620

Jim Snell

And I think that's that's kind of what, what this committee was getting at.

0:38:14.40 --> 0:38:15.980

Jim Snell

I do not think we might want to put each year.

0:38:16.770 --> 0:38:18.460

Jim Snell

The end of it, just to clarify.

0:38:21.530 --> 0:38:24.30

Jim Snell

That, that, that I think that.

0:38:25.70 --> 0:38:32.0

Jim Snell

That pretty much gets what that meeting was trying to get to is everybody agree with that? Because that would have. This is pretty easy.

0:38:34.660 --> 0:38:38.560

Jim Snell

That and that and that, OK, so.

0:38:39.350 --> 0:38:40.510

Jim Snell

#5.

0:38:41.950 --> 0:38:46.160

Jim Snell

It there was a blank and it's like some number of youth reach.

0:38:47.470 --> 0:38:53.430

Jim Snell

And one committee said 30,000 annually, another committee, 5% increase.

0:38:53.570 --> 0:38:53.900

Jim Snell

About.

0:38:55.80 --> 0:38:57.870

Jim Snell

Each year from 29,200.

0:39:3.90 --> 0:39:3.830

Jim Snell

And then the.

0:39:3.900 --> 0:39:4.200

Jim Snell

Good.

0:39:7.620 --> 0:39:12.410

Jim Snell

The new the new outcome would that I think that's with that one.

0:39:13.890 --> 0:39:20.270

Jim Snell

That was going to replace three, was it increased number of students supported by Volunteer Tennessee programs?

0:39:21.260 --> 0:39:25.90

Jim Snell

Uh teacher being too. One third grade literacy levels.

0:39:25.870 --> 0:39:28.50

Jim Snell

In college ready grads.

0:39:31.290 --> 0:39:38.90

Jim Snell

So those two are the the current versions of number of REACH and this one are pretty similar.

0:39:39.530 --> 0:39:46.860

Jim Snell

Doesn't talk about how many. How many children are served, but the but the education program. So the bottom would end is perfect too.

0:39:47.860 --> 0:39:59.510

Jim Snell

Now I do. Yeah. This. Yeah, it's very specific to take three literacy in college. Well, it says K3 literacy levels and college ready grads, so code cover them.

0:40:4.140 --> 0:40:6.620

Jim Snell

Re eliminating the paint with three and the impact.

0:40:7.400 --> 0:40:17.140

Jim Snell

Yeah, yeah. I mean, I I agree, if we're taking out specific references, it probably doesn't make sense to have an output that's focusing specific on specifically on the children that are served.

0:40:18.360 --> 0:40:27.430

Jim Snell

From that and it probably makes more sense to use the the version of what's was in the original plan, but it was not specific.

0:40:28.460 --> 0:40:29.30

Jim Snell

So.

0:40:32.100 --> 0:40:38.460

Jim Snell

Not enough. We also move. We moved up 9% of sub grantees meet their performance measures for education outcomes.

0:40:39.400 --> 0:40:47.840

Jim Snell

I don't know if that ended up there is a ohk didn't, but I think that's kind of duplicates. What I can't we didn't have sub grantees in there though.

0:40:49.300 --> 0:40:50.420

Jim Snell

It's just as Americans.

0:40:52.140 --> 0:40:58.150

Jim Snell

Well, we could change a miracle programs to volunteer Tennessee programs.

0:41:0.300 --> 0:41:3.390

Jim Snell

That focus on education meet 90% of their performance measures.

0:41:5.530 --> 0:41:10.140

Jim Snell

That if it just says volunteer to the programs that would cover everything that we do.

0:41:20.990 --> 0:41:21.530

Jim Snell

And.

0:41:22.790 --> 0:41:26.440

Jim Snell

OK, so do people agree that this one, this proposed new?

0:41:29.100 --> 0:41:32.60

Jim Snell

Uh outcome, although this is really.

0:41:34.260 --> 0:41:36.190

Jim Snell

This is really an output and.

0:41:37.220 --> 0:41:42.150

Jim Snell

The people agree that this wouldn't already that duplicate duplicate duplicate duplicates.

0:41:43.590 --> 0:41:47.0

Jim Snell

Or state stuff that we kind of already eliminated.

0:41:47.850 --> 0:41:58.960

Jim Snell

That's a subset of the, let's say, 30,000. Yeah. Yeah, it's it's a specific count of this that I think my opinion is that we should keep the generic number and not focus on these specific numbers.

0:42:1.390 --> 0:42:3.600

Jim Snell

And then 30,000 annually.

0:42:5.990 --> 0:42:13.390

Jim Snell

But 5% over ohh that well, yeah. So the five the 5% increase year over year starts at 29200.

0:42:15.300 --> 0:42:29.540

Jim Snell

So so the essentially the two options that were proposed yesterday were 30,000 annually or 5% increase each year starting from the base of 29,200.

0:42:30.440 --> 0:42:34.610

Jim Snell

I just got a project so historically.

0:42:35.770 --> 0:42:39.630

Jim Snell

Has. Have we gotten to be met 5% every year? What is?

0:42:40.970 --> 0:42:44.130

Jim Snell

That is a good question that we talked about.

0:42:45.880 --> 0:42:54.840

Jim Snell

I I don't. I'm just saying it's what's realistic is 5%. Yeah. So unfortunately, the last couple years of data that that I have with me.

0:42:54.920 --> 0:43:0.810

Jim Snell

He was impacted by COVID, so there there was it's not.

0:43:1.690 --> 0:43:4.500

Jim Snell

That's the last one I I don't have a.

0:43:6.290 --> 0:43:13.280

Jim Snell

More historical data on my, like my laptop, I'd have to connect to the network and and download it commercial drive.

0:43:14.200 --> 0:43:16.170

Jim Snell

So I don't know.

0:43:17.520 --> 0:43:18.780

Jim Snell

I don't know if it's 8%.

0:43:20.160 --> 0:43:26.270

Jim Snell

But at 29,000 you should impact from Kovid number you're starting at a low baseline, so files that maybe get to you.

0:43:28.590 --> 0:43:35.680

Jim Snell

Yes, 2020, 9200 was from the most recently completed program year, which would have been 2021.

0:43:36.950 --> 0:43:38.420

Jim Snell

Which was impacted by the.

0:43:40.240 --> 0:43:45.570

Jim Snell

So it's 1500 students every year. Additional. Is that doable?

0:43:46.260 --> 0:43:47.260

Jim Snell

On the program side.

0:43:48.980 --> 0:43:56.100

Jim Snell

But like kids and my son, that's a lot of that's like a huge increase. It is, it's it's spread across.

0:43:59.990 --> 0:44:1.440

Jim Snell

Yes, yes.

0:44:1.540 --> 0:44:4.30

Jim Snell

OK. And I said, yeah.

0:44:4.110 --> 0:44:4.590

Jim Snell

That's all.

0:44:5.550 --> 0:44:6.100

Jim Snell

With Max.

0:44:11.760 --> 0:44:14.190

Jim Snell

Students like the report I just submitted.

0:44:14.510 --> 0:44:19.260

Jim Snell

Nice name, which round 8500 students. Whereas a few years ago was over 10 times.

0:44:19.340 --> 0:44:37.590

Jim Snell

Yeah. So I can tell you that teacher America unfortunately won't be helping that increase, right? We only have 120 teachers when we use that 150 like each of the depending on what kids are doing, if they're elementary, they have 25, they're in high school there impacting 120. You know, periods in the day, but.

0:44:38.390 --> 0:44:47.680

Jim Snell

Like please. Yeah. So 5% would be any a lot. Yeah. Yeah. Like I'm wondering if it's just keeping at 30,000 annually keeping it steady.

0:44:47.760 --> 0:44:50.590

Jim Snell

OK, we'll maintain the more exceeded 30,000.

0:44:52.30 --> 0:44:56.130

Jim Snell

Yeah. So there's no ground that.

0:44:57.660 --> 0:44:58.460

Jim Snell

That's OK.

0:44:59.840 --> 0:45:0.270

Jim Snell

Right.

0:45:2.100 --> 0:45:2.880

Jim Snell

We have a program.

0:45:2.970 --> 0:45:14.220

Jim Snell

I don't. It's not here. Sorry I said with ratios. With kids, you can't grow kids unless you grow more program. And so unless we're going to give them more beautiful members to increase ratio, if you're not going to be able to serve.

0:45:15.550 --> 0:45:16.340

Jim Snell

Statements.

0:45:17.370 --> 0:45:36.570

Jim Snell

And just for program reference. So I mean the number of V3 should in what ways? Because they I mean this is like several programs, this is 5% for all programs, right? So it's 1500 can total for all of our programs that would be the interesting Center for the 10s and he's saying for down, yeah, numbers are down and that's just true.

0:45:38.930 --> 0:45:41.800

Jim Snell

Think it's true? That's teacher residency as well, so.

0:45:43.430 --> 0:46:2.60

Jim Snell

Yeah, but the the the point that increases in reach come from increases in funding and we have traditionally seen year over year the modest increases in the amount of funding that we have. But the depending on what's going on that funding.

0:46:3.140 --> 0:46:6.90

Jim Snell

So, so the most of the teacher corporations are.

0:46:7.960 --> 0:46:13.90

Jim Snell

Uh are fixed amount grants, which means that they're they have like.

0:46:13.780 --> 0:46:26.460

Jim Snell

We can't give them like half of a person to half of a member. They have to have a whole one or or or not at all, so it complicates things a little bit when we're looking at the money that we have to allocate to the various programs.

0:46:26.980 --> 0:46:34.680

Jim Snell

But what you said and it said a possibility, maintain alerts or city it is it is possibility yeah.

0:46:35.970 --> 0:46:42.350

Jim Snell

And would be would be that language in in the previous plan that we would maintain or exceed a certain level.

0:46:44.650 --> 0:46:51.550

Jim Snell

Are we focused heavily on the teacher side of the equation?

0:46:53.190 --> 0:47:10.200

Jim Snell

There are other programs and those programs work with larger numbers of individuals, and when you talk about and one adult to X number of students. And so we're having different individuals serving different roles.

0:47:11.320 --> 0:47:13.330

Jim Snell

Working with students so.

0:47:14.260 --> 0:47:18.220

Jim Snell

Teacher for you. So I understand that that's one side of the shop, but.

0:47:19.60 --> 0:47:20.230

Jim Snell

What about the other side?

0:47:20.980 --> 0:47:22.40

Jim Snell

Much larger sock.

0:47:23.300 --> 0:47:24.50

Jim Snell

So.

0:47:25.990 --> 0:47:31.900

Jim Snell

This is from the 2021 program year. Sorry, I know it's a little bit small.

0:47:34.940 --> 0:47:36.830

Jim Snell

So the.

0:47:38.230 --> 0:47:46.10

Jim Snell

The ones that are in this, so the green, the green are the numbers that we're talking about. So if you Add all these number these three numbers up, you should get.

0:47:46.760 --> 0:47:49.270

Jim Snell

Roughly 29,200.

0:47:51.220 --> 0:47:54.280

Jim Snell

These in this line are sorry.

0:47:55.840 --> 0:47:58.110

Jim Snell

These in this line are the teacher core programs.

0:47:59.620 --> 0:48:0.70

Jim Snell

Uh.

0:48:0.910 --> 0:48:7.390

Jim Snell

These are either in school or after school support, but they're not classroom teachers.

0:48:8.580 --> 0:48:14.180

Jim Snell

But you can see the bulk of those numbers, 26,000 of the 29 is from those teacher programs.

0:48:21.80 --> 0:48:25.310

Jim Snell

No, no, that this the 29 two includes all three of those lines.

0:48:26.460 --> 0:48:40.670

Jim Snell

That do the business being school aged children. Is that what that students means? Yes. Those are all K12 head start. Children don't count the student well. The head start programs are doing a different thing.

0:48:41.790 --> 0:48:42.420

Jim Snell

And.

0:48:43.380 --> 0:48:49.330

Jim Snell

We could count them. You the, I mean, the numbers are a lot smaller, right? For the head start.

0:48:50.610 --> 0:48:58.850

Jim Snell

And and one of those had started, they're doing vision screening. So it's it's not really an academic focus, yeah.

0:48:59.880 --> 0:49:0.530

Jim Snell

With.

0:49:1.290 --> 0:49:12.500

Jim Snell

All the after school programs and the the network of programs to include some of the in school program. You're saying that we can only find X number of students.

0:49:13.680 --> 0:49:14.90

Jim Snell

To.

0:49:15.250 --> 0:49:22.660

Jim Snell

Or two hot how many programs here are in installed? It's only impacting how many students have to school.

0:49:23.860 --> 0:49:27.750

Jim Snell

The in school is 26,000 and those are the teacher core programs that have.

0:49:28.250 --> 0:49:33.680

Jim Snell

And everyone understood that once and don't have the teachers right, and then the the numbers above the.

0:49:34.800 --> 0:49:49.190

Jim Snell

1900 and then the 400. Those are the other proverbs that are doing different things that are more either in school. They're coaching students in school, so they go sitting in Memphis does this they go they.

0:49:49.930 --> 0:49:57.620

Jim Snell

Poor kids out of plan do 2/3 and then there's after school tutoring inventory projects. I and I'm just wondering because there are.

0:49:59.860 --> 0:50:5.950

Jim Snell

Hundreds of thousands of kids in these after school programs just in Tennessee alone.

0:50:6.600 --> 0:50:17.910

Jim Snell

And so I'm wondering where how can we can only get 1900? Aren't these the ones we found right? That was asking that yesterday, yes, so.

0:50:19.560 --> 0:50:20.160

Jim Snell

You will not.

0:50:21.140 --> 0:50:24.710

Jim Snell

So the these are mostly.

0:50:26.400 --> 0:50:27.570

Jim Snell

Program specific.

0:50:28.770 --> 0:50:33.0

Jim Snell

So they're not boys and girls clubs. They're not those, these are.

0:50:34.70 --> 0:50:40.200

Jim Snell

Either in school tutoring, mentoring or after school tutoring, mentoring programs that are run by these programs specifically.

0:50:41.150 --> 0:50:46.720

Jim Snell

And they can only manage the number that they can manage. So you can't throw 30.

0:50:47.490 --> 0:50:54.600

Jim Snell

30 kids at one one person, so and the TCC.

0:50:55.850 --> 0:51:14.760

Jim Snell

Theirs is a their primary code. This is on senior citizens. They have a youth component that is a smaller part, so their contribution to that number is relatively small and the marker Brian, that second line, that is the graduation piece, the college.

0:51:15.580 --> 0:51:28.490

Jim Snell

I'll think we're ready. So the stuff that's above and the city, you're Memphis, they have a relatively low member to student ratio because of what they do is so intensive and a lot of it is one-on-one.

0:51:29.170 --> 0:51:34.740

Jim Snell

So when you're doing one-on-one tutoring mentoring, you can't, you just can't have a large number.

0:51:35.770 --> 0:51:37.660

Jim Snell

So it's all related to program design.

0:51:39.450 --> 0:51:44.140

Jim Snell

So we're going to get that whether that being pain, that 30,000 is too.

0:51:45.220 --> 0:51:45.790

Jim Snell

Honest.

0:51:47.110 --> 0:52:3.780

Jim Snell

I mean, it doesn't sound like it. What's the what's the consequence that we did do that output of maintaining that 30,000 week we ended up at end of the day it was better great. I don't I don't understand what why we're.

0:52:5.80 --> 0:52:7.970

Jim Snell

I work so concerned about.

0:52:8.950 --> 0:52:9.650

Jim Snell

Going with.

0:52:10.620 --> 0:52:11.930

Jim Snell

Justice recommendation.

0:52:15.430 --> 0:52:21.240

Jim Snell

While if we only have a certain number of programs, we're trying things and if they can only take a certain number of children.

0:52:21.970 --> 0:52:27.510

Jim Snell

Which they have. I mean, there's usually limit and there are they are mostly full. Then the number we have the number.

0:52:29.500 --> 0:52:32.220

Jim Snell

If we can't increase it unless we increase funding and have more.

0:52:38.40 --> 0:52:52.420

Jim Snell

Talk about increasing funding and all of it well, increasing numbers and all of these other. Yeah, that's going to require increase. Gordon, are you keeping track of this move was in the someone was in the meeting and there's chats in the chat box.

0:52:52.500 --> 0:53:3.250

Jim Snell

This is where we talked about increasing 5% or well X number, whatever it is, increase funding just to meet inflation, have programs that are existing continued.

0:53:4.40 --> 0:53:16.970

Jim Snell

Yes, it would be great if we get a windfall and we have X number more dollars. But if we're being realistic, I agree with buddy. Let's keep it where it is and if we go above that and then we can do that, let's do it. But right now.

0:53:17.950 --> 0:53:23.300

Jim Snell

And we are in this in this unknown world of of, of.

0:53:25.610 --> 0:53:32.760

Jim Snell

Hope it impacted murky baseline right. I mean, we don't we don't know where that 29,000 is.

0:53:33.960 --> 0:53:41.670

Jim Snell

Is really a a floor or it's it's an inflated number based on reality that we're gonna be seeing that one or two years so.

0:53:43.880 --> 0:53:55.610

Jim Snell

It's done yesterday. Review this every year, so if we astronomically low \$30,000 water, we could adjust that right next year, right? So I think we shouldn't keep it as.

0:53:56.310 --> 0:54:4.880

Jim Snell

At least 30,000 meals are served, and then if next year we served 50,000 kids and OK, yeah, let's see. Yeah.

0:54:5.260 --> 0:54:7.110

Jim Snell

And if you all that I'm saying is.

0:54:8.610 --> 0:54:19.960

Jim Snell

Built into our conversations yesterday and today, as we said, we're going to increase and some of those major right. But but that what I'm saying is that our requires money.

0:54:22.640 --> 0:54:26.310

Jim Snell

Not necessarily. Increasing volunteers doesn't necessarily.

0:54:27.490 --> 0:54:29.790

Jim Snell

The same kind of money as having kids in the school.

0:54:35.350 --> 0:54:42.430

Jim Snell

We're we're talking well, a lot of this is going to touch programs and those programs are going to be dollars.

0:54:43.460 --> 0:54:45.400

Jim Snell

And so yes.

0:54:45.980 --> 0:54:46.640

Jim Snell

Did.

0:54:48.260 --> 0:54:53.520

Jim Snell

Education is going to cost. Food security is going to cost, they're going to cost. They're saying we don't.

0:54:54.520 --> 0:55:13.80

Jim Snell

A lot of cost because there's a lot of resources already out there. It's just making sure people. I mean, if you rent and so it's making sure people understand where those resources are and how to access them. So a lot of that is just more awareness building. So there's not a whole lot of funding that needs to go into that. It's more of just making resources more readily available to the population.

0:55:14.40 --> 0:55:28.760

Jim Snell

Education. We're looking at some that's already currently funded, so you're not really talking about much of an increase in funding what's happening there and ensuring that they're meeting the goals that they put forward at this point. Yeah, I would argue that it's location is more impacted by the code to the.

0:55:29.980 --> 0:55:31.0

Jim Snell

Which was serious.

0:55:33.840 --> 0:55:44.660

Jim Snell

This time you have to talk about with with probable probabilities, with checks tracking retain teachers that applies to volunteers that can that.

0:55:46.640 --> 0:55:50.170

Jim Snell

I'm going to serve in schools or programs and it's.

0:55:51.100 --> 0:55:52.20

Jim Snell

It's not pretty.

0:55:53.10 --> 0:55:54.800

Jim Snell

And we have to be realistic about that.

0:55:56.980 --> 0:55:59.90

Jim Snell

Yeah. So we're circling 30,000.

0:56:0.520 --> 0:56:3.740

Jim Snell

Let's see. 30,000 so comes up.

0:56:6.880 --> 0:56:11.20

Jim Snell

So it was, I think it was volunteer Tennessee program.

0:56:12.160 --> 0:56:12.580

Jim Snell

That's the.

0:56:13.820 --> 0:56:16.200

Jim Snell

So volunteer policy program served.

0:56:16.920 --> 0:56:17.480

Jim Snell

Umm.

0:56:19.590 --> 0:56:28.80

Jim Snell

At least 30,000 students annually. Yeah, like volunteer education. Volunteer Tennessee education programs will serve at least 30,000 deaths each year.

0:56:33.370 --> 0:56:40.970

Jim Snell

And then when you get done with that, let's see if you'll go back after volunteer to the sea and add education programs so that it's so that versus.

0:56:42.940 --> 0:56:44.860

Jim Snell

OK. All right. So.

0:56:44.930 --> 0:56:46.920

Jim Snell

OK, takes care of that one.

0:56:48.640 --> 0:56:54.390

Jim Snell

This new output was is the same as what we've already talked about and meeting.

0:56:55.340 --> 0:56:58.790

Jim Snell

Yeah. So we did have it on there. He was under new came out but.

0:56:59.250 --> 0:57:0.80

Jim Snell

Umm.

0:57:1.220 --> 0:57:5.950

Jim Snell

So I think it sounds like everybody was OK with including.

0:57:8.890 --> 0:57:11.920

Jim Snell

Or we may have actually already taken it out the.

0:57:12.600 --> 0:57:14.780

Jim Snell

The high school grad parked.

0:57:16.160 --> 0:57:21.130

Jim Snell

Moving it, thank you for getting that new language that was exciting.

0:57:21.310 --> 0:57:25.240

Jim Snell

It's like it's like the reasons for that. OK, so new outcomes.

0:57:25.840 --> 0:57:38.610

Jim Snell

Umm this is actually. Although when it's presented, I think it was called an outcome. This is actually and how good, but it's increased number of literacy volunteers for education, and this was moved up from the red.

0:57:39.540 --> 0:57:40.80

Jim Snell

Umm.

0:57:43.500 --> 0:57:45.440

Jim Snell

And then this one is similar.

0:57:46.490 --> 0:57:57.790

Jim Snell

A new outcome, and again this is actually an output, not enough comma. It's increased number of volunteers by 5% who participate in reading and math activities.

0:57:59.740 --> 0:58:12.80

Jim Snell

So both of those are related to increasing the number of volunteers who are doing educated education related stuff. This one is generic. This one is specific to reading and math. So the second one would be a subset of the first one.

0:58:13.820 --> 0:58:14.770

Jim Snell

Uh, yes.

0:58:16.40 --> 0:58:36.150

Jim Snell

Yes, but I mean I don't I again, we've already kind of taken out this specific language if we're gonna, if we're gonna add a new output. Again these are outputs not output we're going to add a new one. I would suggest that it be this one and not this one because this one is more in line with the other stuff that we already done that. So we have a new design of how many.

0:58:36.230 --> 0:58:36.670

Jim Snell

So like.

0:58:37.870 --> 0:58:39.440

Jim Snell

We have attached a number.

0:58:41.260 --> 0:58:43.540

Jim Snell

And the baseline?

0:58:44.150 --> 0:58:46.580

Jim Snell

So the the.

0:58:47.880 --> 0:58:56.80

Jim Snell

The programs that focus on education typically don't generate as many volunteers as some of the other programs because.

0:58:56.750 --> 0:58:58.120

Jim Snell

Of the nature of what they're doing.

0:58:58.780 --> 0:59:10.920

Jim Snell

Like you, you can't easily bring in a bunch of volunteers to a classroom, so those numbers are typically pretty low, even though there's ten programs that are doing it as well. And there's out of that ten, there were. What was it?

0:59:11.820 --> 0:59:15.830

Jim Snell

Five or six that are the teacher, core programs. And so that's the bulk of them.

0:59:16.840 --> 0:59:32.70

Jim Snell

They're they're not generating a whole lot of volunteers, but we have other ways of generating education focused volunteers through the portal. Some of those other programs that are doing the after school type program, they do use some volunteers. Again, it's not huge numbers.

0:59:33.220 --> 0:59:35.520

Jim Snell

Let's start with. If we say if produced from here.

0:59:36.560 --> 0:59:44.250

Jim Snell

Well, I have to look at again. This was a brand new thing that was added yesterday. So I'm just trying to think if I've got.

0:59:45.970 --> 0:59:46.640

Jim Snell

I've got that.

0:59:47.540 --> 0:59:49.830

Jim Snell

That data would be hold on just a second please.

1:0:13.140 --> 1:0:13.930

Jim Snell

No, actually.

1:0:14.780 --> 1:0:15.370

Jim Snell

This one.

1:0:20.770 --> 1:0:21.820

Jim Snell

OK so.

1:0:28.630 --> 1:0:31.900

Jim Snell

I'll have to do a quick calculation because.

1:0:35.900 --> 1:0:37.920

Jim Snell

This is just all of the numbers together.

1:0:42.450 --> 1:0:43.440

Jim Snell

So.

1:0:53.730 --> 1:0:59.370

Jim Snell

We feel strongly and the need to add this before them goes through on the side here, Park Community activities.

1:1:1.600 --> 1:1:2.140

Jim Snell

Activity.

1:1:8.440 --> 1:1:10.790

Jim Snell

Tutoring, mentoring another order.

1:1:12.970 --> 1:1:26.630

Jim Snell

Yeah, maybe just sign and make. So yeah. Yeah, that makes sense. I think we can just leave that as an activity and take that off without. That's just why I said I agree with that. I think we're up with that.

1:1:27.310 --> 1:1:29.220

Jim Snell

And then yes, OK.

1:1:31.420 --> 1:1:32.10

Jim Snell

OK.

1:1:34.510 --> 1:1:35.30

Jim Snell

2nd.

1:1:35.840 --> 1:1:38.100

Jim Snell

Just keep there too, right?

1:1:39.90 --> 1:1:42.210

Jim Snell

Yeah. So let's just drop that drop.

1:1:43.470 --> 1:1:50.870

Jim Snell

So we're trying to get rid of both of these and we're just saying don't worry about adding a new income. Yeah. So just disregard.

1:1:54.630 --> 1:1:55.890

Jim Snell

That's good, yes.

1:2:1.140 --> 1:2:2.750

Jim Snell

So I think that's it for education.

1:2:3.50 --> 1:2:3.640

Jim Snell

Like.

1:2:7.390 --> 1:2:25.610

Jim Snell

For outputs on education, I think we still have to talk. Oh yes, we still need to talk about the other options. Sorry. No, no, no, thanks. Time. Well, we didn't have any other. We didn't have any other changes to the outcome. So the current outcomes that we have increased the percentage of third grade students reading at grade level.

1:2:26.820 --> 1:2:43.570

Jim Snell

Uh baseline data. This is not from our programs because our programs don't track this. This is just the Tennessee percentage of third graders reading at grade level is a little 37.34.7%.

1:2:45.370 --> 1:3:0.290

Jim Snell

And then the second one was increased percentage of high school graduates who are career or college ready. And again our program we just have the one program that's that's doing that. So this is a Tennessee statistic of 40%.

1:3:1.810 --> 1:3:7.60

Jim Snell

That are considered to be ready graduates, so those outcomes stats are from the Department of Education.

1:3:8.380 --> 1:3:18.680

Jim Snell

The 34.7 is the 40% of yes is also from the Department of because they they have a cat they.

1:3:19.440 --> 1:3:22.970

Jim Snell

Consider students to be that ready graduates, that's their term.

1:3:23.760 --> 1:3:49.110

Jim Snell

And so that's the number that they provide or we have access to in Italy. Yeah. Yeah. It's part of their.

It's part of their annual report card. But Jim, that number is full. That's for all students. So to understand our impact, we would have to be able to pull those folks out to get those numbers. So how would we be able to track the impact for the students in the program?

1:3:50.310 --> 1:4:11.940

Jim Snell

But the number from the apartment? It's statewide. Yeah. Yeah. So again, this the particularly the the 3rd grade part would be challenging because again we've got programs that are have teachers in 3rd grade classrooms, but they're not pulling that data out separately. And I don't think they're separately tracking.

1:4:14.20 --> 1:4:18.450

Jim Snell

Uh, whether or not they're really grade level for reading and math.

1:4:19.120 --> 1:4:27.770

Jim Snell

So that was your new thing that programs would have to start tracking the college graduate part. We only have the one program that's in that and that was the number that was on before it's 413.

1:4:28.830 --> 1:4:39.90

Jim Snell

They're tracking the number of the students that they serve that go on to enter college, that that's the focus. There's isn't career.

1:4:39.770 --> 1:4:42.800

Jim Snell

Through that's college. They're trying to transition students to college.

1:4:43.760 --> 1:4:47.450

Jim Snell

So they're tracking that, but again, it's they're only.

1:4:48.540 --> 1:4:58.630

Jim Snell

In terms of numbers, there only 400 or so a year that it's. So do we have since since then it is tracking the individual students.

1:4:59.870 --> 1:5:0.320

Jim Snell

Are.

1:5:1.380 --> 1:5:7.190

Jim Snell

Our programs able to like go to the ministrator and say can you just give us the?

1:5:7.960 --> 1:5:12.210

Jim Snell

After get percent for the students that we sent that.

1:5:13.480 --> 1:5:43.50

Jim Snell

Sorry, it's been a bit of a challenge. That's something for like 20-30 goal that we've been trying to get more data and just we've been doing data sharing agreements with schools and it's just seems like a lot of loops. So it's yeah not readily available and your data is gonna be very delayed. So you know, but the testing and the end of the year then teachers get their test back. It could be August, it could be September, it could be October, it could be January of the next year. So you're looking at.

1:5:43.240 --> 1:5:49.410

Jim Snell

Like by the time that they got pulled that data, it could be that you're looking at something that happened two years ago, yeah.

1:5:49.610 --> 1:6:13.910

Jim Snell

Well, you have to admit that we can realistically ask a teacher for that data. I think it would take someone's staff or whatever who would be willing to go in and have that relationship with the principal and teacher to do it. Yeah. And I will. I will just say, OK, that historically our classroom based programs have had challenges in getting data from the school districts where their member services.

1:6:15.140 --> 1:6:21.160

Jim Snell

Because remember, the the American programs aren't the district. They're partners with the district.

1:6:21.840 --> 1:6:22.290

Jim Snell

But.

1:6:22.940 --> 1:6:44.330

Jim Snell

You know, essentially the district in a lot of cases views them as an outside entity asking for data and they have pretty strict rules on what they share. So it has been a challenge. So we might be able to figure out a way to track this third grade piece, but it would be a challenge that college ready. Again, we've got a program that's doing it. They already tracking it.

1:6:45.140 --> 1:6:48.610

Jim Snell

And so in that that baseline number of 40%.

1:6:49.380 --> 1:6:51.10

Jim Snell

Is probably reasonable.

1:6:51.670 --> 1:7:2.280

Jim Snell

But the the 3rd grade part is well the 3rd grade just says increase. It doesn't have a. It doesn't have a statistic with other than the the baseline data that I've provided.

1:7:4.40--> 1:7:7.530

Jim Snell

If we're not, it's not easy to track that should not be in and out.

1:7:8.680--> 1:7:9.370

Jim Snell

Wait for it.

1:7:12.250--> 1:7:22.920

Jim Snell

Well, we can't figure out. Yeah, well, if it if we wanted it to stay in the outcome, it would need to have. It would need to say increase.

1:7:23.920--> 1:7:38.510

Jim Snell

It would need to have some specifics, so it would either need to, say, increase the percentage of third grade students reading at grade level by 1% and and again we would need to add in like Volunteer Tennessee programs so that we're not talking about the entire state.

1:7:39.510--> 1:7:51.260

Jim Snell

The Volunteer Tennessee programs that they would increase 3rd grade reading level while whatever percentage is if you don't have a program that's specifically does not have a program that's that's.

1:7:52.330--> 1:7:54.40

Jim Snell

Well, yeah. Well, that's the challenge.

1:7:57.500--> 1:8:5.150

Jim Snell

That's the challenge that we don't have parties that are specifically focused on it and the ones that do that kind of as part of their broader program are currently tracking.

1:8:6.570--> 1:8:12.460

Jim Snell

Should we take that out? Yeah, it sounds like we should take that out. But then I'm struggling with.

1:8:13.200--> 1:8:16.250

Jim Snell

No outcomes. Well, I mean, if we need to make a broader.

1:8:17.980--> 1:8:27.100

Jim Snell

That's the next problem. Shouldn't our outcome reflect what our outputs are? Yes, they should bleed from the outputs so.

1:8:27.190--> 1:8:30.20

Jim Snell

And the the.

1:8:31.0--> 1:8:36.550

Jim Snell

Outside of the, you know, having a program that at least move program that does it, there's.

1:8:38.40--> 1:8:38.670

Jim Snell

The.

1:8:40.120--> 1:8:44.870

Jim Snell

The one that about the programs meeting their goals and then the number of youths are.

1:8:46.440--> 1:8:47.120

Jim Snell

So.

1:8:48.280--> 1:8:52.90

Jim Snell

You didn't infuse. We didn't specify. OK page.

1:8:53.210--> 1:8:55.460

Jim Snell

Well, that's, that's Kate 12.

1:8:56.180--> 1:8:56.590

Jim Snell

I mean.

1:8:57.420--> 1:8:58.40

Jim Snell

And say.

1:8:59.120--> 1:9:14.590

Jim Snell

Ohh yes, we didn't say paper. Yeah. So in terms of and it made more sense when we had the when the outputs were focused on K3 and then the College College because that does lead directly to the outcome. But since we've changed that.

1:9:15.450--> 1:9:23.300

Jim Snell

The outcome would probably need to flow from that 30,000 serve, so it would say like.

1:9:24.560--> 1:9:30.570

Jim Snell

Some percentage of those 30,000 that are served are gonna show an increase in achievement.

1:9:34.480--> 1:9:35.490

Jim Snell

I am.

1:9:37.170 --> 1:9:38.650

Jim Snell

That's this. That's the energy, right?

1:9:38.730 --> 1:9:39.40

Jim Snell

OK.

1:9:39.120 --> 1:9:40.710

Jim Snell

The volunteers wanna protect them.

1:9:41.10 --> 1:9:52.980

Jim Snell

One day, so it make it ready for yeah, output and output. So so we've got the OR the guest who's gonna come in and do the training for us at 10 so.

1:9:53.50 --> 1:9:53.440

Jim Snell

Look.

1:9:53.660 --> 1:10:7.20

Jim Snell

And I can work on looking at the data on the help comes from those programs that are serving children. And maybe after the training we could come back and I can share that data with you.

1:10:7.770 --> 1:10:32.190

Jim Snell

And we can maybe camera out what and I think like again my recommendation is we get rid of the the specific things that are there now the increase volunteers and we've already talked about that that doesn't belong there anyway. So my recommendation would be that we focused on those 30,000 and some percentage. So some sort of increase or in the cheaper yeah that's the way to tie it. Yeah.

1:10:33.670 --> 1:10:57.200

Jim Snell

Otherwise, we're just we're saying input, we're saying outcomes that we have some minor minor influence on. Yeah. Supposed to make this type. Yeah. Yeah, yeah. No, it absolutely should be tied again. It made more sense when we had those other, but now we got rid of those outputs. And if we need to. So my recommendation, Donovan would be that we take a really short break and that people make sure that they're back at their seat by kids and started.

1:11:2.670 --> 1:11:7.150

Jim Snell

OK, so for those of you online, hopefully you heard we're gonna take a short.

1:11:7.790 --> 1:11:9.810

Jim Snell

A very short break and come back.

1:11:10.530 --> 1:11:11.100

Jim Snell

Umm.

1:11:12.90 --> 1:11:16.550

Jim Snell

At 10 so that we can start our training on communications.

1:11:20.610 --> 1:11:21.420

Shannon Duke

Britney.

1:11:22.150 --> 1:11:24.480

Shannon Duke

If you wanna pop on screen.

1:11:22.210 --> 1:11:24.480

Jim Snell

If you wanna pop on screen.

1:11:26.140 --> 1:11:28.40

Shannon Duke

Is Latifa can you stop sharing your screen?

1:11:29.480 --> 1:11:30.940

Baker, Sydney

Hello, good morning.

1:11:31.730 --> 1:11:35.640

Shannon Duke

OK. Do you think I should try my speaker, Jim?

1:11:36.390 --> 1:11:40.370

Shannon Duke

And I couldn't hear what I'm my speaker.

1:11:44.370 --> 1:11:47.250

Shannon Duke

Yeah. Yeah. Let me pull it up.

1:11:48.410 --> 1:11:52.940

Shannon Duke

We're working on our our Valium Sydney and if you wanna.

1:11:48.600 --> 1:11:53.30

Jim Snell

Working online, you know your value and if you wanna.

1:11:54.150 --> 1:11:56.820

Jim Snell

Trying to share your screen thing. You are welcome to do that.

1:11:54.120 --> 1:11:57.720

Shannon Duke

Try to share your screen that you are welcome to do that. Go ahead and do that.

1:11:59.700 --> 1:12:0.470

Shannon Duke

Or on.

1:12:1.360 --> 1:12:1.720

Jim Snell

Play.

1:12:2.50 --> 1:12:3.150

Shannon Duke

Bluetooth pairing.

1:12:14.940 --> 1:12:15.300

Jim Snell

In those.

1:12:15.380 --> 1:12:15.740

Jim Snell

OK.

1:12:30.240 --> 1:12:30.700

Shannon Duke

There you go.

1:12:30.360 --> 1:12:30.830

Jim Snell

Are you?

1:12:32.10 --> 1:12:32.710

Shannon Duke

OK.

1:12:32.30 --> 1:12:33.60

Jim Snell

OK and.

1:12:41.970 --> 1:12:42.300

Baker, Sydney

I'm just.

1:12:43.140 --> 1:12:43.900

Jim Snell

It's not because.

1:12:57.640 --> 1:12:58.260

Shannon Duke

Can you quickly?

1:12:57.510 --> 1:12:58.710

Jim Snell

Can we speak to hand?

1:13:5.300 --> 1:13:5.700

Jim Snell

Ohh.

1:13:6.0 --> 1:13:6.590

Jim Snell

Are you talking?

1:13:8.20 --> 1:13:8.420

Jim Snell

Shared.

1:13:8.500 --> 1:13:9.270

Jim Snell

Again, try.

1:13:9.590 --> 1:13:9.790

Jim Snell

Right.

1:13:9.860 --> 1:13:10.230

Jim Snell

Prospect.

1:13:16.860 --> 1:13:17.210

Jim Snell

Actually.

1:13:18.550 --> 1:13:19.0

Jim Snell

Anything else?

1:13:19.140 --> 1:13:19.390

Jim Snell

Sure.

1:13:19.470 --> 1:13:21.450

Jim Snell

I'm like the cloud.

1:13:21.610 --> 1:13:22.230

Jim Snell

Yeah, yeah.

1:13:35.820 --> 1:13:37.30

Baker, Sydney

Be able to see everything.

1:13:42.700 --> 1:13:43.160

Jim Snell

Tension.

1:13:43.240 --> 1:13:43.700

Jim Snell

That's fine.

1:13:54.240 --> 1:13:55.560

Jim Snell

I think mine is not good.

1:13:56.100 --> 1:13:56.500

Jim Snell

That's true.

1:13:56.640 --> 1:13:58.180

Jim Snell

OK, OK.

1:13:57.820 --> 1:13:58.310

Shannon Duke

And you know.

1:13:58.300 --> 1:13:58.790

Jim Snell

Thank you.

1:14:1.420 --> 1:14:1.900

Jim Snell

So much.

1:14:2.810 --> 1:14:3.50

Jim Snell

Yes.

1:14:4.320 --> 1:14:6.120

Baker, Sydney

OK. Can you hear me now? I think.

1:14:8.450 --> 1:14:8.630

Baker, Sydney

You.

1:14:8.440 --> 1:14:8.880

Jim Snell

Coming.

1:14:10.520 --> 1:14:11.10

Jim Snell

I'm all new.

1:14:11.180 --> 1:14:11.960

Jim Snell

Wrong with your home.

1:14:12.560 --> 1:14:12.940

Baker, Sydney

I see.

1:14:15.290 --> 1:14:15.620

Jim Snell

Like.

1:14:28.630 --> 1:14:29.980

Baker, Sydney

OK, they're working.

1:14:29.550 --> 1:14:33.970

Shannon Duke

You know, OK, can you say hello again? I'm so sorry.

1:14:34.390 --> 1:14:35.280

Baker, Sydney

Hello.

1:14:37.520 --> 1:14:38.200

Shannon Duke

Hey.

1:14:39.180 --> 1:14:40.10

Baker, Sydney

Is working.

1:14:40.740 --> 1:14:43.410

Shannon Duke

Yes, I'm so excited.

1:14:43.890 --> 1:14:45.130

Baker, Sydney

Yay, me too.

1:14:47.250 --> 1:14:48.460

Shannon Duke

That sounds pretty good.

1:14:47.390 --> 1:14:48.600

Baker, Sydney

If you wanna test.

1:14:50.240 --> 1:14:53.920

Baker, Sydney

I do wanna test if my computer sound comes through that way.

1:14:54.740 --> 1:14:55.550

Shannon Duke

OK.

1:14:54.730 --> 1:14:58.150

Baker, Sydney

Some open up a link and see if it works.

1:15:4.80 --> 1:15:4.650

Shannon Duke

I don't know.

1:15:8.50 --> 1:15:11.560

Shannon Duke

If we could maybe take our teeth if we could go ahead and get started.

1:15:10.790 --> 1:15:14.80

Baker, Sydney

I'm gonna challenge, so I'm gonna challenge.

1:15:15.250 --> 1:15:16.670

Baker, Sydney

My partner at Facebook share.

1:15:16.890 --> 1:15:18.120

Shannon Duke

Yes, I can hear that.

1:15:19.160 --> 1:15:19.960

Shannon Duke

Yeah.

1:15:18.380 --> 1:15:20.220

Baker, Sydney

I've been OK. Perfect.

1:15:21.910 --> 1:15:25.820

Shannon Duke

We can take our seats, our our dinner and on and ready to go.

1:15:29.950 --> 1:15:30.220

Baker, Sydney

Right.

1:15:30.290 --> 1:15:30.640

Baker, Sydney

Me.

1:15:33.660 --> 1:15:38.210

Shannon Duke

Probably like hello one more time. Sydney. I'm sorry.

1:15:39.40 --> 1:15:39.920

Baker, Sydney

Can you hear me now?

1:15:41.320 --> 1:15:43.810

Shannon Duke

Yeah, they call everybody getting everybody.

1:15:45.960 --> 1:15:47.130

Shannon Duke

They get great.

1:15:48.90 --> 1:15:48.640

Baker, Sydney

Awesome.

1:15:47.320 --> 1:15:51.410

Shannon Duke

Cool. I think we're very close to that, OK.

1:15:53.260 --> 1:15:56.50

Shannon Duke

Welcome to our 10:00 o'clock session.

1:15:56.810 --> 1:16:3.150

Shannon Duke

This is the flying by them. So much fun, right? Some some. Ohh wow. OK.

1:16:3.590 --> 1:16:17.100

Shannon Duke

Uh. Pleased to have Sidney Baker join us today. We're going to go through communication training because one things we've known as today is about communication. We've seen some good and some bad and I know.

1:16:17.420 --> 1:16:17.990

Shannon Duke

That would help.

1:16:20.910 --> 1:16:29.820

Shannon Duke

It's been a minute. Take us through training session. She's a graduate student at the University of Louisville that Louisville or Louisville.

1:16:30.740 --> 1:16:31.310

Shannon Duke

Ohh.

1:16:31.380 --> 1:16:33.300

Shannon Duke

Ohio.

1:16:33.380 --> 1:16:34.940

Shannon Duke

Very clear, yes.

1:16:35.980 --> 1:16:36.640

Shannon Duke

OK.

1:16:38.220 --> 1:16:38.970

Shannon Duke

Communication.

1:16:39.960 --> 1:16:46.450

Shannon Duke

Rule the director of strategy and the Birds Nest, please block her 50 welcome.

1:16:47.300 --> 1:16:49.70

Baker, Sydney

Hello. Good morning, everyone.

1:16:50.30 --> 1:16:56.120

Baker, Sydney

I hope this is a little more fun and breaks up the the real business, meaning you guys have to do today.

1:16:58.40 --> 1:17:1.850

Baker, Sydney

Let me share my my screen and we'll just go ahead and jump right in.

1:17:5.90 --> 1:17:5.770

Baker, Sydney

OK.

1:17:7.70 --> 1:17:10.760

Baker, Sydney

So I'm gonna talk today about the power of social media.

1:17:13.160 --> 1:17:21.730

Baker, Sydney

I think the focus really is to share with you guys tools that you can use that helps advance volunteer Tennessees mission.

1:17:22.880 --> 1:17:25.50

Baker, Sydney

In the world of communication technology.

1:17:26.930 --> 1:17:33.320

Baker, Sydney

The just to go over today's presentation topics, I'm going to talk about social media fundamentals.

1:17:34.510 --> 1:17:56.770

Baker, Sydney

How do you use social media to advance volunteer tendencies mission? And then we're gonna do a guided workshop, some content ideas, and I do have a surprise challenge thrown in there somewhere. I'm not going to tell you where, but we're gonna have some fun and make some content today and hopefully give you some tangible tools you can take away from this training.

1:17:58.130 --> 1:18:1.350

Baker, Sydney

A little bit of background on me.

1:18:2.350 --> 1:18:23.620

Baker, Sydney

I'm in the world of strategic communications, so there's branding involved, creative execution. I have experience in nonprofit and education strategic planning. So a lot of my experience has been at the University of Kentucky, which I know is the Tennessee Vols big rivals. So we won't mention that.

1:18:25.480 --> 1:18:38.160

Baker, Sydney

Throughout the rest of this presentation, but I've used social media in a lot of ways to execute my strategic plans and it's really a huge instrument to help advance business goals.

1:18:38.780 --> 1:19:7.790

Baker, Sydney

Umm. So we'll talk about that. I want us to keep in mind while we go throughout this presentation. Volunteer Tennessees mission which stated online says to promote volunteerism, community service initiatives and partnerships in which its citizens of all ages and backgrounds engage in service services addressing the educational, public safety environment and other human needs of the states, state and nation. So just keep that in mind as we go throughout this presentation.

1:19:11.430 --> 1:19:14.640

Baker, Sydney

First, let's get into what is social media.

1:19:15.640 --> 1:19:45.830

Baker, Sydney

I'm sure some of you are online and active, maybe some of you are just consumers of social media and maybe some of you are just not into social media at all. But let's get into what it is so social media provides a personalized online network hub of information, dialogue and relationship management. There really are a variety of definitions for social media, many academics and scholars or users of social media have struggled to find.

1:19:46.30 --> 1:19:51.770

Baker, Sydney

A definitive answer, but most agree on the core principles that make up social media.

1:19:53.530 --> 1:20:13.400

Baker, Sydney

For example, Doctor Freeberg, my professor at the University of Global, describes in her social media for strategic communication book that social media is a new communication technology tool which allows individual users and organizations to engage with reach, persuade and target key audiences across multiple platforms.

1:20:14.450 --> 1:20:28.620

Baker, Sydney

Some emphasize the role of social media as a toolkit that allows users to create and share content. However, others focus more on how social media extends the Web 2.0 technologies to bring communities together.

1:20:29.340 --> 1:20:45.60

Baker, Sydney

But ultimately, social media provides provides a range of different opportunities, challenges and experiences for its users. There's dialogue on a 1 to one basis, one to many, and a many to many in a format that's happening in real time.

1:20:46.200 --> 1:21:12.520

Baker, Sydney

I have included here below a few icons of notable social media platforms that are used in a variety of ways, but this is not by any means a complete list. There are so many social media platforms that are used today and not all of them are mentioned here, but I wanna know if you all recognize any of these or if any of these you use and prefer. Maybe there's some here that you don't recognize.

1:21:14.180 --> 1:21:15.320

Baker, Sydney

We can't see anyone.

1:21:19.630 --> 1:21:20.760

Shannon Duke

Britney, can you hear me?

1:21:21.100 --> 1:21:21.580

Baker, Sydney

Yes.

1:21:21.900 --> 1:21:25.980

Shannon Duke

OK, hold on just a second. We're changing some stuff up virtually.

1:21:26.380 --> 1:21:26.840

Baker, Sydney

OK.

1:21:27.920 --> 1:21:29.650

Shannon Duke

I mean everything. I'm sorry.

1:21:35.870 --> 1:21:37.340

Shannon Duke

You still hear me, Sydney?

1:21:37.730 --> 1:21:38.200

Baker, Sydney

Yes.

1:21:38.800 --> 1:21:41.550

Shannon Duke

OK. I'm sorry, could you repeat your?

1:21:43.780 --> 1:21:44.630

Shannon Duke

Question.

1:21:44.950 --> 1:21:55.700

Baker, Sydney

Yes, I just wanted to see if anyone was familiar with any of these social media icons here. Maybe you have a favorite. Maybe there's a few you're not familiar with.

1:21:58.940 --> 1:22:0.840

Shannon Duke

Everybody familiar with some of the?

1:22:2.60 --> 1:22:4.690

Shannon Duke

I can't. Sydney has blow.

1:22:5.230 --> 1:22:6.440

Shannon Duke

Yeah. What's the very first one?

1:22:7.890 --> 1:22:8.300

Shannon Duke

Uh.

1:22:8.550 --> 1:22:9.900

Baker, Sydney

Yes, that is a.

1:22:10.0 --> 1:22:14.50

Baker, Sydney

Of video game live streaming platform.

1:22:17.0 --> 1:22:17.560

Baker, Sydney

Very pop.

1:22:17.990 --> 1:22:20.480

Shannon Duke

Have any questions about the the?

1:22:21.750 --> 1:22:22.720

Shannon Duke

Yeah, basically.

1:22:25.130 --> 1:22:26.0

Baker, Sydney

Yes, OK.

1:22:27.430 --> 1:22:35.510

Baker, Sydney

So let's get into why social media is so important. I think this is the meat and potatoes. This is the reason why we use it.

1:22:36.690 --> 1:22:47.540

Baker, Sydney

And it's a theme throughout the presentation. Social media allows users to connect, share, relate, and engage. These are innate desires, you know of human beings.

1:22:48.210 --> 1:22:57.380

Baker, Sydney

We seek connection, we desire understanding and acceptance. Social media platforms allow us to meet some of those needs and unique and widespread ways.

1:22:59.240 --> 1:23:6.830

Baker, Sydney

It's also fast, inexpensive and an effective way to reach almost half the world's population. This, I think, is a key.

1:23:7.850 --> 1:23:17.180

Baker, Sydney

Umm. Tool in understanding to know how nonprofits can use social media. You know you don't pay for ads you don't pay.

1:23:18.670 --> 1:23:31.480

Baker, Sydney

We're a high cost, you know, Shannon's run in the pages. So she's overseeing that and most organizations can spread their message without spending a lot using social media marketing.

1:23:32.760 --> 1:23:47.970

Baker, Sydney

Social media allows individuals and brands to engage in conversations, develop content and communities online and offline. You can easily share information and connect with others as well as build and maintain those relationships, which I think is another.

1:23:48.840 --> 1:23:51.110

Baker, Sydney

Amazing aspect in the nonprofit world.

1:23:52.280 --> 1:23:56.10

Baker, Sydney

As it relates to social media, it also provides.

1:23:56.800 --> 1:24:5.840

Baker, Sydney

Awareness of a brand's voice story and the people behind the scenes. There's so many storytelling elements that can take place within the platforms.

1:24:10.380 --> 1:24:22.970

Baker, Sydney

And it's been a key tool for nonprofits to leverage to initiate behaviors that we want people to take or actions we want people to take that can benefit our business goals ultimately.

1:24:23.630 --> 1:24:30.340

Baker, Sydney

It's also key to mention you know how social media has played a role in our culture and how it's kind of.

1:24:31.560 --> 1:24:38.980

Baker, Sydney

Been a catalyst for important social movements and humanitarian causes or natural disasters and community engagement.

1:24:43.290 --> 1:25:2.530

Baker, Sydney

Recognizing the influence of social media provides professionals with the opportunity to use social media as strategically to discover potential issues relevant to their stakeholders to prepare for different scenarios and situations to implement online communications strategically and to evaluate results of communication and real time.

1:25:3.780 --> 1:25:11.140

Baker, Sydney

I think this is key to think about too. When we're talking about how we use social media as a catalyst for our business goals.

1:25:12.300 --> 1:25:20.660

Baker, Sydney

Never before social media, where consumers able to connect with brands and organizations and build that relationship directly.

1:25:21.330 --> 1:25:36.110

Baker, Sydney

So this creates that level to level communication. I think too. It's interesting how brands choose to go about making and building those relationships online for instance, I do have a.

1:25:36.800 --> 1:26:6.990

Baker, Sydney

Small cleaning company that I use and I do run our social media accounts on there. Recently I shared a picture of Fabuloso which is a product that we like to use. I tagged the brand on our Instagram account and fabulous so connected with me and asked to use that image if they have permission to use that image on their account and they thanked us for using their product. So that was my first interaction with the brand. It it helped build brand loyalty for me with the brand because I'm I'm they're recognizing that I like the product.

1:26:7.240 --> 1:26:18.790

Baker, Sydney

They're asking me, hey, we like this, this media you made for us. Can we use that on our pages and platforms? So it's it's nice to have and build that relationship with them, I feel seen.

1:26:21.300 --> 1:26:24.770

Baker, Sydney

And it created that first impression management essentially.

1:26:26.620 --> 1:26:30.10

Baker, Sydney

Let's get into the science behind the social.

1:26:30.710 --> 1:26:32.690

Baker, Sydney

I'm sharing some notable.

1:26:32.790 --> 1:26:54.350

Baker, Sydney

UM, stats that come from Hootsuite. If you're not familiar, Hootsuite is a resource and scheduling platform for online marketers. They publish each year a global digital report, so these are global numbers, but I think still it speaks to the volume of social media and the impact that online communication tools have in our daily lives.

1:26:56.490 --> 1:27:5.850

Baker, Sydney

These this data is often used to measure your social media strategy and impact. It helps us.

1:27:6.720 --> 1:27:7.250

Shannon Duke

Can't see.

1:27:6.650 --> 1:27:29.530

Baker, Sydney

Make sure we're meeting those goals and bringing back the revenue that relate to the larger ROI of any communication strategy. Notably, the report findings are thorough and very dev from Hootsuite, so I do recommend if if you're wondering, they have so many resources which I've linked here how to build an effective e-mail marketing campaign, how to.

1:27:30.550 --> 1:28:0.700

Baker, Sydney

Make your Instagram into a business account so that you can pull metrics that will help you identify where your audience is. Just so many tools and how to use their, they're definitely a a useful resource, but briefly here, 75% of Internet users aged 16 to 24 use social media to research brands and products. I don't know if that resonates for you, but I often if I have a brand I wanna look up or wanna know more about, I go to Instagram. I go to Facebook and see what's happening on their page.

1:28:0.930 --> 1:28:4.210

Baker, Sydney

Is what's up to date and what's going on.

1:28:5.60 --> 1:28:12.750

Baker, Sydney

So in the global atmosphere, 75% of people are doing that, which speaks volumes to how we find that information these days.

1:28:13.800 --> 1:28:26.690

Baker, Sydney

Average daily time spent online six hours and 49 minutes. Now that's not all social media used, but some of that is. So that's also notable to think about when we're strategizing.

1:28:27.890 --> 1:28:37.260

Baker, Sydney

92% use a mobile device to connect to the Internet. Also important here because most social media platforms are made for your mobile device.

1:28:38.180 --> 1:28:56.230

Baker, Sydney

So when you're reaching into your pocket to access your phone, you often entire times end up on a social media app some way somehow right 72% use a mobile device to access news content, which I think is key to how do we stay updated? You know, think about this recent.

1:28:58.40 --> 1:29:10.450

Baker, Sydney

Whether and what happened in Florida, how are you staying connected to what was happening? I was checking Twitter. I was checking Tik T.O.K to see how people were evacuating or you know what was the latest on what was happening.

1:29:15.560 --> 1:29:24.260

Baker, Sydney

Now that we kind of understand why social media is important and what it is I wanna talk about some key components that make this communication technology unique.

1:29:25.20 --> 1:29:29.240

Baker, Sydney

First, we have virality. What is virality?

1:29:30.780 --> 1:29:45.440

Baker, Sydney

It is the concept of going viral which really came about in the early years of YouTube. It occurs when published content receives an outpour of engagement, including clicks, views, shares, retweets and comments in the nonprofit sector.

1:29:46.150 --> 1:30:12.780

Baker, Sydney

Virality has really, really proved to be an extremely valuable tool in advancing awareness of specific causes or generating donations. For example, I have here the ALS Bucket Challenge, which many of you might remember back in 2014 when this challenge went viral on Instagram, Twitter, and YouTube. They received several celebrity endorsements, some which were unpaid. I think many were.

1:30:13.990 --> 1:30:23.250

Baker, Sydney

And ultimately, they raised \$115 million in donations just from videos, and the virality of the campaign, such as this video here.

1:30:25.730 --> 1:30:37.420

Baker, Sydney

And after I dump this bucket of ice on my head, I get to nominate 3 new people to challenge. So I'm

gonna challenge Bill Gates, my partner at Facebook, Sheryl Sandberg, and Netflix's founder and CEO, Reed Hastings.

1:30:43.80 --> 1:30:50.810

Baker, Sydney

I'm glad to give ALS. It's a great cause, but I I wanna accept this challenge. I wanna do it better than it's been done.

1:30:51.530 --> 1:30:55.480

Baker, Sydney

You've been working on this, you know, got this design.

1:30:56.520 --> 1:30:58.410

Baker, Sydney

There we go. Yeah.

1:30:59.400 --> 1:31:0.260

Baker, Sydney

It's going to be great.

1:31:10.740 --> 1:31:11.270

Baker, Sydney

I'm here.

1:31:12.40 --> 1:31:18.750

Baker, Sydney

To join the people bringing attention to Lou Gehrig's disease by taking the ALS ice Bucket challenge.

1:31:19.810 --> 1:31:32.870

Baker, Sydney

I'm gonna challenge three more people, Elon Musk, Ryan Seacrest and Chris Anderson of Ted. Consider yourself challenged. You have 24 hours. Good luck.

1:31:43.890 --> 1:31:47.720

Baker, Sydney

That's just one of many in several videos that were created.

1:31:48.360 --> 1:31:50.870

Baker, Sydney

Here, by an influencer such as Bill Gates.

1:31:53.490 --> 1:31:57.650

Baker, Sydney

Another component of social media is community.

1:31:59.90 --> 1:32:29.820

Baker, Sydney

Social media has created many ways that we build community. One easy and I think notable way to identify and show support for a specific cause or initiative is using a hashtag. Often you will see college

teams or sports using hashtags to share their support and fandom for specific teams. For example, I have here the Tennessee football program and their fans use hashtag gbo, which is an acronym for Go Big Orange, the school's.

1:32:29.900 --> 1:32:47.110

Baker, Sydney

You know, by using this hashtag and posting in this way, you signal to others and the team that you know you're rooting for them, you support them, you want them to win and you can easily find others who have this interest by searching for this hashtag on whatever platform it is that you chose to post on.

1:32:51.360 --> 1:33:21.90

Baker, Sydney

3rd we have here user generated content which is also known as UGC. This is created when someone outside of the administrative Office, for example someone outside of Shannon's position such as you as a committee member, creates content about the brand or organization. Another distinction of UGC is that it's unpaid, it's not an ad and you may or may not have solicited the content itself, for example like.

1:33:21.190 --> 1:33:26.950

Baker, Sydney

I mentioned with Fabuloso they did not ask me to post that they did not pay me to post it. I did it on my own will.

1:33:28.50 --> 1:33:37.770

Baker, Sydney

Another example of this kind of content is reviews or product reviews. You know Yelp and Amazon reviews. That's user generated content.

1:33:39.450 --> 1:34:9.940

Baker, Sydney

This kind of content, Umm, it can be negative, it can be positive, but we want to take note of when it is positive and try to, you know share that content. So when you think about like like this review here being mentioned is a few years ago from John Gilmer recommending Volunteer Tennessee saying this is a passionate, motivated group that's an opportunity to engage with John. He obviously is interested has a stake because he's.

1:34:10.200 --> 1:34:27.300

Baker, Sydney

Sharing his support here for volunteer Tennessee. So for something like this, we want to like that comment share posted and you as a committee member might want to share it on your profile and say, hey, you know, we're we're being recognized for the great work we're doing here at Volunteer Tennessee.

1:34:28.830 --> 1:34:47.30

Baker, Sydney

Umm, I also found this example that represents the perfect opportunity that combines like influencer, notoriety and user generated content here with page Clark, who I'm sure many of you are familiar with. She is Miss Volunteer Tennessee. She recently made this video that highlights the work she's doing.

1:34:48.110 --> 1:34:52.200

Baker, Sydney

I think she did tag onto your Tennessee. It's so let's take a look at this.

1:35:16.290 --> 1:35:23.750

Baker, Sydney

Just a nice little video with some media enhancements that make it look good put together, but the message is clear.

1:35:24.360 --> 1:35:27.970

Baker, Sydney

It's all about service. It's about her work as involuntary Tennessee.

1:35:29.150 --> 1:35:57.220

Baker, Sydney

What we could do is something some content like this is reach out to page, ask for her permission to share the video with Volunteer Tennessee. That's at least from Shannon's point of view. But I have you as a committee member, could like comment and share and maybe if you share it, you say I've enjoyed working with Paige. She's helping us champion, you know, the mission here at volunteer Tennessee. We appreciate her work. That's a way to stay engaged, but also tap into the access that page.

1:35:58.70 --> 1:36:8.490

Baker, Sydney

Has in her audience and her engagement helping to broaden the exposure of some media like this and that talks about volunteer Tennessee in such a positive light.

1:36:9.430 --> 1:36:16.610

Baker, Sydney

This is also something that you could replicate. Uh, we'll talk about later how you can do that and what that looks like for you.

1:36:19.210 --> 1:36:22.660

Baker, Sydney

Next, we'll talk about online persona and reputation.

1:36:23.460 --> 1:36:28.750

Baker, Sydney

This is all about building consistency both on and offline within your own.

1:36:29.550 --> 1:36:35.480

Baker, Sydney

Platform or channels that you use, but also you know for volunteer tennessees platforms that they're using.

1:36:35.560 --> 1:37:6.870

Baker, Sydney

Umm, this is a way in which individuals and brands unique qualities are communicated across their

digital communication platforms. For instance, we can think of someone like Dave Ramsey, you know, he's known to be a reputable source for finance tips. He has a podcast, a website, social media platforms to share his tips, educate his audience. You know he's an authentic and presenting this information and it has a specific style and online reputation. You know what to expect.

1:37:6.940 --> 1:37:18.280

Baker, Sydney

And you're going to his podcast. What's gonna be the topic? And even with his Instagram, Twitter Facebook, pretty much the same and consistent across those platforms, which is what we want to see.

1:37:19.290 --> 1:37:20.480

Baker, Sydney

So he does a good job with that.

1:37:23.460 --> 1:37:53.270

Baker, Sydney

Creative execution. We'll talk about this. This involves a planning of social media strategy that allows you to set specific, achievable goals that can be measured. For instance, you know, let's say you want to engage your online audience so you develop a contest with the goal to increase website clicks by 30%, and then you're in volunteer Tennessee's case. Maybe when we wanna increase volunteer signups by 20%, here's a good example of what a contest might look like for a social media.

1:37:53.550 --> 1:37:54.180

Baker, Sydney

Post.

1:37:56.570 --> 1:37:59.390

Baker, Sydney

Alani knew if any of you are familiar with this brand.

1:38:0.250 --> 1:38:10.420

Baker, Sydney

They ran a recent contest which you had to visit their Instagram to enter, but you can see they're posting it on all their platforms here. They layout the rules.

1:38:11.270 --> 1:38:15.130

Baker, Sydney

Here's how you enter it like this post comment on a flavor share this post.

1:38:15.790 --> 1:38:27.160

Baker, Sydney

Not only are you having to participate in liking and commenting, but you're also having to share it with your network with which also increases the exposure for the brand to your individual audience.

1:38:29.870 --> 1:38:33.630

Baker, Sydney

And that helps build brand awareness, brand reputation, brand loyalty.

1:38:35.250 --> 1:39:5.260

Baker, Sydney

So now I have a surprise challenge where I want us to break out into four groups, brainstorm a realistic digital content contest that volunteer Tennessee could publish online, kind of use the things we've talked about, think about the ways you could do this in an exciting way, and we want to be able to measure that. So kind of think about ways that where would you place the link? How can we make sure we track this information? So let's take a few minutes, maybe 7 to 8 minutes.

1:39:5.330 --> 1:39:10.320

Baker, Sydney

Break out into teams, Shannon maybe can help me figure out how we're how, how to do that.

1:39:13.500 --> 1:39:14.250

Shannon Duke

Right.

1:39:15.480 --> 1:39:17.610

Shannon Duke

I think it's like 18.

1:39:18.970 --> 1:39:19.540

Shannon Duke

For one month.

1:39:24.610 --> 1:39:25.210

Baker, Sydney

OK.

1:39:20.900 --> 1:39:29.900

Shannon Duke

Uh, I can keep them in my virtual reality. OK, so let's do wait. Is it 18 or 234?

1:39:35.130 --> 1:39:40.300

Shannon Duke

So five, so from I guess Gordon to Katie.

1:39:41.460 --> 1:39:44.670

Shannon Duke

Y'all are one group and then Patrick.

1:39:44.750 --> 1:39:47.840

Shannon Duke

Sleep, arleen. That's another group.

1:39:48.560 --> 1:39:53.10

Shannon Duke

Donovan, Liam, and then a four.

1:39:54.590 --> 1:40:3.730

Shannon Duke

And then my own one piece will we might argue in here with this. Yeah. Why don't we have Caroline and yeah, we'll be online.

1:40:3.860 --> 1:40:6.20

Shannon Duke

Even when our cover.

1:40:7.160 --> 1:40:9.980

Shannon Duke

OK, alright, let's see.

1:40:10.980 --> 1:40:14.430

Shannon Duke

That everybody understand the challenger, which I like for.

1:40:15.370 --> 1:40:17.460

Shannon Duke

Uh, they need to go over it one more time.

1:40:17.540 --> 1:40:19.820

Shannon Duke

OK, let me can you put it back up on the screen.

1:40:19.480 --> 1:40:22.270

Baker, Sydney

Yes, yes, sorry, here we go.

1:40:27.190 --> 1:40:30.430

Shannon Duke

All right. Can you just explain it one more time please? Me.

1:40:30.510 --> 1:40:40.790

Baker, Sydney

Yes, sure. So we want to think about a contest idea that volunteer Tennessee might execute in publish that online.

1:40:41.890 --> 1:41:5.520

Baker, Sydney

You wanna think, what would the reward be? What are the actions you want this audience to take? So in the example we saw from Alani knew they said like this post to enter. Share it on your profile and comment below. So there were three things, three actions that had to be taken. So maybe you can think what actions are behaviors you want to consider and what would the reward be?

1:41:6.500 --> 1:41:21.30

Baker, Sydney

You don't have to think about on the back end. How would you nominate these winners or and execute

that part? But just think about a contest in general and how will you collect the information you need to see volunteer sign UPS increase and increase the Volunteer Tennessee website clicks.

1:41:23.90 --> 1:41:24.70

Shannon Duke

In seven minutes.

1:41:24.490 --> 1:41:25.440

Baker, Sydney

In seven minutes.

1:41:26.440 --> 1:41:27.90

Shannon Duke

OK.

1:41:34.960 --> 1:41:36.610

Shannon Duke

Let me find are.

1:41:39.840 --> 1:41:42.30

Shannon Duke

I know, Jason. I'll be in our school.

1:41:44.770 --> 1:41:45.40

Shannon Duke

But.

1:41:45.900 --> 1:41:46.150

Shannon Duke

No.

1:41:47.800 --> 1:41:48.30

Shannon Duke

What?

1:41:49.850 --> 1:41:53.880

Shannon Duke

Jason and Holly Andrea.

1:41:53.960 --> 1:42:7.480

Shannon Duke

You could probably have y'all can type in the chat and Susan. I think Suzanne too, if you have some ideas or I think you can cut off for you Jason, if you have an idea for a contest.

1:42:10.330 --> 1:42:14.520

Jason Scott

Yeah, the the audio is a little bit because there's a lot of talking, but.

1:42:14.680 --> 1:42:15.750

Shannon Duke

No. OK.

1:42:16.900 --> 1:42:19.570

Jason Scott

But you want us to just kind of type in some ideas.

1:42:20.140 --> 1:42:26.10

Shannon Duke

Yeah, yeah, yeah. You can pipe in some ideas online, so that's probably be easier for you guys.

1:42:26.620 --> 1:42:27.120

Jason Scott

OK.

1:42:29.230 --> 1:42:29.960

Shannon Duke

Alright.

1:42:30.890 --> 1:42:31.260

Jason Scott

See.

1:42:31.330 --> 1:42:34.590

Shannon Duke

Have the opportunity, you know, in any online contact.

1:42:34.680 --> 1:42:34.890

Shannon Duke

Right.

1:42:36.310 --> 1:42:38.420

Shannon Duke

I'm in the privacy you end up.

1:42:40.950 --> 1:42:49.290

Shannon Duke

But I would say a good one could be like for people to share, like basketball, volunteer picture. OK. Yeah. That's a good start.

1:42:49.730 --> 1:42:54.740

Shannon Duke

People love to take pictures of people doing good things. So.

1:42:56.510 --> 1:43:1.60

Shannon Duke

But like so how to link that to volunteer sign up like?

1:43:2.610 --> 1:43:12.930

Shannon Duke

Yeah, we wanna website click yes. So you are have to embed those in the contest or something like that, right? Yeah.

1:43:15.420 --> 1:43:16.980

Shannon Duke

I was going to share our favorite too.

1:43:17.940 --> 1:43:19.830

Shannon Duke

Yeah. OK.

1:43:19.900 --> 1:43:23.170

Shannon Duke

Line up protecting. So I'm trying to.

1:43:24.710 --> 1:43:36.780

Shannon Duke

I'm trying to think like ohh on Facebook, we're going to say we have a contact in your favorite tech and then are we gonna have everything more volunteer, very favorite.

1:43:37.580 --> 1:43:47.730

Shannon Duke

Yeah. Well, what? Yeah, what if they share it? What if they share it through the website where they have to go through the volunteer sign up and order to share the picture?

1:43:48.910 --> 1:43:54.500

Shannon Duke

So they have to share with that too much and they want to do it on the website. I mean, I wouldn't do it.

1:43:56.780 --> 1:43:57.950

Shannon Duke

I hear it. Can you up?

1:44:8.750 --> 1:44:9.620

Andrea Hill (Guest)

Shannon.

1:44:0.910 --> 1:44:11.570

Shannon Duke

Let's say like they could tag like they could maybe well, whatever. Just included a link like post it, but we get them to.

1:44:11.270 --> 1:44:11.900

Andrea Hill (Guest)

Shannon.

1:44:11.650 --> 1:44:13.310

Shannon Duke

OK. Yeah.

1:44:13.110 --> 1:44:18.690

Andrea Hill (Guest)

Is the chat disable cause I don't see where I can actually type it in type anything in.

1:44:19.310 --> 1:44:28.880

Shannon Duke

If not disabled after on your top navigation bar, you don't see, do you see anything that says like people chat and reactions?

1:44:28.180 --> 1:44:32.210

Andrea Hill (Guest)

As I have the bar but I don't see. Hold on. Let me see if I need to move it.

1:44:36.890 --> 1:44:37.500

Shannon Duke

Yeah.

1:44:36.690 --> 1:44:46.970

Andrea Hill (Guest)

Yeah, I don't see it across my bar. I have the camera, the mute or unmute button this year, then the more items and it's not in the more items.

1:44:47.980 --> 1:44:48.910

Shannon Duke

OK.

1:44:50.610 --> 1:44:52.810

Shannon Duke

What type of device are you using?

1:44:53.320 --> 1:44:54.150

Andrea Hill (Guest)

Pillow top.

1:44:55.160 --> 1:44:56.760

Shannon Duke

Actually the laptop and what you say.

1:44:56.360 --> 1:44:57.790

Andrea Hill (Guest)

And it's from the web browser.

1:44:59.180 --> 1:45:2.80

Shannon Duke

It should be to the left where it says more items.

1:45:9.200 --> 1:45:12.730

Shannon Duke

We have, like, but everybody here. Yeah, we can hear you.

1:45:12.290 --> 1:45:13.100

Andrea Hill (Guest)

I don't live for.

1:45:13.940 --> 1:45:14.500

Andrea Hill (Guest)

Yeah.

1:45:14.930 --> 1:45:21.480

Shannon Duke

Yeah. Do you have any suggestions for a contest while we have you on the line, Andrea?

1:45:21.50 --> 1:45:46.390

Andrea Hill (Guest)

But what? Well, as far as the content, I know that we've been doing the what is that the Champions one? So maybe putting that out there online and then people who have been the previous winners and then in their bio and maybe somebody's already said something similar in their bio as you kind of do those throwbacks of the winners then it can have the link to other opportunities to to engage.

1:45:50.860 --> 1:45:51.330

Andrea Hill (Guest)

Mm-hmm.

1:45:48.130 --> 1:45:58.20

Shannon Duke

So you think the Champions of service could not out? OK. And I'm gonna read Suzanne, cause Suzanne got stuff too.

1:45:59.740 --> 1:46:12.10

Shannon Duke

Let's see. She's asking. I'm on the board of another nonprofit, and we successfully use digital scavenger hunts and guessing game to drive engagements with small prizes.

1:46:13.80 --> 1:46:14.350

Shannon Duke

And again.

1:46:15.380 --> 1:46:17.630

Shannon Duke

Uh, how are those challenges I've seen?

1:46:18.910 --> 1:46:25.380

Shannon Duke

Our like follow share as well as a specific hashtag. So you can measure the number of tags.

1:46:25.340 --> 1:46:25.800

Andrea Hill (Guest)

Mm-hmm.

1:46:38.400 --> 1:46:38.710

Andrea Hill (Guest)

Mm-hmm.

1:46:43.70 --> 1:46:43.460

Andrea Hill (Guest)

Right.

1:46:26.480 --> 1:46:46.470

Shannon Duke

And Jason says, how about a major campaign to highlight the stories of a Lum with a concise and expanded versions of people, stories for different platforms? This will help some people see themselves in the broad variety of Member Rd. Maybe the reward is and the light.

1:46:47.50 --> 1:46:47.720

Shannon Duke

Room.

1:46:47.810 --> 1:46:48.460

Shannon Duke

The last thing.

1:46:49.710 --> 1:46:55.980

Shannon Duke

Or gift cards. This can help encourage applications that Tennessee specific programs.

1:46:56.340 --> 1:46:56.530

Andrea Hill (Guest)

Yeah.

1:46:56.90 --> 1:46:56.690

Shannon Duke

Other than that.

1:46:58.70 --> 1:47:6.230

Shannon Duke

OK, so we have maybe doing a scavenger hunt, maybe doing, asking people to share their favorite team.

1:47:6.310 --> 1:47:6.560

Shannon Duke

OK.

1:47:7.900 --> 1:47:16.870

Shannon Duke

Their favorite pic of them volunteering, and then Jason is saying to do maybe a campaign with a loan.

1:47:17.750--> 1:47:18.20

Andrea Hill (Guest)

Umm.

1:47:17.840--> 1:47:18.80

Shannon Duke

Yes.

1:47:20.380--> 1:47:49.830

Andrea Hill (Guest)

And then I would just add just beyond that, if there is an opportunity for us to to get like a A you know every, you know, I don't want to put a lot of work on people, but maybe every month a couple of like templates of things to say or things to share. Then we all from our own networks can share because I think what it is is that nobody's really going to the Volunteer Tennessee page, but they would go to it. They saw Andrea post something from my network.

1:47:49.920--> 1:47:59.640

Andrea Hill (Guest)

Of our voluntary Tennessee, they might go if they see Jason or Stephanie or or or Shannon or Kansas or somebody who's posting from their network. So I think it's.

1:48:0.510--> 1:48:8.30

Andrea Hill (Guest)

They need a I guess a point of connection and the point of connection is those people that they know, which would be each of us as board members.

1:48:12.880--> 1:48:13.420

Andrea Hill (Guest)

Yeah.

1:48:9.830--> 1:48:13.740

Shannon Duke

OK. Yeah. From the personal profile as opposed to the.

1:48:14.260--> 1:48:14.720

Andrea Hill (Guest)

Yeah.

1:48:15.320--> 1:48:21.490

Shannon Duke

OK, well, I don't. I guess we need it. We probably got two minutes left. So I guess we need to figure out.

1:48:21.150--> 1:48:22.840

Andrea Hill (Guest)

I'm done. I'm gonna go back on mute.

1:48:23.550--> 1:48:24.60

Shannon Duke

Now that's.

1:48:25.770 --> 1:48:26.230

Shannon Duke

That.

1:48:28.650 --> 1:48:29.320

Shannon Duke

No.

1:48:31.840 --> 1:48:46.430

Shannon Duke

What is the reward though? Well, Jason says the reward would be gift card, like we could do some gift cards. Can you all give out gift cards through this? Really. Yeah. The Laskin cruise is good, but I don't think we have the plans for that.

1:48:48.280 --> 1:48:50.630

Shannon Duke

How old was that? Yeah, yeah.

1:48:51.320 --> 1:49:19.910

Shannon Duke

Busy video. That's what platforms like can be really helpful. Forgetting things in front of people who aren't in a follower. So we might, and I think Jason Jason has said something too about maybe 6 tops would you don't have tick tock, but we do have Instagram. So maybe we do focus on maybe let's say we're going to focus on Instagram that one platform, but I'm not sure what our conscious is exactly are y'all school is our conscious thing.

1:49:21.10 --> 1:49:29.160

Shannon Duke

Well, I guess alarm would like a picture of a love volunteering, that kind of message messages with what we're doing.

1:49:29.280 --> 1:49:29.810

Shannon Duke

Yeah, yeah.

1:49:31.170 --> 1:49:31.980

Shannon Duke

Because we could.

1:49:34.320 --> 1:49:38.890

Shannon Duke

Yeah, hold on, like alarms and everything and see like.

1:49:41.270 --> 1:49:41.980

Shannon Duke

Or we need to have?

1:49:42.230 --> 1:49:50.360

Shannon Duke

You know, that could mean, I mean, like AmeriCorps. Yeah. Like they completed there. Yeah. But I wouldn't say. Yeah, I mean.

1:49:51.940 --> 1:49:54.530

Shannon Duke

Well, this is our content, so it can be whatever we want.

1:49:56.480 --> 1:50:2.400

Shannon Duke

You want more people like you might get the access member. OK, AmeriCorps alarms and members.

1:50:4.880 --> 1:50:9.750

Shannon Duke

So are we asking then OK, we're doing a contest.

1:50:10.750 --> 1:50:17.200

Shannon Duke

I need to open it up. So everybody, let's say, you know, we could find that's right.

1:50:19.50 --> 1:50:22.570

Shannon Duke

I love you. Want everybody, OK?

1:50:24.130 --> 1:50:35.20

Shannon Duke

Yeah, yeah, I'm interested in because, yeah, right. We won't. We won't. Yeah. Volunteering in the volunteer state.

1:50:36.690 --> 1:50:38.510

Shannon Duke

Therefore, alone you have to pay.

1:50:39.830 --> 1:50:40.350

Shannon Duke

OK.

1:50:41.350 --> 1:50:41.980

Shannon Duke

Tag.

1:50:42.160 --> 1:50:53.250

Shannon Duke

Yeah, we got here is so in the volunteer state is such a good tie in cause no other state is a volunteer space. Yeah, but we're doing a Instagram contest.

1:50:57.160 --> 1:51:0.270

Shannon Duke

Expenditure best photos.

1:51:2.370 --> 1:51:9.380

Shannon Duke

And we'll. Yeah, send it to the best of you. Volunteering. Yes. You're volunteering. And the volunteer day.

1:51:10.820 --> 1:51:16.550

Shannon Duke

And of course, they're gonna share those photos online. Maybe we'll have a.

1:51:17.710 --> 1:51:19.130

Shannon Duke

Maybe like?

1:51:19.840 --> 1:51:26.910

Shannon Duke

So they're going to have to submit their photos like our website, right? OK, pandas, pager.

1:51:28.150 --> 1:51:38.210

Shannon Duke

Facebook. I don't want Twitter. You don't have those, OK, you know, like I don't know how you keep up with it. Yeah, the winner.

1:51:39.230 --> 1:51:42.10

Shannon Duke

But I don't I don't understand that because.

1:51:44.770 --> 1:51:45.150

Shannon Duke

Because.

1:51:46.240 --> 1:51:47.420

Shannon Duke

Driving that.

1:51:49.910 --> 1:51:50.550

Shannon Duke

Yeah.

1:51:47.390 --> 1:51:51.950

Baker, Sydney

So the next one or two minutes, can we wrap where ideas and then share?

1:51:54.260 --> 1:52:1.20

Shannon Duke

Whatever. But you have to hashtag volunteer. Yeah, right. That's the way you're gonna track it. Yeah. OK.

1:52:2.530 --> 1:52:3.710

Shannon Duke

Well, we're gonna have them.

1:52:3.800 --> 1:52:15.900

Shannon Duke

Address in my phone, but as in their photos, but they we still want them to use. Yeah, like if they tag volunteers Tennessee, we can do that. I think Sydney's ready for it. You're ready for it, Sydney.

1:52:15.980 --> 1:52:16.670

Shannon Duke

And not planning.

1:52:17.110 --> 1:52:19.410

Baker, Sydney

Yes, I wanna hear all the great ideas.

1:52:19.720 --> 1:52:21.230

Shannon Duke

OK, we're going to go by.

1:52:21.450 --> 1:52:38.0

Shannon Duke

Where, where, where? I think we're the best. Yeah, we're gonna to my virtual group. I like all of your ideas. We're gonna throw in the Alaskan cruise and gift card things to Jason and use all the stuff. So. OK. All right. Sydney is ready for us.

1:52:38.380 --> 1:52:42.390

Shannon Duke

Umm, the cool group gets to go last. Sorry guys so.

1:52:43.860 --> 1:52:44.190

Shannon Duke

Yeah.

1:52:45.390 --> 1:52:46.650

Shannon Duke

Ping one over here.

1:52:47.580 --> 1:52:49.260

Shannon Duke

The planner, yeah.

1:52:50.130 --> 1:52:51.80

Shannon Duke

Maybe he's ready.

1:52:53.260 --> 1:52:53.990

Shannon Duke

He didn't get sick.

1:52:56.190 --> 1:52:57.140

Shannon Duke

OK.

1:52:59.50 --> 1:53:3.590

Shannon Duke

But so we're thinking that we would utilize this week particular.

1:53:2.400 --> 1:53:6.90

Gordon Harless

Sweet just to go across all platforms, but.

1:53:9.200 --> 1:53:10.470

Shannon Duke

Getting a really full video.

1:53:51.90 --> 1:53:55.120

Shannon Duke

So you're you're. You did now. No, there was feedback because I.

1:53:55.940 --> 1:53:58.680

Shannon Duke

Hi, Irene. You OK? And I'm unmuted now.

1:53:58.760 --> 1:54:0.10

Shannon Duke

You're keeping you there.

1:53:59.780 --> 1:54:0.170

Gordon Harless

Didn't.

1:54:1.320 --> 1:54:1.860

Shannon Duke

I have to work.

1:54:2.160 --> 1:54:2.760

Gordon Harless

Where to begin?

1:54:1.940 --> 1:54:3.150

Shannon Duke

And they're having fun.

1:54:2.840 --> 1:54:3.520

Gordon Harless

Nonsense.

1:54:6.770 --> 1:54:7.100

Shannon Duke

Yeah.

1:54:6.810 --> 1:54:10.250

Gordon Harless

Yeah. Did you? So where should I?

1:54:14.880 --> 1:54:17.430

Gordon Harless

Is it all wrong? Well.

1:54:17.180 --> 1:54:17.580

Shannon Duke

Yes.

1:54:17.550 --> 1:54:18.10

Gordon Harless

But.

1:54:19.630 --> 1:54:20.510

Baker, Sydney

There is an echo.

1:54:21.500 --> 1:54:23.220

Gordon Harless

Indeed, indeed indeed.

1:54:26.230 --> 1:54:26.910

Gordon Harless

Kind of sticker.

1:54:26.210 --> 1:54:27.600

Shannon Duke

And the three ohm.

1:54:27.750 --> 1:54:28.880

Gordon Harless

Family going to you?

1:54:30.580 --> 1:54:31.230

Gordon Harless

It's good to you.

1:54:31.600 --> 1:54:32.240

Gordon Harless

The three dots.

1:54:32.320 --> 1:54:33.210

Gordon Harless

They must have come out.

1:54:33.740 --> 1:54:36.500

Gordon Harless

If you can just have this hearing that.

1:54:36.730 --> 1:54:37.50

Shannon Duke

Alright.

1:54:39.440 --> 1:54:40.990

Gordon Harless

No, it's true.

1:54:46.560 --> 1:54:46.870

Shannon Duke

Alright.

1:54:48.770 --> 1:55:3.10

Shannon Duke

I look at the way you like it. Sweet, really something on Instagram, making sure we do real because that's the thing to do. Both would be able to submit 10 to 15 second clip of them volunteering these things super funding for.

1:54:48.390 --> 1:55:13.300

Gordon Harless

Well, I will disagree. So will utilize it. Sweet, really focusing on Instagram, making sure we do reels, because that's the thing to do. Folks would be able to submit 10 to 15 second clips of them volunteering. Do something super fun and working, and then be with face that on who's gonna win because the of course there's a competition. So we would base that on how many volunteers they get to sign up.

1:55:3.190 --> 1:55:33.800

Shannon Duke

Let me let you face that on who's gonna win? Because it's, of course there's, like competition. So we think that on how many volunteers they get to sign up at different agencies and then also on the quality of the video and then some incentives that we discussed, was we still preview? Clearly Miss Tennessee is like very easy, but we get to see a video this Tennessee, maybe a day out on the town with Tennessee, something like that. And then org partner with like the Predators or the Titans. Very easy to go to.

1:55:33.920 --> 1:55:35.630

Shannon Duke

Then that local natural person.

1:55:13.380 --> 1:55:37.370

Gordon Harless

At different agencies and then also on the quality of the video and then some incentives that we discussed was we stole from you. Clearly, Miss Hennessy is like very easy, but like you get to do a video with Tennessee maybe a day out on the town with with Tennessee, something like that and then or partner with like the Predators or the Titans. Very easy go to some local natural person influencer.

1:55:36.110 --> 1:55:37.420

Shannon Duke

And it will turn.

1:55:38.570 --> 1:55:41.250

Shannon Duke

And I get anything else again.

1:55:38.380 --> 1:55:42.930

Gordon Harless

That is our. Yeah. Anything else? You would be the same thing.

1:55:42.170 --> 1:55:42.960

Shannon Duke

Open thing.

1:55:43.230 --> 1:55:43.920

Baker, Sydney

Love that.

1:55:43.960 --> 1:55:44.400

Gordon Harless

Yeah.

1:55:45.750 --> 1:55:46.450

Gordon Harless

Uh, yeah.

1:55:44.70 --> 1:55:46.640

Shannon Duke

Very dear. Oh yeah.

1:55:50.810 --> 1:55:52.250

Gordon Harless

Do you like?

1:55:52.350 --> 1:55:52.880

Gordon Harless

OK. Yeah.

1:55:53.230 --> 1:55:53.680

Gordon Harless

Happen.

1:55:49.440 --> 1:55:53.680

Shannon Duke

All right, thank you. Would you like to share? Yeah.

1:55:54.760 --> 1:55:55.270

Gordon Harless

Yeah.

1:56:2.620 --> 1:56:24.200

Shannon Duke

I'm not 100% sure we know the prompts, but something that we were talking about is just kind of looking to kind of focus on Instagram right here, right now. The Volunteer Tennessee page has 1300 followers. A lot of the posts only get around like 5 likes they're talking about like how we can kind of increase both increase the following number, but then also like.

1:56:24.490 --> 1:56:43.710

Shannon Duke

People engaging with the content, and I know this is kind of mentioned, I know a lot of different orders have done that and I just thought I popped some potential like swag bags in the back would even like people like free stuff branded stuff. So even if it's simple as like this post share this post together into around world and we'll send you free stuff.

1:56:44.940 --> 1:56:59.260

Shannon Duke

And again, you know could be potentially you know additional entries into the raffle if you share it, if you tag friends in the comments like just get both the and of course you would have to be following the page. So as we get the following number of likes up.

1:57:2.360 --> 1:57:8.500

Shannon Duke

I think it'll be pretty well left to do it and you could give them some real results in getting that that follower number up.

1:57:9.590 --> 1:57:11.710

Shannon Duke

I think that's good too. Ohh.

1:57:13.790 --> 1:57:15.530

Shannon Duke

Alright thing 3.

1:57:11.470 --> 1:57:16.20

Baker, Sydney

I love that idea. You guys are not part of town.

1:57:17.720 --> 1:57:18.20

Shannon Duke

Right.

1:57:21.200 --> 1:57:21.980

Shannon Duke

Annoying.

1:57:24.710 --> 1:57:33.400

Shannon Duke

And other shows where you have a fan favorite. So we think we should have, let's say, word of excellence or submitting videos.

1:57:34.60 --> 1:57:47.620

Shannon Duke

That that one of our award of excellence winners this year is a fan favorite to get people to like and follow our pages and then vote on. And then like the video and then they can win.

1:57:48.280 --> 1:57:55.890

Shannon Duke

Umm for one will win the fan favorite award. That one or however we want to call the Volunteers Tennessee.

1:57:56.880 --> 1:57:59.410

Shannon Duke

And favorite and a.

1:58:1.120 --> 1:58:5.500

Shannon Duke

I wait on that one person could get it comes to the conference for free that.

1:58:6.220 --> 1:58:25.150

Shannon Duke

By that, or didn't follow or something. If you wanted to do that and just the idea, yeah. You know, the same favorite is also is also because they have growing family and friends and teachers and families to vote. But if they follow our papers and then start to see our other things, then perhaps that could be.

1:58:26.350 --> 1:58:27.100

Shannon Duke

Winthrop.

1:58:27.970 --> 1:58:29.720

Shannon Duke

My background here too.

1:58:31.730 --> 1:58:36.290

Shannon Duke

To get the VIP treatment like can hang with Donovan.

1:58:38.990 --> 1:58:48.0

Shannon Duke

Alright, let me go with you. OK. Well, my, we had the the virtual. Ohh sorry.

1:58:50.160 --> 1:58:53.710

Shannon Duke

OK. So we had the virtual.

1:58:53.840 --> 1:59:1.60

Shannon Duke

Uh, a Commissioner and at Caroline and Tracy. And we are.

1:59:2.380 --> 1:59:12.390

Shannon Duke

Going with, we won't talk to share their favorite pickup volunteering in Tennessee because we are the volunteer state and nobody else can claim that.

1:59:14.250 --> 1:59:27.640

Shannon Duke

And so we're going to have them use like a different hashtags, such as volunteer state. I'm in, volunteerism. We're gonna have them like our post.

1:59:28.700 --> 1:59:43.160

Shannon Duke

And to be a part of our contest. And I'm not. I didn't. Ohh. And our prizes, I think our first prize is gonna be in the Laskin cruise. And then after that, we're going to do.

1:59:44.380 --> 1:59:47.560

Shannon Duke

Gift card I think Jason is adding some more.

1:59:48.760 --> 2:0:0.460

Shannon Duke

Or more to that, but that's the gist of ours and we're doing specifically Instagram. So try to engage more folks on that platform.

2:0:0.960 --> 2:0:3.660

Baker, Sydney

I love that I'll definitely be entering that contest.

2:0:4.440 --> 2:0:5.590

Baker, Sydney

Because I want to go on the.

2:0:5.260 --> 2:0:5.960

Shannon Duke

Yeah, I don't.

2:0:9.160 --> 2:0:18.530

Baker, Sydney

You guys did a great job. I'm gonna share my screen again and continue on. I'm really impressed. I think everyone was thinking in the right space.

2:0:21.240 --> 2:0:30.860

Baker, Sydney

Of how to engage people and it listed the behavior that we wanna see, such as increasing the volunteers. So great job.

2:0:33.500 --> 2:0:45.920

Baker, Sydney

Following right into that, we've some of you have talked about clicks and views and exposure and that leads into this topic of listening and monitoring, which is a key component of a social media strategy.

2:0:47.100 --> 2:1:11.10

Baker, Sydney

It's essentially measuring, you know, the impact a lot of us in the field know that some of the metrics here are vanity metrics, which means they they don't really mean much, such as exposure, reach views. You know, these metrics are are somewhat important, but they don't represent the entire picture. The key here is to remembering that we actually wanna see.

2:1:11.430 --> 2:1:24.220

Baker, Sydney

Umm, an engagement or an interaction, which means that the the individual the user is following us or commenting, sharing retreat retreating of subscribing.

2:1:25.90 --> 2:1:55.280

Baker, Sydney

A list? Basically they're they're interacting, so we can tell they're engaged and they're interested in the page or the contest. For instance. We wanna know, did our call to action work in the contest? Right. So we wanna see, well, how many followed us after we share this contest? Great. We increased followers by X amount. There are specific resources and platforms I mentioned. Who suite does this this right here is an example of the UL account that we I managed last year.

2:1:55.580 --> 2:2:2.700

Baker, Sydney

But you can see it's shows you you know profile visits mentioned followers and you can kind of gauge that information throughout.

2:2:3.620 --> 2:2:13.440

Baker, Sydney

Whatever you're posting and do do an AB test. If you want to see which content your audience responds to best or track monthly engagement metrics to report back on what's happening.

2:2:17.900 --> 2:2:32.460

Baker, Sydney

Social media we know can be a scary place. You're opening yourself for the organization you work with

and for to positive and negative criticism. So there are some challenges and and trends that we do have to talk about.

2:2:33.460 --> 2:3:3.990

Baker, Sydney

It's important to be aware of these trends within the platforms. Right now. Some of you all mentioned with the contest that video storytelling is extremely popular thanks to the many blog platform Tik T.O.K that exploded in the past year, but also Instagram followed right behind with their reels. So essentially the same thing. I know that volunteer Tennessee doesn't have a tick tock, but you as a committee member might very well be on there and publishing content. So that would be a place to, you know, talk about the work that you do here.

2:3:4.400 --> 2:3:32.0

Baker, Sydney

You don't need expensive video equipment to make a nice video. That could be a real or tik T.O.K. And I do wanna mention here that over 92% of mobile users ages 16 to 64 are consuming video content online. That's just how important video has become. That's not to say that static images are dead, it's just that the videos are more engaging, right? And you get more information than just the static image.

2:3:33.360 --> 2:3:40.390

Baker, Sydney

I wanna show here an example of a nonprofit using video storytelling to bring awareness to their cause and their mission.

2:3:41.270 --> 2:3:42.260

Baker, Sydney

This is a tick tock.

2:3:47.70 --> 2:3:49.530

Baker, Sydney

OK, welcome to nonprofit.

2:3:50.430 --> 2:3:54.860

Baker, Sydney

On the development coordinator here, why don't we say a wahu in downtown Honolulu? HI.

2:3:55.940 --> 2:3:59.550

Baker, Sydney

Our mission is to eliminate racism and empower weapon.

2:4:1.100 --> 2:4:7.910

Baker, Sydney

Follow along and check out our website to learn about our programs history, the nonprofit world, and how you can get involved.

2:4:12.810 --> 2:4:21.520

Baker, Sydney

So here we can see they had the informational content, maybe from your point of view as a committee member you might share.

2:4:22.280 --> 2:4:47.930

Baker, Sydney

Hi, I'm so and so I'm a committee member of Volunteer Tennessee. This is what we do. Follow us on Instagram to learn more and stay updated or visit our website to sign up and volunteer. Just keeping it simple and sweet but also engaging because it has a call to action and also the upbeat music is kind of enjoyable and there we had several visuals of the space the building and what's happening there.

2:4:48.800 --> 2:5:18.990

Baker, Sydney

I'm a huge challenge on social media, is and will probably continue to be canceled culture. Maybe many of you have heard of this before. It occurs when a person or a brand says or does something that a group of others find offensive. A group might then attack the individual or brand and attempt to basically demount that person or brand from their pedestal which they call, quote UN quote, cancelling them a few ways that we can avoid this from your perspective as a committee member, but also.

2:5:19.120 --> 2:5:39.820

Baker, Sydney

From Vt is just avoiding political or controversial topics as a whole and being cognizant of our behavior and language. For example, JK Rowling, the famous author of Harry Potter series, was has faced recent backlash for voicing her fears that the push of transgender rights will ultimately endanger women's rights.

2:5:40.770 --> 2:5:51.120

Baker, Sydney

She since has defended her comments on the website and denounced cancel culture, but that has only infuriated her critics, who now call for boycotting of her books.

2:5:52.40 --> 2:6:1.260

Baker, Sydney

So we see how it's kind of like spiraling out of control and you never wanna be the target of any cancel culture. So just a word, you know, political topics and very.

2:6:2.670 --> 2:6:31.940

Baker, Sydney

Controversial topics. OK, next I wanna talk a little bit about influence. And we did mention this. You know, as it relates to his volunteer Tennessee, but briefly, you should know that influencers are all around us. You aren't influencer. We each have influence within our network and our influence bar networks. I think a few of you spoke to this when you were talking about your challenges, which I really appreciated because you influence your network and you are influenced by your network. Let's say if you have any children.

2:6:32.200 --> 2:7:2.420

Baker, Sydney

You probably influenced your children's purchases, their consumption choices, and their if they're gonna

buy a car, who would they call and ask like, hey, mom, I'm thinking about buying this car. What do you think that's influence? And we each have that within our network. However, there are those, you know, around us who have greater social status or whatever reason that may be. And this is traced back to history. This is even before social media people have had influence over others. But this is what we talked about.

2:7:2.500 --> 2:7:36.940

Baker, Sydney

Being reflected in their online presence and persona, what has become increasingly popular for digital marketers is to pay social media users who have a reputable online reputation and influence over their followers to collaborate with a brand and promote their product, services or experiences. This strategy has really been quite successful because of the power of word of mouth in the power of influence that individual has on their audience, that is following them. It also increases the organization's credibility and consumers as we know, tend to value the opinions of others over the brand of organization.

2:7:37.140 --> 2:7:41.600

Baker, Sydney

So if you are sharing content, Umm, talking about your work here today.

2:7:42.330 --> 2:8:9.700

Baker, Sydney

And your network learns that you do this work with Volunteer Tennessee. You know who in your network and when they're talking about volunteer opportunities or or getting involved in the community, they'll say ohh, you know, I know Shannon works there, so maybe maybe I'll just reach out to her. I saw her post recently about volunteer Tennessee, so I'll just message her and see how I can get involved. That's how we can use our network to our benefit in this environment here. I just wanna share an example of an influencer.

2:8:10.210 --> 2:8:40.640

Baker, Sydney

Umm. From Jack Daniels, they recently collaborated with Nadia, who is a niche whiskey influencer. She's I think she's from Australia, so she uses S instead of Z's in her writing. But they hosted her, and then she posted, so this isn't even a paid ad. This is an exchange, basically between the company and the influencer. But this is a cool way to collaborate. And.

2:8:41.10 --> 2:8:41.500

Baker, Sydney

And.

2:8:42.600 --> 2:8:52.300

Baker, Sydney

Expose the brand to her followers, so this post got 2500 likes and I'm sure the visibility was great for this type of collaboration.

2:8:57.690 --> 2:9:11.890

Baker, Sydney

Let's talk about how volume you have. Volunteer Tennessee can use social media to advance the mission. First connect. Be sure you are following volunteer volunteer Tennessee on all platforms.

2:9:13.690 --> 2:9:23.30

Baker, Sydney

Just flat out if you're not volleyball, enter to see. Follow us now. Follow them now. Sharing repost content from the Volunteer Tennessee accounts.

2:9:23.700 --> 2:9:38.230

Baker, Sydney

If creating content really isn't your thing, that's perfectly fine. You should be the willing to share whatever volunteer Tennessee publishes and then encouraging your network both on and offline to follow volunteer Tennessee and just stay connected and updated on what's happening.

2:9:38.670 --> 2:10:6.340

Baker, Sydney

Umm, be authentic and intentional. Share your work and your involvement with your network and you know be yourself about it. You're here because you have a stake and care about, you know, the reputation and the mission of Volunteer Tennessee. That in itself deserves to be talked about and communicated to your networks. I didn't speak much about intentionality, but I think this really comes into play when we think about inclusivity and diversity. There's an opportunity here to recognize.

2:10:7.560 --> 2:10:16.320

Baker, Sydney

National minority holidays or days that recognize marginalized groups? Maybe that means sharing the work and impact volunteer Tennessee has on those communities.

2:10:17.40 --> 2:10:25.430

Baker, Sydney

On your social media networks, so you'll have to think about what that means specifically to your organization and and you and take action in a way that represents.

2:10:26.150 --> 2:10:27.60

Baker, Sydney

The brand well.

2:10:28.370 --> 2:10:30.280

Baker, Sydney

Other ways that you can.

2:10:31.100 --> 2:10:42.700

Baker, Sydney

Share volunteer tennessees on social medias, encouraging those you meet and connect with, especially at events involving the organization to follow Volunteer Tennessee and stay up to date on all the positive things that are happening here.

2:10:46.680 --> 2:11:4.500

Baker, Sydney

So next I have a fun guided workshop that we're going to do a little step by step. I want everyone to get out on your mobile devices now that we're all up to speed on what social media is, why it's important, and how it can be used to achieve some business goals for volunteer Tennessee, let's kind of put that to use.

2:11:5.390 --> 2:11:6.200

Baker, Sydney  
And.

2:11:7.400 --> 2:11:9.310

Baker, Sydney  
Give us some challenges here.

2:11:10.420 --> 2:11:10.940

Shannon Duke  
Umm and.

2:11:11.670 --> 2:11:12.230

Shannon Duke  
Evening.

2:11:10.190 --> 2:11:13.630

Baker, Sydney  
So for first time I did mention this, yes.

2:11:13.930 --> 2:11:16.670

Shannon Duke  
OK, we have like, I'm sorry like.

2:11:18.100 --> 2:11:18.430

Baker, Sydney  
5.

2:11:17.920 --> 2:11:18.640

Shannon Duke  
Two minutes.

2:11:19.300 --> 2:11:20.340

Baker, Sydney  
Few minutes, OK.

2:11:29.700 --> 2:11:30.270

Baker, Sydney  
OK.

2:11:20.600 --> 2:11:32.450

Shannon Duke  
Left so we can maybe spend like one minute on this and then we have to wrap up our apologize, but we have pretty much fun on the contest to be honest.

2:11:32.660 --> 2:11:33.250

Baker, Sydney

I know.

2:11:33.570 --> 2:11:43.800

Shannon Duke

I did not stop time look like I was supposed to, so yes, but we can go through this and then we'll need to wrap up. And like I said, two minutes.

2:11:44.230 --> 2:11:53.20

Baker, Sydney

OK, alright, let's just do number one and two and you can do this on your own time. Maybe that is followed. Volunteer Tennessee like share and leave a comment.

2:12:1.650 --> 2:12:2.210

Baker, Sydney

Ohh.

2:12:2.270 --> 2:12:4.430

Shannon Duke

The guy from the retreat? Bingo.

2:12:5.520 --> 2:12:6.200

Shannon Duke

Yeah.

2:12:7.610 --> 2:12:15.220

Shannon Duke

Yeah. So they we have been doing some following and sharing, but yeah, we can take some more follow likes and shares.

2:12:16.950 --> 2:12:18.150

Baker, Sydney

OK, that sounds great.

2:12:19.620 --> 2:12:32.460

Baker, Sydney

Then I I think I can see it tips and guidelines here. I I've said all of this, but I wanted it to be kind of available to you and you feel free to use this slide and refer to it.

2:12:33.540 --> 2:12:52.980

Baker, Sydney

I've got here some content, ideas, video storytelling or call to action being authentic, answering facts about volunteer Tennessee sharing what's happening now. These are just from other nonprofits that I've found some really nice ideas and things that you can create yourself or volunteer Tennessee can create and publish.

2:12:57.870 --> 2:13:4.210

Baker, Sydney

Well, I want to give us time for questions. See if you guys have anything. Sounds like we had a lot of fun today.

2:13:7.370 --> 2:13:11.240

Shannon Duke

Are there any quick questions for?

2:13:12.690 --> 2:13:13.510

Shannon Duke

With me.

2:13:17.140 --> 2:13:17.670

Shannon Duke

OK.

2:13:18.740 --> 2:13:20.130

Shannon Duke

Alright. Well thank you very much.

2:13:20.210 --> 2:13:20.600

Shannon Duke

Really.

2:13:21.70 --> 2:13:21.650

Baker, Sydney

Thank you.

2:13:24.490 --> 2:13:27.310

Baker, Sydney

Have a great rest of your retreat. Thank you, Shannon.

2:13:33.470 --> 2:13:34.780

Shannon Duke

With some really really nice.

2:13:35.740 --> 2:13:38.0

Shannon Duke

Really, really. No implement them.

2:13:41.140 --> 2:13:43.520

Shannon Duke

Before we get back to the fun stuff.

2:13:44.960 --> 2:13:45.950

Shannon Duke

Call you back and forth.

2:13:46.860 --> 2:13:56.530

Shannon Duke

Uh, we're going to have a quick conversation about the upcoming conference and share some of the wonderful things that are planned and start to engaged.

2:13:57.730 --> 2:14:1.240

Shannon Duke

The bigger take away. Thank you. Thank you. Thank you.

2:14:2.120 --> 2:14:26.820

Shannon Duke

All right, everybody, I know that I have talked to some of you. I don't know if I've had the opportunity to really express to everybody exactly what's going on with the conference for this year, but I have some really excited for you and so well, for one, let's talk about the date. So we're not having given February anymore. So we don't have to worry about Valentine's Day. We don't have to worry about the Super Bowl.

2:14:28.0 --> 2:14:38.770

Shannon Duke

So we are having it in April. So everything looks good. I feel like the same place it's at the Marriott, it's the, it's an April, the weather is warmer, the sun is shiny beginning of spring.

2:14:39.270 --> 2:14:47.580

Shannon Duke

Umm, when we got the contract back in the day we signed it. Fast forward to like three weeks ago. The National Service Learning Conference approached us.

2:14:48.290 --> 2:14:57.220

Shannon Duke

About hosting the national for the National News Learning Conference, I get the letter confused the national.

2:14:58.580 --> 2:15:9.820

Shannon Duke

Service serving comes actually approached us in 2019 to post in 2021, but because the code as they held that virtually so then they came back and said, well, would you be willing to host the 2023?

2:15:11.40 --> 2:15:25.690

Shannon Duke

It's our next one, right. So of course, we say, yeah, you know, like, of course, we say again. So with all that being said, we have moved like this happening. We have moved the contract forward. We are signed in.

2:15:26.190 --> 2:15:36.180

Shannon Duke

I mean find building delivered. So with that being said, the conference is still gonna be in April is actually extended one day. So it's from Sunday to Wednesday.

2:15:36.850 --> 2:15:39.510

Shannon Duke

OK, so with that being said.

2:15:40.530 --> 2:16:10.340

Shannon Duke

We have some collaborative things to think about, the collaborative things to do, because with that being said, we don't want to just have them come over and we're all like a bunch of volunteers, you know, just servicing this national conference. So things that are still happening, GSA is still happening on Sunday. So the governor volunteers, the governor's volunteer, starts awards still happening. Second thing that's still happening is the award is excellent for our schools.

2:16:11.70 --> 2:16:17.200

Shannon Duke

This is still happening. Everything else is really kind of handed over.

2:16:18.360 --> 2:16:32.130

Shannon Duke

That's not official like those things are official right now. Those are in. We've already communicated that those things have to happen. So that being said, we are in the process of trying to figure out.

2:16:33.20 --> 2:16:34.550

Shannon Duke

What? What's that proposal?

2:16:36.190 --> 2:16:40.120

Shannon Duke

How do we want to integrate with this conference?

2:16:41.790 --> 2:16:46.720

Shannon Duke

My first thing that I really want to talk about is the award. Excellent, go ahead.

2:16:47.160 --> 2:16:55.900

Shannon Duke

And I say time before we get that, yeah, this is a really great opportunity and especially something about.

2:16:56.160 --> 2:16:56.630

Shannon Duke

So.

2:16:58.350 --> 2:17:8.90

Shannon Duke

Speaker, Partnership committee and and Communications Committee working together to get things out to corporations, how we leverage the.

2:17:8.170 --> 2:17:31.10

Shannon Duke

The corporate social responsibility folks, and by the way, to really get some donations and get some funding in the door and to deepen some relationships and create some new relationships with the matching organization there, bringing a lot of spotlight and those writing and let the lever this leverage it as much as possible.

2:17:31.680 --> 2:18:1.950

Shannon Duke

Without be completely frank, we are not the only money making avenues that we have for this comfort is the GPS. Everything else is going strictly to the National Learning Service conference because they are holding the lion share. And I do mean the lion share like 95% of all the money. And so just to let you guys know, I've already taken well, Jimmy, help me because we've already taken the contract that we originally signed to where we were left.

2:18:2.30 --> 2:18:33.920

Shannon Duke

Held liable for all of the money we have already transferred it over to them, so the only thing that we are on schedule for is the GSA, which is fine. You know what I mean? Like that's the only thing that we are actually instance. So I'm glad down brought that up because just to give you guys the perspective like the early bird tickets are like \$565. So let's just go ahead and put that out there in and put it out there because I mean but once you think about it, this is the Sunday, Monday, Tuesday, Wednesday thing, right? So probably a little over \$100 a day. We're breaking it down.

2:18:34.270 --> 2:18:56.770

Shannon Duke

Per person per day. OK, so the early bird tickets are a bit there. They're expensive. If you sign up that day, it's like \$800. Doesn't even hear. No. So we this timeline of this event is moving rapidly. We have already. Our newsletter will be released Monday or Tuesday. Monday with the.

2:18:58.300 --> 2:19:2.50

Shannon Duke

With the announcement that we are moving towards the national conference, OK.

2:19:2.750 --> 2:19:5.310

Shannon Duke

They really planned to stop.

2:19:6.30 --> 2:19:16.760

Shannon Duke

Like the workshop, proposals are about to go out for people to go ahead and start submitting their workshop proposals. Everything they wanna have, literally everything done by January.

2:19:17.780 --> 2:19:37.390

Shannon Duke

So just letting you guys know, just the timeline of how things are, so everything can be put together and then after that we'll be like the implementation of things that all these sort of stuff. So after the conference, I will send you that Speaking of which, after this retreat, I'll send you guys like the package of the marketing like all of these different things, right. But as the board.

2:19:38.450 --> 2:19:48.20

Shannon Duke

The communication. How do we get communications out? You know what I mean. How do we make sure that we are in the limelight? I have press releases already, so I have the packaging. I just have to get feedback.

2:19:48.780 --> 2:19:51.690

Shannon Duke

Family service. We have our job with the award of excellence.

2:19:54.300 --> 2:20:16.420

Shannon Duke

What was the other strategic partnership? You know, how do we incorporate all of the resources that we have to make this successful conference? I know when we were at Tupelo honey yesterday, I was asking anybody that anybody know, Doctor Parton? Because I would love to have dinner parties here, right? I've already emailed Carolina, Carolina. She knew about the pardon. Yeah, she doesn't know. So go ahead.

2:20:16.500 --> 2:20:30.940

Shannon Duke

But it's like we we need to we need to move on. So I think we need to focus on the stuff that's none of it. Sorry to schedule. We can provide you with additional details, but we really got to get back to the plan. So I think Donovan wanted the specifically talk about the sponsorship piece.

2:20:32.20 --> 2:20:35.50

Shannon Duke

We are going to strategic partnership folks.

2:20:36.640 --> 2:20:42.790

Shannon Duke

We're going to go out to raise money tennis shared that the the price tag for this thing.

2:20:42.870 --> 2:20:43.120

Shannon Duke

Right.

2:20:44.300 --> 2:21:3.90

Shannon Duke

Most of the folks that are 10 hour conference probably aren't gonna be able to afford that price pattern. And so as we're raising dollars to set, set aside some of those dollars to cover scholarships for some of those individuals. But also, how do we really maximize this thing?

2:21:4.250 --> 2:21:17.730

Shannon Duke

To forge those relationships and create funding and deeper partnerships that that to help us to achieve a lot of these things are on their own as well. And I do have to run out of here.

2:21:18.400 --> 2:21:18.990

Shannon Duke

I'm trying to.

2:21:19.220 --> 2:21:20.850

Shannon Duke

I haven't had that take care of.

2:21:21.310 --> 2:21:28.660

Shannon Duke

Uh, so both that I just met. It was really, really busy and I love these together again, as you can see.

2:21:29.740 --> 2:21:38.870

Shannon Duke

And we will get together in the next meeting and I'll be seeing you guys on committee meeting committee calls, OK.

2:21:39.500 --> 2:21:47.360

Shannon Duke

Have a great one alright, but we wanna hold on. Hold on. I wanna get a picture of everybody real quick. I know we're running quickly.

2:21:47.960 --> 2:21:50.30

Shannon Duke

I'll just follow up with everybody by e-mail.

2:21:50.660 --> 2:21:58.530

Shannon Duke

Yeah. Yeah, sorry. We'll, we'll provide. We'll provide a lot more detail. We'll provide a lot more details on all of that before that was complained.

2:22:0.110 --> 2:22:0.800

Shannon Duke

5 number.

2:22:2.590 --> 2:22:3.90

Shannon Duke

Appreciate.

2:22:11.400 --> 2:22:11.870

Shannon Duke

Thank you.

2:22:16.850 --> 2:22:18.350

Shannon Duke

No, no, we are not leaving this room.

2:22:20.630--> 2:22:20.910

Shannon Duke

Where?

2:22:22.880--> 2:22:34.460

Shannon Duke

If you wanna do a quick group photo, we can maybe get up and get that wall before Donovan leave. So I apologize for like cracking the whip on, but we've got we've got a movie.

2:22:37.350--> 2:22:38.310

Shannon Duke

You gotta be the coordinate.

2:22:48.470--> 2:22:48.960

Shannon Duke

Alright.

2:22:49.40--> 2:22:49.440

Shannon Duke

We have the.

2:22:50.290--> 2:22:50.560

Shannon Duke

No.

2:22:57.980--> 2:22:58.430

Shannon Duke

The photo.

2:22:59.850--> 2:23:1.460

Shannon Duke

I I got this problem in your hand.

2:23:1.530--> 2:23:1.930

Shannon Duke

OK.

2:23:3.250--> 2:23:3.600

Shannon Duke

Hang on.

2:23:4.380--> 2:23:5.980

Shannon Duke

Alright, let's see.

2:23:7.200--> 2:23:7.590

Shannon Duke

My.

2:23:9.330 --> 2:23:9.750

Shannon Duke

Right now.

2:23:9.830 --> 2:23:10.380

Shannon Duke

Given the.

2:23:21.60 --> 2:23:21.450

Shannon Duke

All right.

2:23:21.890 --> 2:23:22.300

Shannon Duke

Yeah.

2:23:25.940 --> 2:23:26.660

Shannon Duke

So everybody.

2:23:31.240 --> 2:23:34.770

Shannon Duke

The person behind. Yeah, you're good.

2:23:34.850 --> 2:23:35.300

Shannon Duke

Thank you.

2:23:46.430 --> 2:23:50.880

Shannon Duke

Alright. Hey, yeah, OK, alright.

2:23:52.200 --> 2:23:53.50

Shannon Duke

I'm gonna put it out.

2:23:53.220 --> 2:23:53.840

Shannon Duke

You know everything.

2:23:53.920 --> 2:23:54.210

Shannon Duke

A little.

2:23:54.790 --> 2:23:57.670

Shannon Duke

It's not like it's translating channel, that's right.

2:23:58.700 --> 2:24:0.80

Shannon Duke

I said it crawled on your phone.

2:24:1.880 --> 2:24:2.630

Shannon Duke

OK.

2:24:3.140 --> 2:24:3.460

Shannon Duke

No.

2:24:5.220 --> 2:24:6.930

Shannon Duke

I'm gonna check there, OK?

2:24:10.430 --> 2:24:11.510

Shannon Duke

Sorry people online.

2:24:15.430 --> 2:24:17.120

Shannon Duke

OK, alright.

2:24:17.900 --> 2:24:19.990

Shannon Duke

123.

2:24:20.940 --> 2:24:21.910

Shannon Duke

Bananas.

2:24:24.710 --> 2:24:25.830

Shannon Duke

OK, let me get.

2:24:26.540 --> 2:24:27.80

Shannon Duke

You know.

2:24:28.310 --> 2:24:30.0

Shannon Duke

People. Yeah. Yeah, yeah, yeah, yeah.

2:24:32.410 --> 2:24:35.340

Shannon Duke

Amy, I'm only to do together. Maybe in front of that.

2:24:36.430 --> 2:24:37.0

Shannon Duke  
Make up a bit.

2:24:37.70 --> 2:24:37.270

Shannon Duke  
OK.

2:24:39.230 --> 2:24:41.50

Shannon Duke  
Alright, yeah.

2:24:41.140 --> 2:24:42.740

Shannon Duke  
And have somebody.

2:24:48.380 --> 2:24:48.690

Shannon Duke  
No.

2:24:50.890 --> 2:24:51.730

Shannon Duke  
OK.

2:24:52.940 --> 2:24:58.980

Shannon Duke  
All right. Now, babe, one. So I think 1123 bananas.

2:25:0.340 --> 2:25:2.470

Shannon Duke  
OK, alright, we're good. Thank you.

2:25:6.410 --> 2:25:6.820

Shannon Duke  
You know.

2:25:9.190 --> 2:25:9.900

Shannon Duke  
OK, don't leave.

2:25:15.510 --> 2:25:23.950

Shannon Duke  
OK, sorry for those of you online with second to pick up photo before Donovan left because he has to, he has to leave.

2:25:24.600 --> 2:25:25.420

Shannon Duke  
So.

2:25:28.110 --> 2:25:35.160

Shannon Duke

OK, so back to it. So the people you'll pull back up on the screen, the that's key.

2:25:41.830 --> 2:25:45.120

Shannon Duke

And while while the people has pulling, that is pulling that up.

2:25:45.220 --> 2:25:59.170

Shannon Duke

Ohh I'd keep it printed off the 55 and older plan and again the first part of it is like research and data about stuff. The actual recommendations start on.

2:25:59.970 --> 2:26:2.960

Shannon Duke

Uh, the second page with a.

2:26:4.410 --> 2:26:4.920

Shannon Duke

Umm.

2:26:5.990 --> 2:26:7.680

Shannon Duke

And then they'll be NC.

2:26:8.440 --> 2:26:12.410

Shannon Duke

Those are the that's the need of the the actual recommendation and.

2:26:14.40 --> 2:26:20.190

Shannon Duke

The suggestions that we make, we'll we'll get to that in a second, but the suggestions we made, I just wanted you all to have a hard copy of that because.

2:26:21.350 --> 2:26:26.310

Shannon Duke

That you know most of you don't have computers and so it's kind of hard to understand what we're actually talking about.

2:26:27.20 --> 2:26:28.720

Shannon Duke

And so.

2:26:29.770 --> 2:26:31.580

Shannon Duke

We were talking about.

2:26:33.410 --> 2:26:39.120

Shannon Duke

The outcome for education, and I went and looked at the.

2:26:39.950 --> 2:26:43.80

Shannon Duke

The program, the result and varied.

2:26:44.600 --> 2:26:47.430

Shannon Duke

Quite a bit by the type what the programs were doing.

2:26:48.320 --> 2:26:57.250

Shannon Duke

The average for the improvement or increase in achievement of achievement to what they were doing was about 47%.

2:26:58.380 --> 2:27:3.530

Shannon Duke

Of the the students that they were serving showed some sort of increase or improvement.

2:27:4.580 --> 2:27:13.470

Shannon Duke

So that kind of the baseline. So if we wanna use that to say for the new outcome, that would be something like.

2:27:14.210 --> 2:27:14.840

Shannon Duke

Uh.

2:27:16.90 --> 2:27:25.540

Shannon Duke

47% of the students served by Volunteer Tennessee program education program will show an improvement in academic achievement.

2:27:26.940 --> 2:27:29.890

Shannon Duke

And then increase it from year to year or keep it level.

2:27:30.720 --> 2:27:40.290

Shannon Duke

I didn't one of those. I would recommend that that be the news outcome to replace the old ones that were published on the K3 and the college. The type of graph, right.

2:27:41.920 --> 2:27:49.280

Shannon Duke

Say by the end of 25 there will be a percentage increase of heaven achievement seen by students survive volunteers.

2:27:51.610 --> 2:27:52.670

Shannon Duke

So that's an average.

2:27:52.750 --> 2:27:55.100

Shannon Duke

Don't come down here.

2:27:56.410 --> 2:27:56.710

Shannon Duke

Hello.

2:28:1.100 --> 2:28:3.50

Shannon Duke

Yeah. Yeah. Well we yeah, so.

2:28:4.150 --> 2:28:17.30

Shannon Duke

So. So there's two ways that one is that we look at individual programs and say individual programs must be some sort of benchmark. I don't recommend that because the program designs are pretty different and.

2:28:18.40 --> 2:28:32.590

Shannon Duke

Would the feel of the culture, I think we're we're gonna need to aggregate the numbers anyway. So if we're looking at all of them and saying we expect all the programs to do some sort of improvement over time now whether or not we say at the end of three years.

2:28:33.310 --> 2:28:37.620

Shannon Duke

They didn't have improved or if we want to say year by year.

2:28:38.110 --> 2:28:40.260

Shannon Duke

And I don't think matters a whole lot.

2:28:41.10 --> 2:28:51.220

Shannon Duke

Because we're still going to have to track it over that three-year period to be able to tell whether or not we've missed the benchmark. The question is, if we say at the end of three years, what's the number that we're aiming for.

2:28:56.400 --> 2:29:19.670

Shannon Duke

I don't. I don't think we should do it. I think it's three years. I just think we should see that the students that are being served that year show increase or show some kind of educational success based by the intervention that they're getting through the program. You know, because next year is it could be a whole different set of students, right. And you're working with K through three.

2:29:18.810 --> 2:29:21.710

Jim Snell

333 If they're 43, sorry.

2:29:23.850 --> 2:29:40.340

Shannon Duke

You know you're you're looking at a whole set of different students. If you do it on a 3 year basis, then sometimes you might be thinking that, oh, this is the same student over three years and it's not necessarily the students. So you still have the same problem that we can't get this data.

2:29:43.100 --> 2:29:44.80

Shannon Duke

But we do have the data.

2:29:45.970 --> 2:30:3.180

Shannon Duke

But the the the for the programs, the Volunteer Tendency funds and and this is just the mayor for because we don't currently have any other mayor, any other program doing it, the average of student increase or students who showed some sort of improvement was 47% of that 29,200.

2:30:4.920 --> 2:30:13.370

Shannon Duke

What of the number served? Roughly 47% showed some some sort of improvement and that's just for those those.

2:30:14.360 --> 2:30:17.210

Shannon Duke

In the mirror programs that do that kind of service.

2:30:18.170 --> 2:30:25.260

Shannon Duke

So we're talking specifically about education programs, specifically about the numbers of children that they're serving and.

2:30:25.980 --> 2:30:34.950

Shannon Duke

The result of that from the most recent data that we have, which again is is from the 2020-2021 program year.

2:30:35.890 --> 2:30:40.160

Shannon Duke

There, there's still finishing up the 22 earlier. We haven't got the data from that yet.

2:30:41.450 --> 2:30:48.100

Shannon Duke

What we have just some nominal increase each year like 4048% and then 50%.

2:30:51.100 --> 2:30:54.440

Shannon Duke

Yeah, yeah. I mean something like that would be, would certainly be reasonable.

2:30:55.910 --> 2:30:56.940

Shannon Duke

I think I mean.

2:30:59.340 --> 2:31:7.970

Shannon Duke

I mean the program the programs want to improve, I mean they, they obviously they want to have 100% of the people they're serving fee, whatever. I mean, it's almost never 100%.

2:31:8.610 --> 2:31:17.180

Shannon Duke

Umm, but that the parties wanna do improvement and we want them to show improvements. So I think some sort of modest increase in this perfectly reasonable.

2:31:19.550 --> 2:31:21.340

Shannon Duke

But if we get a thirty 4050.

2:31:23.530 --> 2:31:27.580

Shannon Duke

Like 30 the first year, 30% by the 3rd year.

2:31:30.200 --> 2:31:44.790

Shannon Duke

What the baseline is 47. So I think we should start off at least at the base. I mean we could start off at 45, we could start off at 50 or 50 and then like 50 to 4 sort of.

2:31:45.770 --> 2:31:46.860

Shannon Duke

Moderate injuries.

2:31:52.60 --> 2:31:55.340

Shannon Duke

Did you catch you 54 is buddy.

2:31:55.660 --> 2:31:57.30

Shannon Duke

That's the.

2:31:57.110 --> 2:31:59.850

Shannon Duke

Some of the two, typically 2% each year, yeah.

2:32:1.810 --> 2:32:4.930

Shannon Duke

OK. So then we should say 2%.

2:32:12.460 --> 2:32:28.250

Shannon Duke

Yeah, I mean, so the the problem would be lying about that is you have to start from we have to have establish the baseline. So what's the baseline? And if you're gonna show 2% improvement, it's 2% from what. So I mean I think we kind of get that to improvement at first year, then 2% per month.

2:32:31.790 --> 2:32:35.580

Shannon Duke

Decrease it went from 47 to 4 and then.

2:32:37.630 --> 2:32:38.330

Shannon Duke

To the South.

2:32:41.830 --> 2:32:50.660

Shannon Duke

Yeah. Yeah. So if we start out at 50, we're already saying we want to see a 3% increase for the first year of this plan. And then a two and a 2%.

2:32:54.810 --> 2:32:58.480

Shannon Duke

OK, so I think the wording on that would be.

2:33:0.280 --> 2:33:0.890

Shannon Duke

Uh.

2:33:3.290 --> 2:33:4.650

Shannon Duke

You might want to start.

2:33:5.520 --> 2:33:7.260

Shannon Duke

Typing, but don't type too fast.

2:33:7.390 --> 2:33:12.210

Shannon Duke

Yeah, we might need to provide it, but I think we're gonna delete all of that, but currently there.

2:33:13.290 --> 2:33:14.740

Shannon Duke

And then I think it would be.

2:33:15.770 --> 2:33:16.590

Shannon Duke  
Something like.

2:33:17.780 --> 2:33:19.810

Shannon Duke  
Volunteer. Oops, sorry.

2:33:22.300 --> 2:33:22.880

Shannon Duke  
Umm.

2:33:24.860 --> 2:33:30.360

Shannon Duke  
Students served by Volunteer Tennessee education program will show.

2:33:31.700 --> 2:33:32.570

Shannon Duke  
Improvement.

2:33:33.850 --> 2:33:34.200

Shannon Duke  
Alright.

2:33:34.520 --> 2:33:37.130

Shannon Duke  
And the educational success.

2:33:38.290 --> 2:33:50.100

Shannon Duke  
Well, you gotta work in. That's like the percentage is of the student, not of the achievement. OK. The program measures that achievement slightly differently, so we're saying.

2:33:52.600 --> 2:33:53.160

Shannon Duke  
Uh.

2:33:57.340 --> 2:34:12.910

Shannon Duke  
50% of students serve through AmeriCorps programming, show educational success, educational achievement to be determined by their intervention. Well, yeah, it's an increase. Yeah. I think for something like that. So yeah. So 50% of.

2:34:13.750 --> 2:34:20.40

Shannon Duke  
Students served by volunteer 50 education programs will show improvement in 2023.

2:34:21.520 --> 2:34:22.530

Shannon Duke

52.

2:34:23.310 --> 2:34:30.320

Shannon Duke

In 2024 and 54 in 2025, OK, you know throughout.

2:34:32.10 --> 2:34:33.430

Shannon Duke

The plan.

2:34:34.230 --> 2:34:40.340

Shannon Duke

Even Thanksgiving certified or you don't care what? Whatever we whatever you were used in the output.

2:34:41.790 --> 2:34:47.40

Shannon Duke

Is the language and I think it was students, students served or whatever it was that we.

2:34:51.10 --> 2:34:52.740

Shannon Duke

Currently, funding has her fans.

2:34:55.20 --> 2:35:0.30

Shannon Duke

No, no, no. We need to be. We need to be consistent, so.

2:35:0.730 --> 2:35:1.290

Shannon Duke

UM.

2:35:4.660 --> 2:35:7.70

Shannon Duke

Yeah, I mean I I.

2:35:8.700 --> 2:35:11.70

Shannon Duke

I don't know if you use is appropriate there.

2:35:12.700 --> 2:35:13.350

Shannon Duke

Well.

2:35:16.340 --> 2:35:31.920

Shannon Duke

Through 12? Well, maybe I. Maybe you did the right word because we want to capture the because the

after school component, I mean, technically, they're all students, but they're not like in classroom interviews. Maybe it's a little bit of a broader capture that after stable.

2:35:33.360 --> 2:35:36.430

Shannon Duke

But we could also take K12 used to be specific.

2:35:37.440 --> 2:35:37.860

Shannon Duke

Maybe.

2:35:42.50 --> 2:35:42.690

Shannon Duke

So.

2:35:44.720 --> 2:35:58.560

Shannon Duke

Yeah. I think users either take through 12 used for use is what we should use and then we should use that same language in the outcome to say 50% of.

2:35:59.790 --> 2:36:4.770

Shannon Duke

Either take 12 you use or use or by volunteers. Tennessee programs will show.

2:36:5.510 --> 2:36:5.980

Shannon Duke

And.

2:36:6.810 --> 2:36:8.420

Shannon Duke

But improvement.

2:36:9.930 --> 2:36:11.740

Shannon Duke

And then we can fight better.

2:36:13.80 --> 2:36:14.990

Shannon Duke

All my colon and then.

2:36:16.80 --> 2:36:17.690

Shannon Duke

52% in.

2:36:18.450 --> 2:36:20.390

Shannon Duke

2024 and then.

2:36:21.580 --> 2:36:23.710

Shannon Duke

4% yeah, 2025.

2:36:27.300 --> 2:36:29.160

Shannon Duke

Straight in education program.

2:36:33.930 --> 2:36:35.840

Shannon Duke

Yeah, I think it does say it's very quick.

2:36:36.460 --> 2:36:38.210

Shannon Duke

That's consistent with what we had in admin.

2:36:40.710 --> 2:36:41.760

Shannon Duke

And and I think that.

2:36:43.780 --> 2:36:53.160

Shannon Duke

I I think that that wording is because we're not saying they're gonna ship. They're gonna show 50% improvement, which is kind of the way that it's working now.

2:36:54.30 --> 2:37:0.130

Shannon Duke

And so I think it's the 50% needs to come first. So 50% of you.

2:37:1.70 --> 2:37:4.850

Shannon Duke

3rd by a volunteer could be education programs will show improvement.

2:37:5.810 --> 2:37:12.520

Shannon Duke

In in 2023 and then in 52% in 2024.

2:37:13.450 --> 2:37:15.100

Shannon Duke

Before percent 25.

2:37:16.410 --> 2:37:24.180

Shannon Duke

So what we're talking about again is not the level of improvement we're talking about. The number of students that are showing some sort of improvement.

2:37:26.600 --> 2:37:28.190

Shannon Duke

OK so.

2:37:30.830 --> 2:37:31.390

Shannon Duke

But that.

2:37:34.50 --> 2:37:39.200

Shannon Duke

Yeah. So 50% of users by volunteer community education programs will show improvement by.

2:37:40.170 --> 2:37:41.270

Shannon Duke

Delete 50%.

2:37:42.360 --> 2:37:43.650

Shannon Duke

I don't want.

2:37:44.710 --> 2:37:50.560

Shannon Duke

Uh, yeah, delete that 50% in the third line. You know that at least the 2023.

2:37:54.520 --> 2:38:2.690

Shannon Duke

So so again I I think we need to be careful about locking ourselves. Is this something because again those?

2:38:3.560 --> 2:38:9.730

Shannon Duke

And programs are doing different thing and what they're tracking is slightly different. So if.

2:38:11.740 --> 2:38:17.270

Shannon Duke

Well, it depends. It depends like some of them are showing great improvement, some of them are showing.

2:38:17.350 --> 2:38:17.920

Shannon Duke

Umm.

2:38:18.680 --> 2:38:19.350

Shannon Duke

Uh.

2:38:20.770 --> 2:38:25.430

Shannon Duke

Well, so that's like the the graduation. It's like there's like, are they graduating?

2:38:26.220 --> 2:38:28.340

Shannon Duke

Is what they're they're tracking so.

2:38:29.250 --> 2:38:56.960

Shannon Duke

But this is that would be determined by the intervention. Yeah, I've been. Achievement is too narrow of the phrase. I think it provement is generic enough to catch everything. So we're saying they're gonna show improvement and that improvement is determined by the performance measures of the program and either the students are going to show some sort of improvement based on their performance measures as they are. And that's currently what we're tracking and what they're tracking is that, that improvement that's defined by their program.

2:38:59.320 --> 2:39:0.100

Shannon Duke

Determined by.

2:39:1.920 --> 2:39:8.170

Shannon Duke

Uh, yeah, yeah. I mean, we can add that we can add that phrase in there.

2:39:14.250 --> 2:39:14.920

Shannon Duke

So.

2:39:16.760 --> 2:39:17.610

Shannon Duke

So the.

2:39:19.250 --> 2:39:25.730

Shannon Duke

The suggestion was behind improvement would be as determined by performance measures.

2:39:26.890 --> 2:39:28.400

Shannon Duke

After after improvement.

2:39:31.780 --> 2:39:34.880

Shannon Duke

Will show improvement as determined by performance measures.

2:39:40.610 --> 2:39:59.20

Shannon Duke

They're very happy with that kind of general phrasing, that outcome, and then I think we delete everything else after that that for the school graduate that included in the number above now because it's generic, it captures everything. I would probably just easier beginning of the sentence.

2:40:2.460 --> 2:40:3.170

Shannon Duke

Which friend?

2:40:3.650 --> 2:40:5.100

Shannon Duke

The determined by.

2:40:15.680 --> 2:40:17.90

Shannon Duke

OK, OK.

2:40:19.520 --> 2:40:20.870

Shannon Duke

All these are professional editor.

2:40:24.320 --> 2:40:25.250

Shannon Duke

If you don't want.

2:40:28.250 --> 2:40:28.990

Shannon Duke

Happy with your mouth.

2:40:32.330 --> 2:40:49.950

Shannon Duke

And then a comma after measures. I think the idea that I would come after message. Yeah, yeah, OK, alright. As determined by performance measures, 50% of youth served by volunteers to the education programs will show improvement in 2023. Fifty two and twenty 2454 and 2025.

2:40:51.470 --> 2:40:52.620

Shannon Duke

That I'm happy with that.

2:40:53.890 --> 2:40:58.680

Shannon Duke

Right, OK. We can change that to green and that's all, yeah.

2:40:58.760 --> 2:40:59.510

Shannon Duke

Do we need?

2:41:2.330 --> 2:41:3.60

Shannon Duke

Yes.

2:41:10.140 --> 2:41:21.170

Shannon Duke

We don't. We don't have to. So I think the intent of that particular output is going forward to keeping teachers in classrooms so that we can get to this.

2:41:22.250 --> 2:41:25.560

Shannon Duke

I think we we can we can add another outcome.

2:41:26.860 --> 2:41:42.10

Shannon Duke

I don't. I don't think it's really necessary have degree, but that are going, I think when we think about it like our you know a third year teacher is more effective than our first year teachers and so they're going to be like the higher the thought.

2:41:42.990 --> 2:41:45.260

Shannon Duke

Two minutes for the more seasoned teacher.

2:41:45.340 --> 2:41:51.850

Shannon Duke

OK. So they're very happy with the education. Yeah. OK, so.

2:41:52.620 --> 2:41:53.950

Shannon Duke

Economic development.

2:41:55.170 --> 2:42:2.260

Shannon Duke

And let's start with the impact statement, which was improved economic opportunity and workforce development.

2:42:3.50 --> 2:42:3.880

Shannon Duke

Umm.

2:42:4.790 --> 2:42:9.110

Shannon Duke

We didn't have anybody to propose changing this impact statement.

2:42:11.10 --> 2:42:11.520

Shannon Duke

You know.

2:42:12.480 --> 2:42:13.860

Shannon Duke

And output.

2:42:16.400 --> 2:42:20.70

Shannon Duke

But people can you now scroll to the left to the output.

2:42:21.330 --> 2:42:24.860

Shannon Duke

So we we started off with four outputs.

2:42:26.280 --> 2:42:31.870

Shannon Duke

And one committee said delete numbers one and three.

2:42:33.500 --> 2:42:34.520

Shannon Duke

And then.

2:42:37.390 --> 2:42:41.680

Shannon Duke

Nobody else had any changes to one and through, although.

2:42:42.780 --> 2:43:1.390

Shannon Duke

Another committee proposed revising read to change this percentage, so the two that are being proposed to delete are at the end of, well, this one is changing because at the end of three years, at least one program dedicated. So we just need to copy and paste the language from the previous one and replace that first one.

2:43:2.390 --> 2:43:3.240

Shannon Duke

You've already.

2:43:4.350 --> 2:43:5.750

Shannon Duke

We've already talked about that.

2:43:6.580 --> 2:43:9.330

Shannon Duke

So that output just gets.

2:43:10.610 --> 2:43:11.190

Shannon Duke

Moved over.

2:43:12.920 --> 2:43:17.230

Shannon Duke

So this is the the other one that was proposed to be deleted was.

2:43:19.90 --> 2:43:29.680

Shannon Duke

Number of volunteers leveraged for economic opportunity and workforce development and it's so it's just a number of volunteers that are leveraged for that particular this particular.

2:43:32.740 --> 2:43:40.130

Shannon Duke

This particular one, so like maybe proposed deleting another committee, proposed that we changed that to 5% increase each year.

2:43:42.700 --> 2:43:59.500

Shannon Duke

And of the three programs that we have that are currently doing that, they had 600 and 26182 volunteers. So that's kind of our starting point for the number of volunteers that the American now that doesn't include the portal because again, we're not sure yet if we can.

2:44:0.390 --> 2:44:9.60

Shannon Duke

Get specific enough with the portal numbers to pull out economic opportunity and workforce development. Volunteer, but if we can, we can we can add those in later.

2:44:10.130 --> 2:44:12.480

Shannon Duke

But right now, the baseline is 682.

2:44:13.580 --> 2:44:14.230

Shannon Duke

Filters.

2:44:15.450 --> 2:44:32.400

Shannon Duke

So the question is, do we delete it completely or do we say that that number is gonna increase 5% each year starting from roughly that baseline of 600 and 8700 ISH Committee? It says it's deleted. What was the attention there?

2:44:34.700 --> 2:44:36.290

Shannon Duke

It was a communications committee.

2:44:36.370 --> 2:44:36.620

Shannon Duke

People.

2:44:39.220 --> 2:44:40.240

Shannon Duke

Ohh.

2:44:41.910 --> 2:44:43.400

Shannon Duke

I may have written the wrong.

2:44:44.980 --> 2:44:45.780

Shannon Duke

Wrong in this one.

2:44:46.710 --> 2:44:49.300

Shannon Duke

Ohh 4th Committee discussed.

2:44:50.180 --> 2:44:51.30

Shannon Duke

Having the.

2:44:52.260 --> 2:45:0.60

Shannon Duke

For this three-year term, just be focused on AmeriCorps members and AmeriCorps long for work force development.

2:45:1.160 --> 2:45:7.720

Shannon Duke

And moving in that direction and then maybe the next three years cycle expanding that out there?

2:45:10.10 --> 2:45:12.220

Shannon Duke

But that's what we discussed in our.

2:45:15.120 --> 2:45:26.330

Shannon Duke

So that that's the rationale for this week. Well, I mean that's what we discussed. Just overall for for this one to to now just focus on AmeriCorps alone getting them.

2:45:27.380 --> 2:45:29.930

Shannon Duke

Making sure that we have appropriate.

2:45:30.900 --> 2:45:32.590

Shannon Duke

Programming for them and.

2:45:33.520 --> 2:45:34.260

Shannon Duke

As a.

2:45:35.290 --> 2:45:46.160

Shannon Duke

Applying the sky, getting a volunteer staff member to focus, increasing volunteer Tennessee staff to focus on Americord Lum in the station state.

2:45:46.880 --> 2:45:52.180

Shannon Duke

But that was just. Yeah, that's it. Three more expensive came from your committee, though, yeah.

2:45:52.630 --> 2:45:59.450

Shannon Duke

Afternoon scribbled out in my ohh. I'm sorry. Yeah, yeah. The outcomes that about the corporation. Yeah.

2:46:0.870 --> 2:46:11.340

Shannon Duke

Sorry, so increased number of corporate. So I'm sorry, yes that is that like this is an outcome not an output. So let's table that discussion for just a second. So we go back to.

2:46:12.620 --> 2:46:26.530

Shannon Duke

The output so the this is I'm pretty sure was from the strategic partnership, maybe other was put in this was there, but if I were to 5% increase year over year for all for 2/3 and four.

2:46:27.420 --> 2:46:36.430

Shannon Duke

So #2 is number of people accessing resources, number of volunteers leveraged for economic opportunity and workforce development. And then?

2:46:37.570 --> 2:46:40.190

Shannon Duke

#4, the number of mayor four members serving.

2:46:42.880 --> 2:46:46.10

Shannon Duke

In the baselines are there for all of those.

2:46:47.640 --> 2:46:49.260

Shannon Duke

A program served.

2:46:49.950 --> 2:46:56.760

Shannon Duke

Uh 9800 people, then those programs. Uh, sorry. I'm not sure why it's taken 3.

2:46:59.230 --> 2:47:15.410

Shannon Duke

Ohh, maybe some of the other programs didn't leverage volunteers, so have the three that are doing that work. They leverage 682 and then total all of the male members across all programs was just a little bit over 1000.

2:47:16.780 --> 2:47:17.340

Shannon Duke

Umm.

2:47:18.110 --> 2:47:27.140

Shannon Duke

And that's actually that says twenty 2122. So I pulled this data from a couple different years and I think the.

2:47:29.270 --> 2:47:44.380

Shannon Duke

Reason I pulled the volunteer data is because we don't have that yet. We've got some estimates for 2122. It's not final numbers, but we do have some estimates, but we don't have the estimates on volunteers for 2122 yet. So that's why I called it 3.

2:47:46.230 --> 2:47:46.660

Shannon Duke

Will be.

2:47:47.590 --> 2:47:54.320

Shannon Duke

Yeah. Yeah, those those reports are due to us in November 2020, October.

2:47:55.370 --> 2:47:57.710

Shannon Duke

Working. Yeah. To see. Yeah. So that.

2:47:58.550 --> 2:48:17.260

Shannon Duke

But the options are 5% increase each year or 2% three percent, 4%. I guess that's from, Oh no, those are. Yeah, those are the numbers of the of the output and this is the the stepping green is the proposed so it's 5% increase yearly. We didn't have any other.

2:48:18.530 --> 2:48:24.900

Shannon Duke

Committees make any recommendations for specific numbers on that. I want any of those at all. I agree.

2:48:26.640 --> 2:48:30.110

Shannon Duke

For the American number one, would that require more funding?

2:48:32.410 --> 2:48:39.480

Shannon Duke

It would require more funding or it would require programs to use the same level of funding for more members.

2:48:43.960 --> 2:48:44.220

Shannon Duke

Like.

2:48:45.890 --> 2:48:52.740

Shannon Duke

Uh, well, so again, our our funding typically goes up a little bit each year because Congress gives a little bit more money.

2:48:53.940 --> 2:48:58.870

Shannon Duke

In the in the short term, we do have quite a bit of.

2:49:0.470 --> 2:49:6.230

Shannon Duke

Uh American rescue plan money leftover that we can use and that we really only have.

2:49:8.270 --> 2:49:14.340

Shannon Duke

We have the, the, the, the year that we're in right now, the American program year.

2:49:15.80 --> 2:49:18.510

Shannon Duke

And then we got one more year after it to use that money.

2:49:20.30 --> 2:49:22.440

Shannon Duke

So because that's about 52 members.

2:49:29.940 --> 2:49:31.30

Shannon Duke

Building those is that.

2:49:35.560 --> 2:49:36.350

Shannon Duke

So.

2:49:38.570 --> 2:49:39.490

Shannon Duke

I think that.

2:49:40.770 --> 2:49:45.0

Shannon Duke

I have to double check, but I think that number is the number that we're actually filled.

2:49:46.710 --> 2:49:58.970

Shannon Duke

So so programs requested person number and then there's the fill rate of whether or not they fill all of those positions. And then there's the retention rate of whether or not they keep the numbers that they put in those positions.

2:49:59.770 --> 2:50:2.240

Shannon Duke

So generally the fill rate is pretty good.

2:50:2.940 --> 2:50:6.870

Shannon Duke

Like most of our programs, have rub pretty close to 100% fill rate.

2:50:8.0 --> 2:50:35.750

Shannon Duke

It's the retention rate that that is a little bit more challenging to keep the people for their entire from

service. So I mean I think 1000 is a pretty good starting point. If we wanna just round it off and say 1000 just kind of the starting point and then look at increasing basically five percent, 5% for the first two and then for the last one which is the number, that's what we're talking about, right? This one we're centering right now the members serving. So could we.

2:50:37.880 --> 2:50:44.50

Shannon Duke

And and you say we say a human, you should terminology against the maintain, maintain or exceed.

2:50:49.690 --> 2:50:50.840

Shannon Duke

OK so.

2:50:51.720 --> 2:50:55.280

Shannon Duke

Number two to three and then maintain and exceed the number 4.

2:50:56.850 --> 2:50:59.670

Shannon Duke

OK, so with that.

2:51:0.440 --> 2:51:2.190

Shannon Duke

Everybody OK with that? Yeah.

2:51:4.990 --> 2:51:7.220

Shannon Duke

Two and three would be so.

2:51:7.300 --> 2:51:8.150

Shannon Duke

With that person.

2:51:10.620 --> 2:51:12.560

Shannon Duke

I was thinking about the how we work that.

2:51:14.200 --> 2:51:22.170

Shannon Duke

How about the integrity? Say the number of people accessing resources will increase by 5% each year.

2:51:22.930 --> 2:51:26.500

Shannon Duke

Umm. And we use the from a baseline of.

2:51:32.840 --> 2:51:33.760

Shannon Duke

Yeah, it was.

2:51:34.960 --> 2:51:41.550

Shannon Duke

One one of those programs is going away though, so it might be it might be better to start from like 9000.

2:51:47.90 --> 2:51:49.620

Shannon Duke

The baseline and what it also.

2:51:49.700 --> 2:51:50.110

Shannon Duke

The other.

2:51:54.930 --> 2:51:55.500

Shannon Duke

I'm sorry.

2:51:56.320 --> 2:51:58.330

Shannon Duke

Read it and fix. That includes for the second one.

2:51:59.370 --> 2:52:0.220

Shannon Duke

UM.

2:52:0.700 --> 2:52:1.720

Shannon Duke

Never volunteers.

2:52:2.970 --> 2:52:7.760

Shannon Duke

Yeah, that. Yeah, that's probably a good thing. A good starting point on that one.

2:52:8.760 --> 2:52:9.310

Shannon Duke

Yeah.

2:52:11.700 --> 2:52:12.0

Shannon Duke

I think.

2:52:12.100 --> 2:52:12.510

Shannon Duke

I think.

2:52:14.770 --> 2:52:16.290

Shannon Duke

MBA it might be better to start.

2:52:16.630 --> 2:52:20.100

Shannon Duke

Metropolitan development, that thing.

2:52:20.290 --> 2:52:22.210

Shannon Duke

Uh, yeah, I've I've.

2:52:22.560 --> 2:52:25.320

Shannon Duke

And sorry I couldn't tell you.

2:52:40.20 --> 2:52:40.490

Shannon Duke

There we go.

2:52:42.670 --> 2:52:44.740

Shannon Duke

And what? Yeah, sorry that happened.

2:52:44.820 --> 2:52:45.870

Shannon Duke

With the right one.

2:52:46.610 --> 2:52:47.160

Shannon Duke

Then.

2:52:48.60 --> 2:52:48.720

Shannon Duke

Yeah, that's fine.

2:52:49.970 --> 2:52:50.420

Shannon Duke

Actually.

2:52:50.500 --> 2:52:50.770

Shannon Duke

Yeah.

2:52:51.360 --> 2:52:52.250

Shannon Duke

Uh.

2:52:53.70 --> 2:52:56.180

Shannon Duke

Ohh, got a column. Didn't part of that money.

2:53:0.660 --> 2:53:2.10

Shannon Duke

OK so.

2:53:3.890 --> 2:53:5.880

Shannon Duke

This is the program that's going away.

2:53:7.580 --> 2:53:9.870

Shannon Duke

I've got things that are you.

2:53:14.340 --> 2:53:14.810

Shannon Duke

Umm.

2:53:17.370 --> 2:53:20.790

Shannon Duke

So they actually served close to 1500.

2:53:22.0 --> 2:53:24.420

Shannon Duke

The number of people that that program alone service.

2:53:34.500 --> 2:53:36.840

Shannon Duke

Better number to start with that and then.

2:53:44.180 --> 2:53:49.190

Shannon Duke

Yeah. I'm sorry. What's that? Scott, given that I've built 8500 with better numbers. Yeah.

2:53:50.690 --> 2:53:52.980

Shannon Duke

Yeah. I mean, I think that's that's I mean that's reasonable.

2:53:55.40 --> 2:53:55.460

Shannon Duke

OK.

2:54:2.410 --> 2:54:9.560

Shannon Duke

They're not happy with that. The the number of people accessing resources will increase by 5% each year with baseline.

2:54:12.190 --> 2:54:15.120

Shannon Duke

I would just say baseline of instead of being.

2:54:18.720--> 2:54:31.750

Shannon Duke

Look what the evaluation and of 8500, the number of volunteers leverage for economic opportunity. Workforce development will increase by 5% each year. So the baseline of 606 hundred, that's still good.

2:54:38.120--> 2:54:39.810

Shannon Duke

In one of the three programs going away.

2:54:43.730--> 2:54:47.40

Shannon Duke

I believe that they did have that they didn't have.

2:54:48.550--> 2:54:49.120

Shannon Duke

Your.

2:54:54.310--> 2:54:55.500

Shannon Duke

Actually, they had a lot.

2:54:57.990--> 2:55:0.60

Shannon Duke

They had 572.

2:55:3.830--> 2:55:4.320

Shannon Duke

Yeah.

2:55:5.600--> 2:55:6.430

Shannon Duke

But maybe work?

2:55:6.510--> 2:55:6.820

Shannon Duke

Got it.

2:55:11.370--> 2:55:12.120

Shannon Duke

We can always read.

2:55:15.620--> 2:55:19.90

Shannon Duke

Uh, so yes. I mean, I think 150 is is a fine starting point.

2:55:21.100--> 2:55:21.540

Shannon Duke

For that.

2:55:21.640 --> 2:55:21.860

Shannon Duke

Right.

2:55:23.0 --> 2:55:23.440

Shannon Duke

Nothing.

2:55:23.750 --> 2:55:25.500

Shannon Duke

11.

2:55:25.600 --> 2:55:26.270

Shannon Duke

OK.

2:55:30.390 --> 2:55:32.410

Shannon Duke

Yeah. Yeah. Thank you, Greg.

2:55:33.460 --> 2:55:37.430

Shannon Duke

Yeah. So in that first statement, it should be.

2:55:40.660 --> 2:55:41.570

Shannon Duke

Workforce.

2:55:42.750 --> 2:55:46.210

Shannon Duke

Economic opportunity and workforce development.

2:55:50.750 --> 2:55:53.380

Shannon Duke

As a professor I think whatever we use.

2:56:0.160 --> 2:56:1.300

Shannon Duke

What? How did we phrase that?

2:56:2.40 --> 2:56:3.530

Shannon Duke

How did we present in the other way?

2:56:4.450 --> 2:56:6.970

Shannon Duke

In saying that, so we can go back.

2:56:9.350 --> 2:56:11.540

Shannon Duke

If you want to measure preference twice.

2:56:12.720 --> 2:56:13.130

Shannon Duke

Umm.

2:56:19.820 --> 2:56:27.590

Shannon Duke

Yeah, I think it would be simpler if we said each year at least one part of it includes one food security.

2:56:29.370 --> 2:56:30.540

Shannon Duke

But the 4th measure.

2:56:43.300 --> 2:56:45.330

Shannon Duke

And then we can go through and.

2:56:45.960 --> 2:56:48.0

Shannon Duke

And like the others, kind of keep the same.

2:56:51.240 --> 2:56:51.550

Shannon Duke

Uh.

2:56:56.920 --> 2:57:2.630

Shannon Duke

I I think and I think it should probably work, economic opportunity for workforce development.

2:57:3.640 --> 2:57:6.70

Shannon Duke

So either or because those are two different things.

2:57:9.410 --> 2:57:10.980

Shannon Duke

OK so.

2:57:18.660 --> 2:57:23.830

Shannon Duke

Uh, so, then? So then maintain or exceed.

2:57:31.470 --> 2:57:34.380

Shannon Duke

OK. Then number. Yeah, member.

2:57:34.450 --> 2:57:36.500

Shannon Duke

That we're work, remember?

2:57:39.560 --> 2:57:40.290

Shannon Duke

Well, II.

2:57:41.990 --> 2:57:45.840

Shannon Duke

I think should we put in 1000, should we know what that number is?

2:57:46.680 --> 2:57:50.410

Shannon Duke

It's right now it's been 1040 days, that's 2120.

2:57:51.660 --> 2:57:56.370

Shannon Duke

Yeah. Yeah. And I think we, I think we wrapped this round this with the 1000.

2:57:59.600 --> 2:58:3.970

Shannon Duke

Maintain or create 1000 and then delete the American members serving.

2:58:17.740 --> 2:58:20.210

Shannon Duke

Delete that. OK after 1000.

2:58:23.530 --> 2:58:23.900

Shannon Duke

OK.

2:58:24.770 --> 2:58:27.490

Shannon Duke

Everybody happy with these? Yeah.

2:58:28.850 --> 2:58:30.900

Shannon Duke

OK, so now that the output.

2:58:30.980 --> 2:58:31.250

Shannon Duke

Yeah.

2:58:31.470 --> 2:58:36.660

Shannon Duke

Umm that we have are the the existing one then we had.

2:58:38.140 --> 2:58:41.240

Shannon Duke

Use the depth of new output.

2:58:42.670 --> 2:59:3.360

Shannon Duke

Have program with Focus area on reentry issues, so that would be a new input or output and then at the end of three years volunteer to see. We'll have developed that leads one to two partnerships that lead to increased number 4% of AmeriCorps members offer positions within three months of exit date.

2:59:4.160 --> 2:59:6.230

Shannon Duke

Or go on to higher education.

2:59:8.320 --> 2:59:10.930

Shannon Duke

That was the proposed new.

2:59:13.410 --> 2:59:14.570

Shannon Duke

Two new output.

2:59:16.750 --> 2:59:20.400

Shannon Duke

The one that was specifically to have a program that's focused on reentry.

2:59:21.540 --> 2:59:23.70

Shannon Duke

And then the other was.

2:59:24.330 --> 2:59:32.670

Shannon Duke

Developing partnerships that will lead to American members getting positions which separately would be a new outcome.

2:59:35.820 --> 2:59:38.900

Shannon Duke

Who would volunteer? Tennessee would be this one developing.

2:59:42.120 --> 2:59:45.550

Shannon Duke

Well, I think it would be accommodation of Commission members and staff.

2:59:48.350 --> 2:59:49.590

Shannon Duke

And and programs.

2:59:56.970 --> 3:0:0.880

Shannon Duke

Really like that? I really do. I think it's it's a big impressive for us.

3:0:1.810 --> 3:0:4.700

Shannon Duke

I'm sorry to say that I think maybe the name of the person but.

3:0:6.10 --> 3:0:10.560

Shannon Duke

I wish we could. I I my heart really feels for those who don't get a job.

3:0:11.350 --> 3:0:14.20

Shannon Duke

Thank you. Thank you for getting division.

3:0:15.20 --> 3:0:41.160

Shannon Duke

Yeah, the, the, the other challenge that I see with the is that we then will have to ask the Air Force program to track a new thing. Yeah, because most of them are not tracking whether or not they're airport members go on to get a job or go on to higher Ed. So it would be a completely new thing for them to have to track. And I know that we're going to be talking about decreasing the third out there. And I feel like that could build that and then do that.

3:0:41.840 --> 3:0:42.310

Shannon Duke

Pat.

3:0:47.810 --> 3:0:53.420

Shannon Duke

Then you could partner with the corporations and maybe the corporations view of how many miracles.

3:0:56.920 --> 3:0:57.280

Shannon Duke

I feel like.

3:0:59.590 --> 3:1:0.210

Shannon Duke

You all have.

3:1:3.400 --> 3:1:13.270

Shannon Duke

And before I forget it, we had also talked about moving the high school grad outputs and outcomes from economic, from education to economic opportunities.

3:1:14.730 --> 3:1:15.640

Shannon Duke

Related to that is.

3:1:16.590 --> 3:1:27.950

Shannon Duke

I can't remember if we did like I don't remember saying it there, so I also don't want to just get off like so we delete. We essentially deleted all that already from the education one. We need that we need.

3:1:29.250 --> 3:1:30.280

Shannon Duke

If you want to keep that.

3:1:31.900 --> 3:1:43.130

Shannon Duke

I mean, uh, so either we just kind of let all of that generally be covered by the education stuff that we've already done, that talks about education or talked about improvement of students.

3:1:43.900 --> 3:1:48.460

Shannon Duke

Or we pull it out very specifically and have it in economic opportunities.

3:1:49.470 --> 3:1:59.360

Shannon Duke

But before we get too far into that, the other news suggested outcome one was increased visibility and understanding of a miracle.

3:2:0.520 --> 3:2:13.470

Shannon Duke

Umm. Then the the one that's related to increasing the number of percent of American members who get jobs or move on to higher Ed. And then the other one was 90% of American members state they feel prepared to enter the workforce.

3:2:15.340 --> 3:2:16.290

Shannon Duke

So those are.

3:2:17.610 --> 3:2:19.140

Shannon Duke

The the the three.

3:2:19.880 --> 3:2:21.870

Shannon Duke

New proposed outcome.

3:2:23.180 --> 3:2:26.350

Shannon Duke

Do we have a survey presently that gave his attitude?

3:2:29.630 --> 3:2:34.870

Shannon Duke

There is an exit survey that members are supposed to do, but posted.

3:2:35.910 --> 3:2:37.740

Shannon Duke

Yeah, they don't always do that.

3:2:37.810 --> 3:2:38.290

Shannon Duke

Ohh.

3:2:42.260 --> 3:2:42.860

Shannon Duke

Chat.

3:2:46.930 --> 3:2:48.880

Shannon Duke

Yes, that that does mean that there is something.

3:2:50.420 --> 3:2:51.570

Shannon Duke

It's been things like.

3:2:53.10 --> 3:2:55.870

Shannon Duke

We get the new to Latifah.

3:2:56.930 --> 3:3:1.190

Shannon Duke

You know your chat. It's new because you haven't seen that yet or.

3:3:1.990 --> 3:3:7.640

Shannon Duke

That's because I had. Ohh I'm sorry. That's not. That's not bad.

3:3:8.490 --> 3:3:11.670

Shannon Duke

So I like the one about all these three.

3:3:13.500 --> 3:3:21.120

Shannon Duke

Understanding the mayor because we have more money to fund more programs that we should be doing that anyway. It seems like somebody like you.

3:3:21.190 --> 3:3:25.470

Shannon Duke

I can lick everything so you are, but you're not.

3:3:27.690 --> 3:3:41.80

Shannon Duke

Like if we're doing the work and I'm playing like that work that we're already doing with this would not be adding it work, but it would be still demonstrating and showing and supporting the work attack so.

3:3:41.850 --> 3:3:42.680

Shannon Duke  
Activity.

3:3:44.610 --> 3:4:8.700

Shannon Duke

Uh. With which part? What he's talking about right now? Well, the the increase, the understanding is one reason we talk about, Oh yeah, I increased visibility and understanding of where core I think that was that was from the Communications Committee. And I think that was broader community not of a miracle members but broadly in the Community to increase the visibility and understanding of the airport and what it does. I think what I'm talking about.

3:4:8.780 --> 3:4:9.400

Shannon Duke  
In America.

3:4:11.390 --> 3:4:11.780

Shannon Duke  
No.

3:4:16.160 --> 3:4:16.770

Shannon Duke  
This one.

3:4:17.730 --> 3:4:20.500

Shannon Duke

Yeah, I mean, this could certainly be an activity that.

3:4:21.400 --> 3:4:26.520

Shannon Duke

I mean, it doesn't have and then if it actually it wouldn't be an outcome, it would. Well, it could be an outcome.

3:4:27.830 --> 3:4:28.300

Shannon Duke  
Umm.

3:4:29.330 --> 3:4:31.980

Shannon Duke

But it would also be something we'd have to figure out how to track.

3:4:33.630 --> 3:4:34.80

Shannon Duke  
Umm.

3:4:35.620 --> 3:4:38.310

Shannon Duke

So Amy, I'm not entirely sure what.

3:4:40.520 --> 3:4:44.710

Shannon Duke

I just think it makes sense that the this one or the OR the ones below.

3:4:45.640 --> 3:4:47.230

Shannon Duke

The increasing the building increasing.

3:4:50.240 --> 3:4:55.850

Shannon Duke

Yeah. Yeah. So we're gonna be focusing on recruitment for for members again.

3:4:57.350 --> 3:4:58.600

Shannon Duke

That made them misunderstand.

3:5:1.0 --> 3:5:1.890

Shannon Duke

Yeah.

3:5:3.650 --> 3:5:4.100

Shannon Duke

At.

3:5:6.30 --> 3:5:6.510

Shannon Duke

Umm.

3:5:9.40 --> 3:5:11.190

Shannon Duke

So I I think.

3:5:13.550 --> 3:5:33.440

Shannon Duke

Again, I'm so OK we can we can track the recruitment because remember of the programs already tell us how many members apply to their program and we know how many they're enrolling. So we can track that part. This visibility and understanding of an air core. To be honest, I have absolutely no idea how we would attract this, I don't know.

3:5:35.820 --> 3:5:36.320

Shannon Duke

Yeah.

3:5:38.730 --> 3:5:42.830

Shannon Duke

Is everybody OK if we move this to activity? Yes.

3:5:50.150 --> 3:5:52.360

Shannon Duke

So so this thing gets moved.

3:5:54.140 --> 3:5:55.630

Shannon Duke

OK. So then we have.

3:5:57.250 --> 3:5:58.590

Shannon Duke

The high school stuff.

3:5:59.390 --> 3:6:5.360

Shannon Duke

The supposed output to have at least one program focused on registry.

3:6:6.930 --> 3:6:22.720

Shannon Duke

And then another output of developing partnership and then the two other proposed outcomes of American member getting jobs or moving on to higher Ed and then members saying they feel prepared to enter the workforce.

3:6:24.260 --> 3:6:26.850

Shannon Duke

And and just well.

3:6:27.720 --> 3:6:36.190

Shannon Duke

One of the performance of the program performance outcomes is increases in in civic attitude. I think it's the way it's phrased.

3:6:37.20 --> 3:6:37.540

Shannon Duke

And.

3:6:38.490 --> 3:6:39.300

Shannon Duke

It's a little different.

3:6:41.310 --> 3:6:41.880

Shannon Duke

Thanks so much.

3:6:41.960 --> 3:6:44.970

Shannon Duke

Here in long time ago program director.

3:6:47.450 --> 3:6:50.90

Shannon Duke

The tracking month of your after they leave this really difficult.

3:6:51.110 --> 3:6:56.660

Shannon Duke

I would I would not recommend it because that is a lot of time and effort and energy.

3:6:58.420 --> 3:7:9.380

Shannon Duke

Yeah. So I need talking about this proposed new outcome where we show some sort of increase in the number of Members who either get a job within three months to exit or go on to higher Ed.

3:7:10.20 --> 3:7:14.70

Shannon Duke

And it is, it's. It is really hard for programs to track.

3:7:17.660 --> 3:7:19.850

Shannon Duke

Anybody, anybody think that we should keep it?

3:7:21.380 --> 3:7:22.620

Shannon Duke

Facebook typing in chat.

3:7:25.500 --> 3:7:26.570

Shannon Duke

Sorry this is too late.

3:7:32.680 --> 3:7:34.470

Shannon Duke

Maybe he's the breath of his hand on.

3:7:35.560 --> 3:7:36.780

Shannon Duke

I think any thinking.

3:7:37.500 --> 3:7:40.990

Shannon Duke

Alright, maybe it's alright. So we'll come back to this after the.

3:7:44.550 --> 3:7:46.200

Shannon Duke

80 number yes, yes.

3:7:49.0 --> 3:7:51.10

Shannon Duke

10% which nation, right?

3:7:52.530 --> 3:7:55.760

Shannon Duke

It's Member State, they feel their support for.

3:7:56.710 --> 3:8:0.390

Shannon Duke

I feel like that kind of goes hand in hand with the high school stuff. We were moving over.

3:8:1.920 --> 3:8:2.610

Shannon Duke

The idea was.

3:8:7.60 --> 3:8:12.770

Shannon Duke

Yeah. So yeah, so this one is talking about high school students. This one is talking about AmeriCorps members.

3:8:14.300 --> 3:8:17.550

Shannon Duke

And so I would, I would say they're they're kind of, they're different population.

3:8:18.310 --> 3:8:18.810

Shannon Duke

Umm.

3:8:20.570 --> 3:8:21.150

Shannon Duke

At night.

3:8:22.810 --> 3:8:27.330

Shannon Duke

We would have to ask programs to start surveying members specifically on this question.

3:8:28.570 --> 3:8:35.820

Shannon Duke

Survey modifiable or is it an is a national exit survey now that that doesn't mean that Harvey is can't.

3:8:36.620 --> 3:8:55.390

Shannon Duke

Implement their own exit survey, but the current one is is. It's actually it's online, they get a link when they get ready to exit the program and they fill out that survey office they're supposed to fill it out online. Is it asked the question about that, I don't know, because it's been a long time since I've looked at the questions.

3:8:55.590 --> 3:8:56.200

Shannon Duke

Internet.

3:8:59.60 --> 3:9:3.500

Shannon Duke

The one OK, unlikely that we're going to capture that if there's already not answering.

3:9:4.440 --> 3:9:4.830

Shannon Duke

Right.

3:9:7.910 --> 3:9:8.590

Shannon Duke

Uh.

3:9:9.780 --> 3:9:19.210

Shannon Duke

Yeah, I. Well, I think and there again we could, we could use slightly squishy language that says 90% of members who respond to an exit survey.

3:9:20.270 --> 3:9:30.390

Shannon Duke

So what we're saying, OK, we know not everybody's gonna respond. And of those who respond at service on certain percentage. But again, my general sense is that.

3:9:31.130 --> 3:9:31.580

Shannon Duke

Umm.

3:9:32.450 --> 3:9:35.900

Shannon Duke

We want to not increase the burden on programs when.

3:9:36.760 --> 3:10:4.570

Shannon Duke

When we don't have to, I think this is a a very noble goal and I think programs are already trying to do this kind of stuff to prepare members for life after americord, but to ask them to start tracking it and start doing your brand new survey I think adds to the burden the administrative burden of the program. So my recommendation is that we not do it, but that people, somebody feels really strongly about it, we can absolutely continue to.

3:10:4.740 --> 3:10:6.220

Shannon Duke

And to do it.

3:10:7.220 --> 3:10:8.410

Shannon Duke

Alright, let me take it off.

3:10:9.700 --> 3:10:12.330

Shannon Duke

Agreed. I like it, but I feel like take it off, yeah.

3:10:13.390 --> 3:10:14.100

Shannon Duke

So.

3:10:15.350 --> 3:10:22.120

Shannon Duke

Taking this one out, and since we took out the outcome, I think the related output of the partnership.

3:10:22.940 --> 3:10:24.200

Shannon Duke

No longer makes sense.

3:10:27.710 --> 3:10:28.80

Shannon Duke

Well.

3:10:29.190 --> 3:10:42.740

Shannon Duke

OK. And so then we have the output of focus on reentry issues and then again that we need to talk about the grad high school grad part.

3:10:44.650 --> 3:10:45.660

Shannon Duke

The thing that I think.

3:10:46.580 --> 3:10:47.760

Shannon Duke

Comment that was made earlier.

3:10:48.150 --> 3:10:51.920

Shannon Duke

I want time public folder idea that.

3:10:53.250 --> 3:10:54.90

Shannon Duke

Prior, I think.

3:10:55.520 --> 3:10:55.910

Shannon Duke

But.

3:10:59.300 --> 3:11:9.690

Shannon Duke

Yeah, I mean, I would agree with that. I would also say that this is reentry program is broadly would absolutely fit into the broader category of economic opportunity.

3:11:11.410 --> 3:11:14.0

Shannon Duke

Uh. And then I think there's.

3:11:15.200 --> 3:11:22.380

Shannon Duke

Based on that committee that no program, then we whether it's in the plan or not, we can ingest, they reach out and apply for funding.

3:11:24.790 --> 3:11:26.160

Shannon Duke

Yeah, yeah, yeah. And activated.

3:11:26.250 --> 3:11:27.450

Shannon Duke

Like looking at things like.

3:11:36.80 --> 3:11:38.860

Shannon Duke

Anybody opposed to moving this to activity?

3:11:41.460 --> 3:11:44.210

Shannon Duke

Yeah, because that doesn't lose it, but it doesn't.

3:11:44.770 --> 3:11:45.440

Shannon Duke

Looked it up.

3:11:53.220 --> 3:11:57.980

Shannon Duke

OK, how about the high school grad? So you would want to have that back in here?

3:11:58.860 --> 3:12:2.470

Shannon Duke

What is it exactly? What? Yeah, what is the?

3:12:4.950 --> 3:12:7.250

Shannon Duke

It was so the output.

3:12:8.450 --> 3:12:9.260

Shannon Duke

Was.

3:12:13.50 --> 3:12:20.830

Shannon Duke

Uh, so one of the outputs was, you know, at the end of three years, at least one program will be funded for post secondary preparation and enrollment.

3:12:22.500 --> 3:12:28.830

Shannon Duke

And and so we talked about kind of getting rid of that just in general. So that was the output.

3:12:30.10 --> 3:12:32.190

Shannon Duke

There was also a number of youth reached.

3:12:33.280 --> 3:12:43.890

Shannon Duke

Which would include that that number of those you serve, but then the outcome was increase the percentage of high school graduates to our career or college ready.

3:12:44.730 --> 3:12:45.680

Shannon Duke

With the outcome.

3:12:49.260 --> 3:12:51.210

Shannon Duke

No, we actually got rid of both nodes because.

3:12:55.740 --> 3:12:57.140

Shannon Duke

Didn't we take it out there too?

3:12:59.20 --> 3:13:0.140

Shannon Duke

That is the question.

3:13:2.940 --> 3:13:3.940

Shannon Duke

I don't know why winning.

3:13:6.130 --> 3:13:6.780

Shannon Duke

I was thinking.

3:13:8.100 --> 3:13:13.770

Shannon Duke

Why wouldn't take it out for both and why the take out one and not the other, right? Like exactly?

3:13:13.840 --> 3:13:16.110

Shannon Duke

Like you take it out, take it out.

3:13:21.480 --> 3:13:26.650

Shannon Duke

OK, alright. So I think that's all for the.

3:13:29.190 --> 3:13:31.870

Shannon Duke

Economic opportunity out.

3:13:32.880 --> 3:13:33.410

Shannon Duke

But.

3:13:54.670 --> 3:13:58.20

Shannon Duke

Yeah. What, what? What is the outcomes for this one?

3:13:58.820 --> 3:13:59.590

Shannon Duke

We're good with that.

3:14:2.770 --> 3:14:3.400

Shannon Duke

But we have to.

3:14:15.310 --> 3:14:15.820

Shannon Duke

You don't think?

3:14:16.200 --> 3:14:16.850

Shannon Duke

It was good.

3:14:20.950 --> 3:14:23.520

Shannon Duke

So the outcome.

3:14:25.580 --> 3:14:26.230

Shannon Duke

Uh.

3:14:27.280 --> 3:14:28.660

Shannon Duke

That the outcomes there looking.

3:14:28.930 --> 3:14:30.150

Shannon Duke

I don't think that I don't think.

3:14:31.890 --> 3:14:32.280

Shannon Duke

Umm.

3:14:32.360 --> 3:14:38.180

Shannon Duke

I'm having that in here. Yeah, we haven't. We haven't other than talking about.

3:14:40.950 --> 3:14:49.630

Shannon Duke

The changes that were not including the new outcomes and then there was a suggestion to believe one of the outcomes.

3:14:50.770 --> 3:14:51.360

Shannon Duke

So.

3:14:54.470 --> 3:14:59.280

Shannon Duke

Well, well, hold on. I don't know that we that we reached deleting that. We're not talking about it.

3:15:0.260 --> 3:15:5.570

Shannon Duke

So the three outcomes one is increased participation in an airport.

3:15:6.590 --> 3:15:7.40

Shannon Duke

Umm.

3:15:7.860 --> 3:15:9.990

Shannon Duke

That actually is an output.

3:15:10.810 --> 3:15:13.520

Shannon Duke

And not an outcome. And we've already addressed it, I think.

3:15:16.470 --> 3:15:17.650

Shannon Duke

We didn't, yeah.

3:15:18.400 --> 3:15:27.940

Shannon Duke

So Umm, so that one I think makes me makes this that we take that out as an outcome because it is specifically an output that we've already talked about.

3:15:28.910 --> 3:15:31.160

Shannon Duke

And then the.

3:15:32.990 --> 3:15:36.80

Shannon Duke

Second one was increased retention of a mayor four members.

3:15:36.810 --> 3:15:49.320

Shannon Duke

So again, that keeping the Members who are staying in the program and then the third one was increased number of corporations giving engaging and volunteerism and again one committee suggested deleting that one.

3:15:50.550 --> 3:15:51.360

Shannon Duke

That outcome?

3:15:57.600 --> 3:15:58.870

Shannon Duke

My phone is not feel like.

3:16:1.80 --> 3:16:2.240

Shannon Duke

You know that I'm so good.

3:16:3.150 --> 3:16:10.20

Shannon Duke

Yeah, I mean this this was that that outcome is kind of orphaned. There's not an output that is associated with it.

3:16:12.350 --> 3:16:15.880

Shannon Duke

Well, actually, I think what we might want to do is move that to an activity.

3:16:23.440 --> 3:16:24.820

Shannon Duke

If everybody OK with that?

3:16:31.980 --> 3:16:38.650

Shannon Duke

So that leaves the first one, which again I think it sounds like everybody agrees that we've already addressed that as an output.

3:16:39.960 --> 3:16:45.740

Shannon Duke

So it would just be the retention one would be the outcome related to this one.

3:16:47.580 --> 3:17:1.260

Shannon Duke

Umm, there. There could also be like what we talked about with the education because we changed education outputs around and it left us with no real outcome. We could have a similar outcome that says you know.

3:17:1.940 --> 3:17:4.510

Shannon Duke

Some percentage of people served by.

3:17:5.380 --> 3:17:6.690

Shannon Duke

The types of programs.

3:17:7.420 --> 3:17:8.850

Shannon Duke

So some sort of improvement?

3:17:10.820 --> 3:17:11.310

Shannon Duke

Uh.

3:17:19.300 --> 3:17:19.610

Shannon Duke

I.

3:17:26.420 --> 3:17:28.400

Shannon Duke

So the.

3:17:41.20 --> 3:17:49.870

Shannon Duke

So when once again one of these programs is doing away, the one that serves roughly 1500 of these economically disadvantaged individual.

3:17:50.910 --> 3:17:51.480

Shannon Duke

Umm.

3:17:55.650 --> 3:17:57.640

Shannon Duke

And then that leaves the.

3:17:58.800 --> 3:18:5.610

Shannon Duke

5431 is the number and out of that 61 showed some sort of improvement 61%.

3:18:7.150 --> 3:18:8.620

Shannon Duke

Uh, shows them sort of improvement.

3:18:13.500 --> 3:18:15.190

Shannon Duke

So that would be essentially.

3:18:19.50 --> 3:18:19.830

Shannon Duke

The outcome?

3:18:21.410 --> 3:18:23.540

Shannon Duke

That would be phrased similarly times.

3:18:24.850 --> 3:18:31.700

Shannon Duke

You. Let's see for could you go to the education one and copy and paste that one outcome?

3:18:33.310 --> 3:18:34.660

Shannon Duke

It to that, but if we could.

3:18:36.30 --> 3:18:37.90

Shannon Duke

See what Mike was like.

3:18:38.280 --> 3:18:38.860

Shannon Duke

Do you guys have?

3:18:45.480 --> 3:18:53.410

Shannon Duke

Wondering, I know you're kind of having a discussion of, like, AmeriCorps members developing their ability to get jobs and then like that.

3:18:53.480 --> 3:19:9.0

Shannon Duke

Over the course of that thing, that's what a program is focused on. It sounds like their outputs we landed more on. The American remembers, right? We're talking about maintaining or thousand members. And so I'm wondering if.

3:19:11.460 --> 3:19:14.670

Shannon Duke

Should be marked on the members. It may be that or tendencies.

3:19:15.950 --> 3:19:31.780

Shannon Duke

Well, we, we, we did have the number of people accessing the resources, OK, which is focused on the beneficiaries and not being careful members. So I think you're right that we well, we also had the number of volunteers leverage that are serving on that issue.

3:19:34.490 --> 3:19:41.510

Shannon Duke

So I think we'll need to find out our in the beneficiaries with the volunteers relate back to beneficiary, we have that.

3:19:42.740 --> 3:19:44.790

Shannon Duke

Second, your office another out.

3:19:45.750 --> 3:19:54.560

Shannon Duke

Yeah, right. So I think that the outcome related to the Members is increased retention because again, it's gonna be hard for us to track.

3:19:55.540 --> 3:20:0.350

Shannon Duke

Other stuff that the retention we can, we can track that it's not a perfect measure.

3:20:1.640 --> 3:20:10.530

Shannon Duke

But it is. It's one that we can for sure do. And so then the potential new would be as determined by performance measures.

3:20:11.150 --> 3:20:11.720

Shannon Duke

Umm.

3:20:12.800 --> 3:20:16.770

Shannon Duke

You have starting from that baseline of 60% of.

3:20:17.150 --> 3:20:20.360

Shannon Duke

Uh individual served by volunteer Tennessee.

3:20:21.610 --> 3:20:28.910

Shannon Duke

Economic opportunity or workforce development programs will show improvement in 2023 and 62 and 64.

3:20:32.830 --> 3:20:33.280

Shannon Duke

In.

3:20:33.920 --> 3:20:37.950

Shannon Duke

And so latika, it says youth right now, if you can change that to individual.

3:20:39.30 --> 3:20:39.440

Shannon Duke

So.

3:20:39.900 --> 3:20:43.440

Shannon Duke

And that throughout the body, they're disciplined.

3:20:43.740 --> 3:20:47.930

Shannon Duke

This test was because this one is focused on people in general and not just you.

3:20:57.680 --> 3:21:3.410

Shannon Duke

So you added that this would be a. This would be a new one because we deleted some of the other stuff, OK.

3:21:4.600 --> 3:21:17.410

Shannon Duke

But it would tie directly into the out. The two output are one is the number of people serve and two is the number of volunteers who were helping with those programs. And then this would be the outcome that would flow from.

3:21:18.660 --> 3:21:19.870

Shannon Duke

Right. That makes sense.

3:21:25.60 --> 3:21:26.640

Shannon Duke

And you want me to paint deleted?

3:21:27.20 --> 3:21:33.930

Shannon Duke

Yeah. So I think the yellow one, I think everyone agreed to delete the yellow one, which was the increased number and move it.

3:21:36.30 --> 3:21:39.370

Shannon Duke

To move it to the activity for my own number.

3:21:39.900 --> 3:21:42.170

Shannon Duke

Have it there and then you take it out and yeah.

3:21:43.860 --> 3:21:48.370

Shannon Duke

They're right. OK with that. The two outcomes now retention and then?

3:21:50.610 --> 3:21:53.640

Shannon Duke

Uh at ohh. Yeah we do.

3:21:56.890 --> 3:22:2.880

Shannon Duke

The baseline is 92%. That's another one where it might be maintained or increase.

3:22:7.790 --> 3:22:10.590

Shannon Duke

You said the store leaves less than 92.

3:22:12.50 --> 3:22:17.300

Shannon Duke

Uh, yeah, I love the 90. It's probably closer to around 90%.

3:22:21.420 --> 3:22:22.610

Shannon Duke

Yeah, I think so.

3:22:30.150 --> 3:22:33.40

Shannon Duke

And that's that's for three years or right?

3:22:34.480 --> 3:22:35.640

Shannon Duke

Yeah, yeah.

3:22:37.630 --> 3:22:40.680

Shannon Duke

Andy here 99.

3:22:44.0 --> 3:22:46.710

Shannon Duke

And then it just add each year and then I think that's it.

3:22:50.540 --> 3:22:54.150

Shannon Duke

And I think that all the economic opportunity ones.

3:22:56.220 --> 3:22:59.650

Shannon Duke

But but we we have more about we need to do some more business.

3:23:3.840 --> 3:23:7.810

Shannon Duke

But before we do the board business, we don't have a physical form.

3:23:10.210 --> 3:23:12.860

Shannon Duke

So we don't have a physical form.

3:23:13.700 --> 3:23:21.540

Shannon Duke

And so there's a new law that says if we don't have a physical forum, we need to talk about the circumstances and.

3:23:22.250 --> 3:23:24.730

Shannon Duke

Then allow the virtual participant.

3:23:25.540--> 3:23:28.410

Shannon Duke

The vote to count their vote towards the corner.

3:23:31.950--> 3:23:36.510

Shannon Duke

So with that, that's what we need to discuss right now.

3:23:37.640--> 3:23:40.470

Shannon Duke

And then that could be a quick discussion if because like.

3:23:40.550--> 3:23:42.560

Shannon Duke

Make a note for people to be able to.

3:23:43.620--> 3:23:46.90

Shannon Duke

I think it probably would make sense to.

3:23:46.170--> 3:23:46.340

Shannon Duke

And.

3:23:47.520--> 3:23:50.910

Shannon Duke

Make a motion to accept the circumstances.

3:23:53.50--> 3:24:0.940

Shannon Duke

Well, yeah. Hold on then, Mary. So Mary Ferrara, then with the Partners finance administration. She's the the lawyer and.

3:24:11.640--> 3:24:13.470

Shannon Duke

In the meeting over with access.

3:24:14.620--> 3:24:17.910

Shannon Duke

And then on the record circumstances and then there's.

3:24:19.770--> 3:24:21.300

Shannon Duke

Meeting here.

3:24:22.310--> 3:24:33.940

Shannon Duke

And I wouldn't, but to proceed with the funding that would be for that the both the physical form is not the right to vote will have to be roll call but.

3:24:38.450 --> 3:24:42.460

Shannon Duke

And so for the the in person we have.

3:24:43.110 --> 3:24:44.650

Shannon Duke

I want you.

3:24:50.880 --> 3:24:51.300

Shannon Duke

8.

3:24:52.820 --> 3:24:59.750

Shannon Duke

If we have 8 total. So in terms of the circumstances, we had several people with with family issues and so.

3:25:1.90 --> 3:25:6.20

Shannon Duke

Donovan, left, and then Rick wasn't able to join us in person, and we had.

3:25:8.570 --> 3:25:16.260

Shannon Duke

The one other in person, persons who wasn't able to be with us at Panda, not heard from Panda, don't know. Actually kinda was gonna join.

3:25:16.710 --> 3:25:17.330

Shannon Duke

Peppercorn.

3:25:18.370 --> 3:25:19.440

Shannon Duke

I can probably fix.

3:25:22.350 --> 3:25:27.400

Shannon Duke

Well, well, we've got we've got it with the people in the room and the people online. We've got, we've got Quorum.

3:25:28.120 --> 3:25:48.420

Shannon Duke

But we don't have quorum in person and that's where we need to talk about the special circumstances and the special circumstances as we had several people who were intending to show up in person and didn't or had to leave or didn't show us. And so we don't have physical forms and we need to allow the people on the chat.

3:25:52.340 --> 3:25:58.190

Shannon Duke

It sounds like we all have heard and understand the circumstances that led to the lack of quorum.

3:26:3.540 --> 3:26:4.370

Shannon Duke

The motion.

3:26:5.200 --> 3:26:6.870

Shannon Duke

To use the.

3:26:8.160 --> 3:26:10.50

Shannon Duke

Work more members to make.

3:26:11.770 --> 3:26:12.260

Shannon Duke

2nd.

3:26:13.660 --> 3:26:14.210

Shannon Duke

Thank you.

3:26:21.580 --> 3:26:27.170

Shannon Duke

I'm bored. You capture that for the well, he's going to be a backup for you.

3:26:27.390 --> 3:26:27.820

Shannon Duke

OK.

3:26:27.900 --> 3:26:28.180

Shannon Duke

Thank you.

3:26:29.630 --> 3:26:30.140

Shannon Duke

Both of them.

3:26:30.220 --> 3:26:30.580

Shannon Duke

Number.

3:26:31.340 --> 3:26:31.780

Shannon Duke

I'm doing.

3:26:31.880 --> 3:26:32.190

Shannon Duke

No.

3:26:32.270 --> 3:26:32.540

Shannon Duke

You know.

3:26:33.120 --> 3:26:34.50

Shannon Duke

What the papers do?

3:26:35.770 --> 3:26:39.660

Shannon Duke

So any I think there was a motion in a second, so we then.

3:26:40.490 --> 3:26:42.410

Shannon Duke

Yeah, carried the roll call vote.

3:26:43.360 --> 3:26:43.760

Shannon Duke

Very good.

3:26:49.580 --> 3:26:49.900

Shannon Duke

Board.

3:26:52.210 --> 3:26:52.650

Shannon Duke

Then.

3:26:57.580 --> 3:26:58.230

Shannon Duke

Then yesterday.

3:26:59.340 --> 3:27:1.210

Shannon Duke

Now, I don't think it actually.

3:27:1.940 --> 3:27:6.950

Suzanne Carr

I'm online. It's really hard to hear if you're saying that. I thought you were saying my name.

3:27:8.60 --> 3:27:9.250

Shannon Duke

Stand on focus.

3:27:11.50 --> 3:27:13.540

Shannon Duke

I don't think he knows what he's working on. So you.

3:27:18.200 --> 3:27:18.770

Shannon Duke

So.

3:27:18.960 --> 3:27:19.300

Shannon Duke

That.

3:27:21.720 --> 3:27:22.360

Shannon Duke

Yeah.

3:27:18.130 --> 3:27:22.400

Jim Snell

So. So uh, I apologize for those. And you meet yours.

3:27:23.740 --> 3:27:24.230

Shannon Duke

Would you?

3:27:30.120 --> 3:27:45.120

Jim Snell

Based on special circumstances with several members of the Commission, we found there was not a physical forum and so out of a finding of necessity, we've made the motion that the votes that those people.

3:27:49.260 --> 3:27:50.110

Jim Snell

And we're so we're.

3:27:52.640 --> 3:27:53.470

Jim Snell

Yes, yes.

3:27:54.160 --> 3:27:54.290

Jim Snell

Yeah.

3:28:0.530 --> 3:28:5.530

Suzanne Carr

Yeah, I if you called my, that's what we can't hear is the roll call. I can't hear the names.

3:28:10.10 --> 3:28:12.670

Andrea Hill (Guest)

And we can't hear now, Jim's muted, I think.

3:28:15.280 --> 3:28:18.340

Jim Snell

Hold on. I'm so. Terry is gonna go over.

3:28:19.460 --> 3:28:28.150

Jim Snell

Can you mute yours please, Shannon? Just mute. There we go. OK. So Terry is gonna go over closer to a computer.

3:28:29.310 --> 3:28:31.740

Jim Snell

So that everybody online can hear.

3:28:35.220 --> 3:28:41.260

Suzanne Carr

OK. Thank you. We were able to hear the discussion or at least I I think most all of us were. It's the roll call. We could not hear.

3:28:40.910 --> 3:28:49.940

Jim Snell

Yeah, yeah. OK. So I think I think the roll call should be audible now because Terry is near a computer with the microphone. So Terry, you wanna?

3:28:50.680 --> 3:28:52.690

Jim Snell

Just do a mic check.

3:28:56.440 --> 3:28:58.800

Jim Snell

Did everybody online here, Terry, just now?

3:29:0.20 --> 3:29:0.370

Rick Kriesky (Guest)

Yeah.

3:29:2.600 --> 3:29:2.800

Andrea Hill (Guest)

No.

3:29:2.490 --> 3:29:2.880

Davis, Stephanie K

Yes.

3:29:5.510 --> 3:29:6.300

Jim Snell

Differences now?

3:29:5.220 --> 3:29:8.130

Neelam Gupta

Nope, you're testing 123 testing.

3:29:9.730 --> 3:29:10.880

Rick Kriesky (Guest)

Yes, that was clear.

3:29:10.690 --> 3:29:10.920

Jim Snell

Yeah.

3:29:11.160 --> 3:29:12.0

Andrea Hill (Guest)

That was clear.

3:29:13.580 --> 3:29:13.910

Neelam Gupta

Yeah.

3:29:15.190 --> 3:29:16.520

Neelam Gupta

OK. Yeah now.

3:29:12.640 --> 3:29:16.820

Jim Snell

Yes, yes, yes. So yes. OK, yes. So they can now hear.

3:29:17.250 --> 3:29:19.170

Neelam Gupta

I'll start back at the beginning, Toby.

3:29:20.750 --> 3:29:21.370

Neelam Gupta

George.

3:29:23.720 --> 3:29:24.510

Neelam Gupta

Suzanne.

3:29:25.850 --> 3:29:26.360

Suzanne Carr

Aye.

3:29:30.10 --> 3:29:30.790

Neelam Gupta

Stephanie.

3:29:32.340 --> 3:29:32.770

Davis, Stephanie K

Here.

3:29:32.630 --> 3:29:33.370

Neelam Gupta  
Sanda.

3:29:35.740 --> 3:29:36.340

Neelam Gupta  
Amy.

3:29:37.680 --> 3:29:39.530

Neelam Gupta  
Yes, I, Katie.

3:29:41.70 --> 3:29:41.900

Neelam Gupta  
Mariana.

3:29:43.850 --> 3:29:44.640

Neelam Gupta  
Andrea.

3:29:45.580 --> 3:29:46.150

Andrea Hill (Guest)  
Uh.

3:29:47.510 --> 3:29:48.180

Neelam Gupta  
Michael.

3:29:50.430 --> 3:29:51.90

Neelam Gupta  
Holly.

3:29:53.290 --> 3:29:53.830

Neelam Gupta  
Rick.

3:29:54.870 --> 3:29:55.420

Rick Kriesky (Guest)  
Hi.

3:29:56.610 --> 3:29:57.190

Neelam Gupta  
Buddy.

3:29:57.910 --> 3:29:58.200

Neelam Gupta  
Fine.

3:29:58.890 --> 3:29:59.710

Neelam Gupta  
Caroline.

3:30:1.480 --> 3:30:2.90

Neelam Gupta  
Heidi.

3:30:4.670 --> 3:30:7.240

Neelam Gupta  
Greg, yes, Patrick?

3:30:8.130 --> 3:30:8.670

Neelam Gupta  
Lee.

3:30:9.800 --> 3:30:10.470

Neelam Gupta  
Kane.

3:30:12.530 --> 3:30:13.290

Neelam Gupta  
Donovan.

3:30:15.190 --> 3:30:15.980

Neelam Gupta  
Cameron.

3:30:18.80 --> 3:30:18.880

Neelam Gupta  
Nancy.

3:30:21.220 --> 3:30:22.50

Neelam Gupta  
Jason.

3:30:23.360 --> 3:30:23.730

Jason Scott  
Aye.

3:30:24.430 --> 3:30:25.190

Neelam Gupta  
Leon.

3:30:27.920 --> 3:30:30.220

Neelam Gupta  
Terry, hi, Tracy.

3:30:31.360 --> 3:30:33.660

Neelam Gupta  
Amy. Hi, Betty.

3:30:34.470 --> 3:30:35.210

Neelam Gupta  
Eileen.

3:30:35.950 --> 3:30:36.630

Neelam Gupta  
Jessica.

3:30:42.160 --> 3:30:43.410

Neelam Gupta  
OK, motion carries.

3:30:51.810 --> 3:30:52.140

Neelam Gupta  
OK.

3:30:58.690 --> 3:31:0.870

Neelam Gupta  
People who just aren't here.

3:31:5.880 --> 3:31:9.270

Neelam Gupta  
That's probably OK to just go to them. If they don't, they don't respond.

3:31:16.350 --> 3:31:17.150

Neelam Gupta  
So now I think.

3:31:17.800 --> 3:31:18.400

Neelam Gupta  
The victims.

3:31:19.550 --> 3:31:24.10

Neelam Gupta  
OK. We are moving on to approve the 722 minutes.

3:31:25.440 --> 3:31:27.440

Neelam Gupta  
Everyone from the briefing was over those.

3:31:30.60 --> 3:31:32.770

Neelam Gupta  
You know should be in the package that you were doing this morning.

3:31:52.570 --> 3:31:55.360

Neelam Gupta

Any comments? Changes. Questions?

3:32:4.840 --> 3:32:5.890

Neelam Gupta

OK, Betty is.

3:32:6.540 --> 3:32:7.790

Neelam Gupta

Giving me her proxy.

3:32:8.720 --> 3:32:9.540

Neelam Gupta

Yes, Celine.

3:32:12.520 --> 3:32:15.950

Neelam Gupta

No questions or comments. Do we have a motion to approve?

3:32:16.570 --> 3:32:18.570

Neelam Gupta

I think you have food deserts on here.

3:32:19.740 --> 3:32:24.540

Neelam Gupta

Which I actually like. I do. I think you're also breaking change that I want to change that to.

3:32:24.980 --> 3:32:25.390

Neelam Gupta

3rd.

3:32:26.150 --> 3:32:28.550

Neelam Gupta

Anything else and move comment Page 3.

3:32:28.630 --> 3:32:29.490

Neelam Gupta

This is the second.

3:32:30.850 --> 3:32:31.130

Neelam Gupta

So.

3:32:32.640 --> 3:32:38.680

Neelam Gupta

OK, so now we're going to absolutely anything else. Thank you for that.

3:32:40.230 --> 3:32:45.640

Neelam Gupta

OK. Do we have a motion to approve? What? What? The changes with the changes and who?

3:32:46.470 --> 3:32:47.720

Neelam Gupta

Great. Great.

3:32:48.950 --> 3:32:50.960

Neelam Gupta

Second second, this part Charlie.

3:32:51.980 --> 3:32:54.810

Neelam Gupta

Can't understand. Alright, so are approved.

3:32:55.590 --> 3:32:58.800

Neelam Gupta

Yeah, that's not that Greg and Ali.

3:33:2.60 --> 3:33:2.820

Neelam Gupta

Ready for the vote?

3:33:3.550 --> 3:33:5.180

Neelam Gupta

You ready for rockfall vote?

3:33:7.480 --> 3:33:8.10

Neelam Gupta

Toby.

3:33:9.880 --> 3:33:10.510

Neelam Gupta

George.

3:33:12.530 --> 3:33:13.280

Neelam Gupta

Suzanne.

3:33:14.770 --> 3:33:15.130

Suzanne Carr

Aye.

3:33:14.940 --> 3:33:15.770

Neelam Gupta

Stephanie.

3:33:17.510 --> 3:33:18.220

Neelam Gupta

Sanda.

3:33:18.390 --> 3:33:18.800

Davis, Stephanie K

Uh.

3:33:20.30 --> 3:33:25.940

Neelam Gupta

So Stephanie said I actually was a bit late, but it's Amy, alright?

3:33:26.610 --> 3:33:27.190

Neelam Gupta

Katie.

3:33:28.190 --> 3:33:28.940

Neelam Gupta

Mariana.

3:33:31.60 --> 3:33:31.840

Neelam Gupta

Andrea.

3:33:34.290 --> 3:33:34.950

Neelam Gupta

Michael.

3:33:37.380 --> 3:33:37.920

Neelam Gupta

Holly.

3:33:39.850 --> 3:33:40.320

Neelam Gupta

Rick.

3:33:41.450 --> 3:33:41.940

Rick Kriesky (Guest)

I.

3:33:43.370 --> 3:33:43.900

Neelam Gupta

Buddy.

3:33:45.350 --> 3:33:46.100

Neelam Gupta

Caroline.

3:33:47.690 --> 3:33:48.260

Neelam Gupta  
Heidi.

3:33:50.420 --> 3:33:51.630

Neelam Gupta  
Greg, yeah.

3:33:52.370 --> 3:33:53.530

Neelam Gupta  
Patrick, hi.

3:33:54.240 --> 3:33:54.830

Neelam Gupta  
Lee.

3:33:56.170 --> 3:33:56.710

Neelam Gupta  
Hang.

3:33:58.610 --> 3:33:59.350

Neelam Gupta  
Donovan.

3:34:0.800 --> 3:34:1.500

Neelam Gupta  
Cameron.

3:34:3.840 --> 3:34:4.610

Neelam Gupta  
Nancy.

3:34:7.730 --> 3:34:8.510

Neelam Gupta  
Jason.

3:34:9.620 --> 3:34:10.80

Jason Scott  
Aye.

3:34:11.390 --> 3:34:12.60

Neelam Gupta  
Leon.

3:34:15.20 --> 3:34:17.210

Neelam Gupta  
TerryI Tracy.

3:34:18.470 --> 3:34:19.30

Neelam Gupta  
Amy.

3:34:19.970 --> 3:34:20.570

Neelam Gupta  
Betty.

3:34:23.20 --> 3:34:23.630

Neelam Gupta  
Eileen.

3:34:24.310 --> 3:34:26.350

Neelam Gupta  
I Jessica. Hi.

3:34:27.720 --> 3:34:29.200

Andrea Hill (Guest)  
And mines eyes will.

3:34:28.130 --> 3:34:29.920

Neelam Gupta  
Motion carries motion carries.

3:34:35.870 --> 3:34:39.530

Neelam Gupta  
And then we'll move to approve the Commission support grant budget.

3:34:40.880 --> 3:34:43.110

Neelam Gupta  
But yes, I will let you.

3:35:22.260 --> 3:35:22.670

Neelam Gupta  
I'm.

3:35:26.60 --> 3:35:26.890

Neelam Gupta  
OK so.

3:35:29.160 --> 3:35:32.770

Neelam Gupta  
We should still grant is always 3 support grant.

3:35:32.950 --> 3:35:33.730

Neelam Gupta  
I'm just giving you.

3:35:33.820 --> 3:35:36.470

Neelam Gupta

Yeah, yeah.

3:35:39.240 --> 3:35:40.440

Neelam Gupta

You voted for this thing.

3:35:49.500 --> 3:35:50.30

Neelam Gupta

I think that's.

3:35:50.120 --> 3:35:51.0

Neelam Gupta

They don't, they don't.

3:35:52.910 --> 3:35:53.370

Neelam Gupta

You know.

3:36:4.880 --> 3:36:7.880

Neelam Gupta

So the this is the made operational.

3:36:10.80 --> 3:36:10.630

Neelam Gupta

Tennessee.

3:36:12.0 --> 3:36:16.450

Neelam Gupta

I took it to all the staff, most of the staff expenses.

3:36:17.290 --> 3:36:21.30

Neelam Gupta

Uh traveller, the Commission and for staff.

3:36:22.0 --> 3:36:22.500

Neelam Gupta

Split.

3:36:22.710 --> 3:36:23.20

Neelam Gupta

It's.

3:36:24.700 --> 3:36:26.110

Neelam Gupta

Other support calls.

3:36:29.230 --> 3:36:39.130

Neelam Gupta

Folks, that is the governor's concerns and wards the tenancy conference on volunteers and service learning like pause, where merging it with the natural celebrities conference.

3:36:39.940 --> 3:36:44.290

Neelam Gupta

We don't expect it to be any expenses out of this budget.

3:36:45.470 --> 3:36:48.940

Neelam Gupta

The next one you have some in there, but we don't expect in these new team.

3:36:50.260 --> 3:36:56.360

Neelam Gupta

The state mark statewide corporate social responsibility network, a little bit of money for a meeting.

3:36:58.400 --> 3:36:58.980

Neelam Gupta

Uh.

3:36:59.960 --> 3:37:0.590

Neelam Gupta

Then.

3:37:1.400 --> 3:37:12.400

Neelam Gupta

Uh. Submarines for College of education and service, learning instructional methods. And we did a pilot of that that we're currently in and so continuing that highlight for another year.

3:37:13.530 --> 3:37:17.850

Neelam Gupta

We don't have enough money to do volunteer center, so grants in this current version.

3:37:18.650 --> 3:37:22.980

Neelam Gupta

And I'll explain more about that in just a second. Uh, this some memberships for.

3:37:23.770 --> 3:37:36.810

Neelam Gupta

Here is online things that we use, including our SurveyMonkey account, also for annual dues to America Service Commission included in there.

3:37:38.710 --> 3:37:41.80

Neelam Gupta

The statewide volunteer management portal.

3:37:42.330 --> 3:37:54.900

Neelam Gupta

Then some you know, computer cost and then finance and administration, fiscal cost, space communication, that's primarily phone, but have also includes printing, things like that.

3:37:55.910 --> 3:37:57.220

Neelam Gupta  
So for this budget.

3:37:58.260 --> 3:37:58.700

Neelam Gupta  
Umm.

3:37:59.890 --> 3:38:2.300

Neelam Gupta  
So those are the expenses, the sources of funds.

3:38:3.650 --> 3:38:7.150

Neelam Gupta  
And we will have carryover amounts.

3:38:7.860 --> 3:38:16.630

Neelam Gupta  
And we also have American rescue plan money, but Americord instructed us not to include either of those in this first round budget.

3:38:17.500 --> 3:38:21.900

Neelam Gupta  
So we start with the baseline of 300 and 93,000.

3:38:22.850 --> 3:38:40.750

Neelam Gupta  
But after we add back in the American rescue plan, money and carryover will probably be adding in about another roughly \$200,000 that will get authorization to do that probably in March or April of next year.

3:38:42.110 --> 3:38:45.410

Neelam Gupta  
So, and the reason it's split up like that is because.

3:38:46.520 --> 3:38:50.410

Neelam Gupta  
Uh. Congress typically doesn't have the money appropriated.

3:38:52.510 --> 3:38:59.220

Neelam Gupta  
And also we don't submit our final budget report until.

3:39:0.670 --> 3:39:2.30

Neelam Gupta  
Uh, January.

3:39:3.130 --> 3:39:17.480

Neelam Gupta

Of each year, so we won't more carry over amount until until January. So they come back to us after the first of the year and they say OK, now add in your carryover add in the plan and resubmit the budget.

3:39:18.280 --> 3:39:18.500

Neelam Gupta

OK.

3:39:23.840 --> 3:39:25.630

Neelam Gupta

So that's another.

3:39:27.30 --> 3:39:29.940

Neelam Gupta

Like this fall back up and we can focus on particular line item.

3:39:31.150 --> 3:39:48.520

Neelam Gupta

And just FYI, the branch committee also reviewed this in advance of the full board meeting kind of get an understanding that last twist about the American restaurant plan money and the carryover is the only kind of weird nuance that is different from prior years.

3:39:50.80 --> 3:39:52.650

Neelam Gupta

That looks too small. That looks right, OK.

3:39:54.260 --> 3:39:56.850

Neelam Gupta

Any questions or concerns?

3:39:57.890 --> 3:40:0.700

Neelam Gupta

We have a motion to move to a vote.

3:40:2.280 --> 3:40:2.930

Neelam Gupta

I said no.

3:40:4.30 --> 3:40:5.980

Neelam Gupta

And we move, we have a second.

3:40:6.230 --> 3:40:6.730

Rick Kriesky (Guest)

2nd.

3:40:8.100 --> 3:40:10.880

Neelam Gupta

Uh, Rick Online seconded Rick.

3:40:11.730 --> 3:40:12.490

Neelam Gupta

Again, that would be.

3:40:13.580 --> 3:40:14.160

Neelam Gupta

Hey.

3:40:15.80 --> 3:40:18.350

Neelam Gupta

Due to a vote proposal vote Toby.

3:40:19.730 --> 3:40:20.290

Neelam Gupta

George.

3:40:22.200 --> 3:40:22.930

Neelam Gupta

Suzanne.

3:40:24.380 --> 3:40:24.800

Suzanne Carr

Hi.

3:40:25.660 --> 3:40:26.480

Neelam Gupta

Stephanie.

3:40:29.760 --> 3:40:30.420

Neelam Gupta

Sonda.

3:40:32.340 --> 3:40:33.710

Neelam Gupta

Amy I.

3:40:34.330 --> 3:40:35.20

Neelam Gupta

Katie.

3:40:36.520 --> 3:40:37.280

Neelam Gupta

Mariana.

3:40:40.250 --> 3:40:40.980

Neelam Gupta

Andrea.

3:40:41.340 --> 3:40:41.830

Andrea Hill (Guest)

Aye.

3:40:43.170 --> 3:40:43.800

Neelam Gupta

Michael.

3:40:46.40 --> 3:40:46.610

Neelam Gupta

Holly.

3:40:48.860 --> 3:40:49.350

Neelam Gupta

Rick.

3:40:50.560 --> 3:40:51.70

Rick Kriesky (Guest)

I.

3:40:52.280 --> 3:40:52.830

Neelam Gupta

Buddy.

3:40:54.170 --> 3:40:54.860

Neelam Gupta

Caroline.

3:40:56.360 --> 3:40:56.880

Neelam Gupta

Heidi.

3:40:58.700 --> 3:40:59.230

Neelam Gupta

Greg.

3:41:0.640 --> 3:41:2.490

Neelam Gupta

Patrick Lee.

3:41:3.970 --> 3:41:4.470

Neelam Gupta

Pain.

3:41:5.810 --> 3:41:6.580

Neelam Gupta

Donovan.

3:41:7.850 --> 3:41:8.500

Neelam Gupta  
Cameron.

3:41:10.20 --> 3:41:10.740

Neelam Gupta  
Nancy.

3:41:12.540 --> 3:41:13.380

Neelam Gupta  
Jason.

3:41:14.190 --> 3:41:14.610

Jason Scott  
Aye.

3:41:15.620 --> 3:41:16.270

Neelam Gupta  
Leon.

3:41:18.910 --> 3:41:20.890

Neelam Gupta  
Terry I Tracy.

3:41:22.70 --> 3:41:23.960

Neelam Gupta  
Amy. Betty.

3:41:25.650 --> 3:41:27.830

Neelam Gupta  
Eileen I Jessica.

3:41:29.740 --> 3:41:30.110

Neelam Gupta  
So.

3:41:32.350 --> 3:41:33.840

Neelam Gupta  
It would grant budget bills.

3:41:39.500 --> 3:41:40.570

Neelam Gupta  
Next budget is.

3:41:41.430 --> 3:41:43.350

Neelam Gupta  
Very similarly named, but different.

3:41:44.470 --> 3:41:44.960

Neelam Gupta  
Budget.

3:41:45.820 --> 3:41:48.820

Neelam Gupta  
You mentioned investment time 4 kit for short.

3:41:49.920 --> 3:42:0.790

Neelam Gupta  
And this is the budget that we use primarily to support training and technical assistance to the programs that volunteer community bonds traveling through the airport funding stream.

3:42:2.380 --> 3:42:5.450

Neelam Gupta  
So we do have one staff person who's in this budget.

3:42:6.560 --> 3:42:10.940

Neelam Gupta  
But the majority of it is in other stuff, so there's a lot of travel.

3:42:11.770 --> 3:42:15.190

Neelam Gupta  
And this traveled is both for Stata.

3:42:15.900 --> 3:42:19.840

Neelam Gupta  
And also for mayor, for programs set up to attend various trainings.

3:42:21.650 --> 3:42:30.80

Neelam Gupta  
You'll see there are some roads. Some of those are zeros because they've been changed to from the previous year to virtual.

3:42:35.430 --> 3:42:38.400

Neelam Gupta  
The people want me to go through each line individually or.

3:42:40.780 --> 3:42:43.470

Neelam Gupta  
Anybody has questions kind of scroll through slowly?

3:42:48.750 --> 3:42:51.0

Neelam Gupta  
We don't have any equipment.

3:42:52.100 --> 3:42:53.390

Neelam Gupta  
Supplies.

3:42:55.850 --> 3:43:3.180

Neelam Gupta

We have some supplies for the conference and again, that's the one that we're merging with national People, Leadership Council.

3:43:3.990 --> 3:43:4.470

Neelam Gupta

Umm.

3:43:5.710 --> 3:43:9.530

Neelam Gupta

But we we do have technically still have some supplies of money for that.

3:43:11.860 --> 3:43:16.700

Neelam Gupta

Uh, and then contractual IT consultant services.

3:43:18.980 --> 3:43:26.930

Neelam Gupta

Basecamp is a a a system that we use to provide the programs with the online forum to discuss things.

3:43:28.330 --> 3:43:30.460

Neelam Gupta

The ask.

3:43:31.710 --> 3:43:42.250

Neelam Gupta

UH-6 service training and Technical Support consultant fee. So we pay that fee to where the service commissions and then they provide individual support to programs. It's not right.

3:43:44.330 --> 3:43:45.300

Neelam Gupta

I think she's in the machine.

3:43:45.940 --> 3:43:48.550

Neelam Gupta

I'm sorry I don't not sure we're cancelled.

3:43:48.920 --> 3:43:49.410

Neelam Gupta

And.

3:43:50.590 --> 3:43:54.780

Neelam Gupta

But that's what that that's what that is. So the brand new thing.

3:43:56.580 --> 3:44:0.730

Neelam Gupta

Sorry, nothing is showing up on the screen but it says new line item. Mm-hmm.

3:44:1.340 --> 3:44:15.250

Neelam Gupta

Uh, the airport agencies for this year, for the first time, is requiring that all states can state service commissions include funding or part time. Person doesn't have to be a staff person. It could be a consultant.

3:44:17.210 --> 3:44:22.520

Neelam Gupta

To do specifically recruitment work to help the miracle parties with recruitment.

3:44:23.970 --> 3:44:32.610

Neelam Gupta

And we had to include that unless we could demonstrate that we didn't need it. In general, we feel like our programs probably could use that help. So we've included it.

3:44:33.490 --> 3:44:50.280

Neelam Gupta

\$20,000 for a consultant to help that because there's almost no way we're gonna get enough of new staff positions that would be available for us. We're getting January 1, which is where this budget goes with that. So we just didn't more realistic to do that motion.

3:44:52.440 --> 3:44:56.680

Neelam Gupta

But that's a brand new thing that we've never had in this budget, so I didn't want to tweet that out.

3:44:57.350 --> 3:45:3.230

Neelam Gupta

And then the National Service criminal history check courses or programs?

3:45:3.360 --> 3:45:22.100

Neelam Gupta

And in the summer, so that's for programs to go and learn more about natural sorting problem just to check the member engagement consultants that is again to request Service Commission where they provide services specifically for the Air Corps members.

3:45:25.610 --> 3:45:30.800

Neelam Gupta

Training in justice, justice, equity, diversity and inclusion.

3:45:32.380 --> 3:45:35.120

Neelam Gupta

Training proof that Freedom program director retrieved.

3:45:37.330 --> 3:45:43.640

Neelam Gupta

Than other support costs, most of these are registration fees for some of the travel items that were above.

3:45:44.570 --> 3:45:50.280

Neelam Gupta

There's a bunch of them, so I'm happy to go into detail a few days once and.

3:45:51.340 --> 3:46:15.220

Neelam Gupta

That note, that's kind of off the screen is again related to the conference where merging that with an Apple Service Learning Conference. But what we're proposing in this budget is that we take some of the funding that we typically would have had for our statewide conference and use that for scholarships, for tenancy people to attend that absolute conference because as Candace mentioned earlier earlier, it is pretty expensive.

3:46:16.380 --> 3:46:29.110

Neelam Gupta

So we could provide youth scholarships with this money and also adult scholarships to either provide some full scholarships and then some partial scholarships. And that's what that that money would do.

3:46:29.220 --> 3:46:29.600

Neelam Gupta

You.

3:46:31.520 --> 3:46:43.780

Neelam Gupta

And again, most of the other things are registrations, registration things there. There is also at the bottom of computer phone and space for Candace, you put that person on this budget.

3:46:45.560 --> 3:46:50.530

Neelam Gupta

And the same thing with the Commission support grant. This is just our base allocation.

3:46:52.130 --> 3:47:8.120

Neelam Gupta

Later, after the first of the year, we'll be able to go back and we don't have American rescue plan money for this grant, so it would just be carry over and we do anticipate that we would probably have at least probably by 20 or \$30,000 of carry over that we would then go back and add in play.

3:47:9.880 --> 3:47:20.600

Neelam Gupta

So I think my only question is with the new position you take that away or did they is the budget higher with the new 20 thousands, the budget is the same as it was last year?

3:47:21.280 --> 3:47:28.30

Neelam Gupta

So we're we had to, we had to move around some money since you able to put that 20,000 in that line.

3:47:28.820 --> 3:47:39.640

Neelam Gupta

Well, fortunately again, some of some of the things that we knew are gonna already are gonna be

virtual, but other things we had to cut the funding and some line items to be able to come up with that 20,000.

3:47:44.670 --> 3:47:46.810

Neelam Gupta

Do we have any other comments questions?

3:47:49.950 --> 3:47:52.260

Neelam Gupta

For a motion vote.

3:47:54.40 --> 3:47:59.490

Neelam Gupta

I mean the the kids budget be accepted as submitted settings first.

3:48:0.990 --> 3:48:1.600

Neelam Gupta

I'll 2nd.

3:48:4.700 --> 3:48:7.430

Neelam Gupta

OK, I'll call vote hobby.

3:48:8.820 --> 3:48:9.360

Neelam Gupta

George.

3:48:11.40 --> 3:48:11.780

Neelam Gupta

Suzanne.

3:48:12.680 --> 3:48:13.140

Suzanne Carr

Aye.

3:48:14.820 --> 3:48:15.560

Neelam Gupta

Stephanie.

3:48:16.840 --> 3:48:17.550

Neelam Gupta

Sanda.

3:48:19.830 --> 3:48:22.380

Neelam Gupta

Amy. Hi, Katie.

3:48:23.410 --> 3:48:24.180

Neelam Gupta

Mariana.

3:48:25.520 --> 3:48:26.260

Neelam Gupta

Andrea.

3:48:26.600 --> 3:48:27.60

Andrea Hill (Guest)

Ah.

3:48:28.130 --> 3:48:28.740

Neelam Gupta

Michael.

3:48:30.130 --> 3:48:30.730

Neelam Gupta

Holly.

3:48:32.250 --> 3:48:32.800

Neelam Gupta

Rick.

3:48:33.790 --> 3:48:34.300

Rick Kriesky (Guest)

I.

3:48:35.170 --> 3:48:35.870

Neelam Gupta

Buddy.

3:48:37.240 --> 3:48:37.940

Neelam Gupta

Hairline.

3:48:39.480 --> 3:48:40.30

Neelam Gupta

Heidi.

3:48:41.950 --> 3:48:42.650

Neelam Gupta

Greg.

3:48:43.550 --> 3:48:45.670

Neelam Gupta

Patrick Lee.

3:48:46.350 --> 3:48:47.690

Neelam Gupta

I can't.

3:48:48.790 --> 3:48:49.540

Neelam Gupta  
Donovan.

3:48:50.760 --> 3:48:51.490

Neelam Gupta  
Cameron.

3:48:53.130 --> 3:48:53.870

Neelam Gupta  
Nancy.

3:48:55.650 --> 3:48:56.420

Neelam Gupta  
Jason.

3:48:57.310 --> 3:48:57.750

Jason Scott  
Aye.

3:48:58.500 --> 3:48:59.170

Neelam Gupta  
Leon.

3:49:1.30 --> 3:49:3.20

Neelam Gupta  
Terry, hi, Tracy.

3:49:4.140 --> 3:49:6.30

Neelam Gupta  
Amy. Betty.

3:49:7.240 --> 3:49:9.310

Neelam Gupta  
Eileen Jessica.

3:49:19.30 --> 3:49:24.440

Neelam Gupta  
The next part we need people to review and sign. There's conflict of interest forms.

3:49:25.710 --> 3:49:27.800

Neelam Gupta  
So for the people online.

3:49:30.210 --> 3:49:31.260

Neelam Gupta  
I don't know. Let's see.

3:49:32.470 --> 3:49:35.400

Neelam Gupta

I've got Stephanie about the trailers.

3:49:36.210 --> 3:49:37.90

Neelam Gupta

OK, got rid.

3:49:44.70 --> 3:49:44.800

Neelam Gupta

Listens.

3:49:45.720 --> 3:49:48.480

Neelam Gupta

But I'm gonna stop presenting this for a second so I can see you.

3:49:49.840 --> 3:49:51.310

Neelam Gupta

Still open this delight.

3:49:55.60 --> 3:50:0.530

Neelam Gupta

So I've got. I've got conflict of interest form for everybody who's online, but the people who are in the room.

3:50:1.710 --> 3:50:11.440

Neelam Gupta

Some of you sent your conflict form to me before with the sign. I've got that in our files. If you're welcome to sign up version today.

3:50:13.220 --> 3:50:17.150

Neelam Gupta

And then for staff need to sign it as well. Just.

3:50:19.370 --> 3:50:21.940

Neelam Gupta

Make your word all the Borderlands.

3:50:22.880 --> 3:50:35.830

Neelam Gupta

The Curry will look if you do have I know that we do have a few people with conflicts and when we get to those parts of the well, we'll ask me to recuse yourselves. You can still participate in in other votes that don't.

3:50:35.910 --> 3:50:37.910

Neelam Gupta

Yeah, but where you don't have enough?

3:50:39.440 --> 3:50:41.240

Neelam Gupta

Because we've got, we've got several votes.

3:50:50.160 --> 3:50:52.360

Neelam Gupta

I could jump there on the left hand.

3:50:53.440 --> 3:50:58.580

Neelam Gupta

Ohh, that's everybody. Has everybody including staff side of the conflict of interest form.

3:51:1.820 --> 3:51:2.430

Neelam Gupta

Yep.

3:51:3.640 --> 3:51:7.920

Neelam Gupta

Jessica, did you know I was just gonna say that the 100 people down there better answers.

3:51:18.640 --> 3:51:21.200

Neelam Gupta

Right now it's down there. Complex. Mm-hmm.

3:51:22.560 --> 3:51:23.10

Neelam Gupta

OK.

3:51:24.300 --> 3:51:28.990

Neelam Gupta

OK, so you got everybody's fine, alright?

3:51:30.180 --> 3:51:32.170

Neelam Gupta

I want to put something in the chat.

3:51:34.200 --> 3:51:37.900

Neelam Gupta

Oh yes, Jason, just confirming that he said, doesn't already. But he did.

3:51:40.970 --> 3:51:45.760

Neelam Gupta

Right. Then we're going to move on to the Formula Funding revision recommendation.

3:51:47.480 --> 3:51:48.790

Neelam Gupta

Yes, and so.

3:51:49.960 --> 3:51:53.470

Neelam Gupta

For this one, the people who have conflicts need to confuse themselves.

3:51:55.920 --> 3:51:56.750

Neelam Gupta

It's so.

3:51:56.870 --> 3:52:9.190

Neelam Gupta

Yeah. And the folks who are online, if you have a conflict, if you can just need yourself and not engage in any of the conversation. But this particular mode and that would include.

3:52:9.270 --> 3:52:14.600

Neelam Gupta

Umm, I think Dayton is in two Dan both stated that they have.

3:52:15.480 --> 3:52:22.150

Neelam Gupta

Our company and Patrick and Tracy in the room at the templates.

3:52:23.750 --> 3:52:26.580

Neelam Gupta

Sorry, let me take a really quick look at the forms just to make.

3:52:27.980 --> 3:52:28.500

Neelam Gupta

Nobody else.

3:52:33.740 --> 3:52:34.30

Neelam Gupta

Hello.

3:52:34.90 --> 3:52:39.130

Neelam Gupta

Looking through the anybody else have translate Ohh page. Yes you do. Yeah.

3:52:41.920 --> 3:52:46.320

Neelam Gupta

Did you need one? Hello. That's my question. Yeah, yeah, yeah. It's a lot of people.

3:52:47.640 --> 3:52:52.590

Neelam Gupta

Yeah. Yes. After you were on my list like this. Yeah, that's right. I just picked up a bit. You.

3:52:55.530 --> 3:52:56.460

Neelam Gupta

It's just not stop.

3:52:59.350 --> 3:53:5.150

Neelam Gupta

I know, yes. Plus online, Jason. Well, yeah, that's included. In fact we don't.

3:53:7.130 --> 3:53:19.240

Neelam Gupta

Jim, do we have sort of a quorum with all these folks? And so let me let me do a check if we don't the the rules on that state that we randomly bring back in people.

3:53:19.970 --> 3:53:21.840

Neelam Gupta

And to bring back up the portal.

3:53:23.860 --> 3:53:24.570

Neelam Gupta

Jim for now.

3:53:24.650 --> 3:53:27.880

Neelam Gupta

Anybody else see? No, I don't see anybody else with the conflicts.

3:53:29.290 --> 3:53:29.880

Neelam Gupta

No.

3:53:36.90 --> 3:53:38.640

Neelam Gupta

What do you have the voting members? Let's see, we've got.

3:53:40.130 --> 3:53:40.580

Neelam Gupta

Umm.

3:53:47.860 --> 3:53:51.430

Neelam Gupta

Definitely they it's still online and you can you hear.

3:53:53.280 --> 3:53:54.90

Neelam Gupta

Let me, Davis.

3:53:55.640 --> 3:53:57.190

Neelam Gupta

If you're talking to this, you needed.

3:54:6.810 --> 3:54:7.690

Davis, Stephanie K

Yes, I'm here.

3:54:2.600 --> 3:54:10.950

Neelam Gupta

Stephanie plugged in, but I think we're talking about your phone cats. She just came up with. OK, great. OK, so Stephanie and Andrea, this with us.

3:54:12.890 --> 3:54:14.740

Neelam Gupta

It is still with us online.

3:54:15.530 --> 3:54:20.560

Neelam Gupta

OK, so Jason has a complex view. So we've got one.

3:54:22.110 --> 3:54:22.620

Neelam Gupta

You.

3:54:28.270 --> 3:54:28.860

Neelam Gupta

I.

3:54:34.740 --> 3:54:40.320

Neelam Gupta

10 So we would need to bring back to two people with conflicts in order to get us the formed.

3:54:41.420 --> 3:54:43.70

Neelam Gupta

I have proxy for battery so.

3:54:44.410 --> 3:54:46.970

Neelam Gupta

Uh, I married. We came a proxy.

3:54:48.280 --> 3:54:49.650

Neelam Gupta

Performances.

3:54:50.460 --> 3:54:51.410

Neelam Gupta

On the.

3:54:53.880 --> 3:54:58.690

Neelam Gupta

They're not here and they're not online and they're one. OK, so that we can. Great. OK.

3:55:0.500 --> 3:55:6.390

Neelam Gupta

So I think we we just need to randomly out of the people who have conflicts. And so we've got again.

3:55:7.320 --> 3:55:9.90

Neelam Gupta

I don't know this way this terminate but.

3:55:10.270 --> 3:55:11.820

Neelam Gupta

He had Katie.

3:55:12.740 --> 3:55:21.670

Neelam Gupta

Patrick and Tracy, who are here and then Jason, who's online as any of those have multiple conflicts.

3:55:23.670 --> 3:55:24.500

Neelam Gupta

Uh.

3:55:27.410 --> 3:55:34.340

Neelam Gupta

Uh, you know they are. They always. Yeah. They would have 120 conflict. Mary, you had. Excellent.

Yeah. Does your.

3:55:35.200 --> 3:55:42.610

Neelam Gupta

Your bylaws, do they sit specify that if someone is not voting that there that that's supposed to count towards the majority?

3:55:43.750 --> 3:55:54.390

Neelam Gupta

Minute. No, no time for the exhibit show. Can't count towards four. OK. Yeah. So it has to be one of the the coverage.

3:55:54.650 --> 3:55:56.70

Neelam Gupta

Are you getting back up?

3:55:58.360 --> 3:56:1.870

Neelam Gupta

And they all they all have. They all have formula conflicts.

3:56:3.140 --> 3:56:4.170

Neelam Gupta

Yeah. So.

3:56:6.460 --> 3:56:8.850

Neelam Gupta

Putting through this question after Jason.

3:56:9.600 --> 3:56:10.470

Neelam Gupta  
And Tracy?

3:56:11.170 --> 3:56:18.960

Neelam Gupta

All work for an agency that's being considered for funding. Ohh. Jason asked me question if you haven't spoke to someone without a complex.

3:56:22.230 --> 3:56:29.360

Neelam Gupta

I think that's the same as a proxy. Yeah. So I I think in order to think he's crazy about the forum, we have to have someone.

3:56:30.220 --> 3:56:31.170

Neelam Gupta

Engage in the vote.

3:56:32.140 --> 3:56:37.40

Neelam Gupta

Well, then I would say do one form online and one form who's here. We have to bring you back.

3:56:38.430 --> 3:56:40.20

Neelam Gupta

That's that's fine with me.

3:56:41.50 --> 3:57:2.220

Neelam Gupta

OK. Yeah, the, the, the, the federal statute on this is pretty vague. It just says that you randomly bring people back. And so it doesn't give any definition of what that randomness looks like. Well, then I'll just go get to. Yeah. Just just say I need two people or just the first when you see the first person and you can just anybody out here. Yeah.

3:57:2.340 --> 3:57:3.780

Neelam Gupta

It gives them enough water.

3:57:5.470 --> 3:57:8.570

Neelam Gupta

Ohh, I'd like watering the plants and that they have to have study.

3:57:12.960 --> 3:57:18.80

Neelam Gupta

Things that you cannot clear on what they're not here. I think they get to a maze in the boat.

3:57:22.760 --> 3:57:35.710

Neelam Gupta

You know about that? Mary never done it, but I haven't looked at federal statute, but generally, if

they're available to be in for the foreign and if they abstain, then the majority is a simple majority of the voting.

3:57:36.400 --> 3:57:37.410

Neelam Gupta

Oh, good. OK.

3:57:38.890 --> 3:57:44.760

Neelam Gupta

So they could be here for the quorum and abstain from that. We're still good, OK.

3:57:45.690 --> 3:57:47.920

Neelam Gupta

Yeah, it seems like you know.

3:57:49.180 --> 3:57:55.390

Neelam Gupta

So for those of you online, in case you missed all of that, we because we had people with conflicts.

3:57:56.810 --> 3:58:3.430

Neelam Gupta

We tell the quorum and the rules on that say that if we talk about quorum, we're allowed to bring back.

3:58:4.470 --> 3:58:7.680

Neelam Gupta

People randomly to get back up the form.

3:58:8.360 --> 3:58:20.630

Neelam Gupta

Which we've done. We've randomly brought in two other people with complex that brings us back up the forum, but they are going to, I think, have saying for the load and then it's a simple majority of the remaining.

3:58:21.610 --> 3:58:28.230

Neelam Gupta

The broadcast. OK, OK, alright. And and and those of us who are exofficio don't vote.

3:58:29.540 --> 3:58:41.370

Neelam Gupta

Right, so your vote does not count towards the quorum. I mean it's fine for you to get the voice though, but I don't wanna say it doesn't matter because everybody matters, but it didn't happen.

3:58:43.150 --> 3:59:1.230

Neelam Gupta

As long as we have a majority right, you're saying that's right, the exhibitio folks can't help us get to the form or help us get to the simple majority. But we've got enough people now voting numbers to form and to get to something with the. OK, well, I'm sorry.

3:59:2.80 --> 3:59:4.10

Neelam Gupta

No, the simple majority is quorum.

3:59:6.460 --> 3:59:7.670

Neelam Gupta

Uh, so that's 12.

3:59:9.990 --> 3:59:12.10

Neelam Gupta

So is it the simple majority of the remaining?

3:59:12.90 --> 3:59:25.70

Neelam Gupta

Those cats have the votes cast. OK. Yeah, that's the that's the eligible voters cast. So I don't the exofficio is. Yeah, we won't count those in the account. I won't vote. So it doesn't confuse the man.

3:59:26.240 --> 3:59:26.990

Neelam Gupta

I mean I.

3:59:27.930 --> 3:59:34.900

Neelam Gupta

For the purposes of the Minutes, we know who's who's. Who's that this year? He's he's voting so we can capture all that for the.

3:59:35.880 --> 3:59:37.750

Neelam Gupta

Right. So we need to see that budget.

3:59:38.700 --> 3:59:40.610

Neelam Gupta

Yes, I'm here.

3:59:46.870 --> 3:59:49.600

Neelam Gupta

You're left. We would have had a quorum. And if you don't.

3:59:52.270 --> 3:59:52.900

Neelam Gupta

At 800.

3:59:52.980 --> 3:59:53.990

Neelam Gupta

OK. Yeah.

3:59:54.90 --> 3:59:58.730

Neelam Gupta

Because they won't let me go. Dogs that we would have. Yeah, so.

4:0:0.510 --> 4:0:10.210

Neelam Gupta

Really, the only change in this is in the final couple column and I apologize and it's not really any way to make this bigger without losing something on the screen.

4:0:11.80 --> 4:0:31.310

Neelam Gupta

Uh, but after the Commission voted in July to provide specific amounts of funding, one program came back and asked for additional funding, and that's immoral. Deep foundation. And you can see that they requested an additional \$25,000.

4:0:32.290 --> 4:0:39.550

Neelam Gupta

And because we have unspent American rescue plan dollars for staff recommends that we fund that request.

4:0:41.660 --> 4:0:46.160

Neelam Gupta

There, there are no other changes to what you approved at the July meeting.

4:0:47.290 --> 4:0:48.650

Neelam Gupta

And agreements committee concurred.

4:0:49.510 --> 4:0:51.540

Neelam Gupta

And just in terms of just for?

4:0:52.120 --> 4:0:55.570

Neelam Gupta

Umm, looking at changes so the amount of.

4:0:56.930 --> 4:0:59.850

Neelam Gupta

Arpa money, which is the 1.7?

4:1:0.560 --> 4:1:14.240

Neelam Gupta

And we brought in some additional some of that unspent to that line item to be able to fully fund that. So that's why the article line, which is highlighted in green, that's why we're not compared to the previous.

4:1:15.280 --> 4:1:21.120

Neelam Gupta

And because we that money we've already been awarded, it's just kind of sitting there waiting for us to spend it.

4:1:27.820 --> 4:1:31.770

Neelam Gupta

Yeah, I think we're ready for alright. Can we? Can we have a motion to?

4:1:32.620 --> 4:1:33.60

Neelam Gupta

Hello.

4:1:34.340 --> 4:1:36.620

Neelam Gupta

I make a motion carries one.

4:1:37.270 --> 4:1:37.510

Neelam Gupta

Like.

4:1:39.960 --> 4:1:45.510

Neelam Gupta

Right. OK. Ready. Colorado. OK. We need a roll. Call vote, Toby.

4:1:46.520 --> 4:1:47.100

Neelam Gupta

George.

4:1:48.580 --> 4:1:49.350

Neelam Gupta

Suzanne.

4:1:50.740 --> 4:1:52.710

Neelam Gupta

Steph, right, Stephanie?

4:1:52.660 --> 4:1:52.970

Davis, Stephanie K

Right.

4:1:55.330 --> 4:1:55.920

Neelam Gupta

Sanda.

4:1:58.130 --> 4:1:58.340

Davis, Stephanie K

OK.

4:1:57.330 --> 4:2:0.550

Neelam Gupta

Amy. Alright Katie exhibition.

4:2:1.500 --> 4:2:2.210

Neelam Gupta  
Mariana.

4:2:4.240 --> 4:2:4.940

Neelam Gupta  
Andrea.

4:2:5.240 --> 4:2:5.650

Andrea Hill (Guest)  
Ah.

4:2:6.190 --> 4:2:6.790

Neelam Gupta  
Michael.

4:2:8.160 --> 4:2:8.710

Neelam Gupta  
Holly.

4:2:9.880 --> 4:2:10.510

Neelam Gupta  
Rick.

4:2:10.890 --> 4:2:11.410

Rick Kriesky (Guest)  
I.

4:2:12.280 --> 4:2:12.710

Neelam Gupta  
Buddy.

4:2:13.950 --> 4:2:14.630

Neelam Gupta  
Caroline.

4:2:15.920 --> 4:2:16.430

Neelam Gupta  
Heidi.

4:2:17.710 --> 4:2:21.510

Neelam Gupta  
Greg yes, Patrick Lee.

4:2:22.90 --> 4:2:23.200

Neelam Gupta  
I can.

4:2:24.300 --> 4:2:24.990

Neelam Gupta  
Donovan.

4:2:25.940 --> 4:2:26.570

Neelam Gupta  
Cameron.

4:2:27.660 --> 4:2:28.330

Neelam Gupta  
Nancy.

4:2:30.40 --> 4:2:30.870

Neelam Gupta  
Jason.

4:2:32.300 --> 4:2:33.10

Neelam Gupta  
Leon.

4:2:34.740 --> 4:2:37.80

Neelam Gupta  
Terry, hi, Tracy.

4:2:37.660 --> 4:2:40.190

Neelam Gupta  
Account Amy. Betty.

4:2:41.500 --> 4:2:42.170

Neelam Gupta  
Eileen.

4:2:43.0 --> 4:2:43.730

Neelam Gupta  
Jessica.

4:2:49.520 --> 4:2:50.10

Neelam Gupta  
So.

4:2:52.720 --> 4:2:53.900

Neelam Gupta  
This next part.

4:2:55.560 --> 4:2:57.370

Neelam Gupta  
Andrea has no please.

4:2:58.350 --> 4:2:59.740

Neelam Gupta

But I think that we.

4:3:0.460 --> 4:3:1.780

Neelam Gupta

Thanks so much. I really appreciate that.

4:3:2.720 --> 4:3:7.0

Neelam Gupta

That one concept that I think you have, so we get Tracy to come back. Yes, please. Thank you.

4:3:8.310 --> 4:3:15.750

Neelam Gupta

You're gonna get our morning. What he said. OK, other people who've had conflicts, we're we're still.

4:3:16.820 --> 4:3:17.750

Neelam Gupta

I did or abstain.

4:3:17.910 --> 4:3:23.180

Neelam Gupta

The other question about yeah, so Andrea, if you wouldn't mind just muting yourself for this part?

4:3:26.750 --> 4:3:28.670

Neelam Gupta

Umm. I'm sorry, Eric. Press, get out of work.

4:3:30.790 --> 4:3:39.620

Neelam Gupta

We have the funding timeline. Yeah, so sorry. Integrate it. You could participate in this next part. I've got it in right word on the slides.

4:3:41.650 --> 4:3:42.40

Neelam Gupta

OK.

4:3:43.160 --> 4:3:54.10

Neelam Gupta

So the next is to go back and revise the funding timeline that the Commission previously approved in July, and it's primarily to add in the public health port.

4:3:55.10 --> 4:4:11.440

Neelam Gupta

Initiative, which at the time we work through, we called the the public health of airport was supposed to be part of our formula funding process, but we since clarified that it was part of the national competitive process. So we went through and we added in the public health record.

4:4:12.60 --> 4:4:12.670

Neelam Gupta  
And.

4:4:14.70 --> 4:4:16.120

Neelam Gupta  
In various spots and.

4:4:17.240 --> 4:4:26.400

Neelam Gupta  
In particular, we added it to the timeline for competitive applications. I'll also note that we deleted a couple of these.

4:4:27.940 --> 4:4:31.520

Neelam Gupta  
Recorded information because it's it's captured above.

4:4:32.290 --> 4:4:35.100

Neelam Gupta  
In the American brand information sessions.

4:4:36.270 --> 4:4:36.850

Neelam Gupta  
Uh.

4:4:37.840 --> 4:4:44.870

Neelam Gupta  
So we added public health AmeriCorps anyplace where it needed to be added for the competitive timeline.

4:4:50.200 --> 4:5:0.910

Neelam Gupta  
We also deleted evidence based planning grant because that does not go through state commissions. It's going directly through the airport agency.

4:5:4.570 --> 4:5:5.420

Neelam Gupta  
And we changed the.

4:5:5.520 --> 4:5:20.990

Neelam Gupta  
I have a letter of intent to notice of intent it in a couple of places where it occurs, we change central Standard Time to just central time to just the simplify it because this timeline goes across both standard and daylight savings.

4:5:23.100 --> 4:5:24.280

Neelam Gupta  
Not big.

4:5:25.700 --> 4:5:31.560

Neelam Gupta

We also added that the earliest program start date is August 1st, so those are those are the changes that we made.

4:5:32.360 --> 4:5:32.850

Neelam Gupta

Umm.

4:5:34.190 --> 4:5:44.720

Neelam Gupta

But there was no change to the recommendation of which programs to send to the competitive process versus the programs that would be more like continuations.

4:5:47.220 --> 4:5:48.780

Neelam Gupta

Any comments or questions?

4:5:53.40 --> 4:5:54.310

Neelam Gupta

I have a motion to approve.

4:5:55.0 --> 4:5:55.410

Neelam Gupta

Quote.

4:5:56.180 --> 4:5:57.970

Neelam Gupta

Some Eileen.

4:6:0.630 --> 4:6:1.330

Neelam Gupta

Pretty please.

4:6:3.590 --> 4:6:5.540

Neelam Gupta

They will follow Toby.

4:6:6.930 --> 4:6:7.440

Neelam Gupta

George.

4:6:8.800 --> 4:6:9.650

Neelam Gupta

Suzanne.

4:6:11.400 --> 4:6:12.190

Neelam Gupta

Stephanie.

4:6:13.500 --> 4:6:15.30

Neelam Gupta  
So sunda.

4:6:16.250 --> 4:6:18.580

Neelam Gupta  
Amy. Hi, Katie.

4:6:19.590 --> 4:6:20.350

Neelam Gupta  
Mariana.

4:6:21.470 --> 4:6:22.200

Neelam Gupta  
Andrea.

4:6:22.450 --> 4:6:22.930

Andrea Hill (Guest)  
Ah.

4:6:23.670 --> 4:6:24.270

Neelam Gupta  
Michael.

4:6:25.510 --> 4:6:26.60

Neelam Gupta  
Holly.

4:6:27.260 --> 4:6:27.800

Neelam Gupta  
Rick.

4:6:28.340 --> 4:6:28.830

Rick Kriesky (Guest)  
Hi.

4:6:29.460 --> 4:6:29.950

Neelam Gupta  
Buddy.

4:6:30.510 --> 4:6:31.980

Neelam Gupta  
And hairline.

4:6:33.550 --> 4:6:34.60

Neelam Gupta  
Heidi.

4:6:35.350 --> 4:6:36.0

Neelam Gupta  
Gregg.

4:6:36.940 --> 4:6:37.620

Neelam Gupta  
Patrick.

4:6:38.390 --> 4:6:38.900

Neelam Gupta  
Lee.

4:6:39.870 --> 4:6:40.480

Neelam Gupta  
Kane.

4:6:41.650 --> 4:6:42.400

Neelam Gupta  
Donovan.

4:6:43.460 --> 4:6:44.110

Neelam Gupta  
Cameron.

4:6:45.160 --> 4:6:45.880

Neelam Gupta  
Nancy.

4:6:47.330 --> 4:6:48.90

Neelam Gupta  
Jason.

4:6:49.320 --> 4:6:49.790

Jason Scott  
Aye.

4:6:50.230 --> 4:6:50.940

Neelam Gupta  
Leon.

4:6:52.510 --> 4:6:54.920

Neelam Gupta  
Terry, hi, Tracy.

4:6:56.330 --> 4:6:58.380

Neelam Gupta  
Amy. Sorry, Betty.

4:6:59.770 --> 4:7:0.380

Neelam Gupta  
Eileen.

4:7:1.270 --> 4:7:1.940

Neelam Gupta  
Jessica.

4:7:7.100 --> 4:7:8.870

Neelam Gupta  
This next part is where you know.

4:7:10.10 --> 4:7:16.80

Neelam Gupta  
You will be yourself and not vote on this Part 2 second to that motion.

4:7:17.960 --> 4:7:18.310

Neelam Gupta  
I know.

4:7:21.590 --> 4:7:22.380

Neelam Gupta  
Eileen, your pain.

4:7:23.520 --> 4:7:43.210

Neelam Gupta  
So I've just had a sign of because of the the timeline and that when we had this business grant, the Executive Committee has already approved this budget, but anytime the executive Committee does that kind of thing, we'd like to bring it back before the entire Commission for the permission to essentially ratify the decision that we made.

4:7:43.960 --> 4:7:56.440

Neelam Gupta  
And and this is for the volunteer generation fund, which is kind of like put sound, it's money to go out and generate traditional volunteers. So it does not involve a miracle member at all.

4:7:57.990 --> 4:8:2.160

Neelam Gupta  
But we we formed a partnership with a couple volunteer senators including.

4:8:3.320 --> 4:8:12.250

Neelam Gupta  
Appends on Masshole and the volunteer center that's hosted by Leadership Memphis. And that's where if Andreas conflict comes in because she used to work for them within the last two years.

4:8:13.990 --> 4:8:23.960

Neelam Gupta  
And so there's a little bit of personnel expense because again, there's only going to be 2 sub grantees under this. So the stafftime to manage it is a little bit of reduced.

4:8:24.740 --> 4:8:25.250

Neelam Gupta  
And.

4:8:26.200 --> 4:8:32.750

Neelam Gupta  
There's a little bit of travel for staff and those subgrades attended a few meetings.

4:8:34.320 --> 4:8:40.330

Neelam Gupta  
Uh, there's some training money again for both staff and the subgrantees.

4:8:42.120 --> 4:9:12.40

Neelam Gupta  
And then the bulk of it is sufferance, which would go to hands on Nashville and leadership Memphis. So the bulk of those. And then we're all staff also proposed as part of this to provide service learning mini grants. So there would be 20 mini grants that would be roughly like somewhere between 2:00 to \$5000. We did not preselect them because we would need to do an open funding process and review applications and have you then approve that but.

4:9:12.390 --> 4:9:15.200

Neelam Gupta  
The the funding is is included in that line.

4:9:16.620 --> 4:9:38.690

Neelam Gupta  
And the statewide volunteer management portal, you might remember, was in the image and support grant budget, but because we don't know if we're gonna get this money, we included it in both. And if we do get funding for this, we'll go back and we'll take that money out of the Commission support grant, and we'll use the line item that's in this budget to pay for that or statewide portal instead.

4:9:42.840 --> 4:9:44.150

Neelam Gupta  
And so that's it, so.

4:9:45.630 --> 4:10:0.770

Neelam Gupta  
Again, again, this is a nationally competitive brand. So we may or may not get it if we get it, if we would have have it for roughly, we'll for three years because it's a three-year grant cycle.

4:10:2.0 --> 4:10:8.380

Neelam Gupta  
And we could, we can go back and we can change and make adjustments. And if we as we go along those three years.

4:10:11.680 --> 4:10:29.90

Neelam Gupta  
Didn't have associated with. That is the. Specifically the amounts were based on national leadership

methods. You can see the amounts that they requested 181 for hands on Nashville and 80 for the shipment list. And the priority areas that they're proposing to me.

4:10:29.800 --> 4:10:30.340

Neelam Gupta

And.

4:10:32.180 --> 4:10:32.490

Neelam Gupta

Bigger.

4:10:32.900 --> 4:10:42.600

Neelam Gupta

And some of the stuff we've been talking about all day or the last few days, education, economic opportunity, etcetera, I'm not going to read all those you can see.

4:10:44.420 --> 4:10:54.370

Neelam Gupta

What they're specifically proposing in this is all stuff that went out last week, so I'm not gonna read this, but the the description, what parts are gonna be doing.

4:10:55.100 --> 4:11:12.110

Neelam Gupta

Umm. And then the keyboard risk assessment that we do every time we buy funding to like that, we provided funding to both of these agencies in the past, but because it's a new brand, we went ahead and did a previous assessment and all natural and slow.

4:11:13.110 --> 4:11:14.640

Neelam Gupta

Leadership, Memphis and medium.

4:11:15.630 --> 4:11:16.170

Neelam Gupta

Love.

4:11:17.190 --> 4:11:25.960

Neelam Gupta

Nothing super concerning about leadership with this. There were a couple things where they see the one I think they have some audit findings.

4:11:27.280 --> 4:11:31.140

Neelam Gupta

I didn't need to talk a little bit more about that. If anybody has questions about that.

4:11:37.160 --> 4:11:38.630

Neelam Gupta

Any comments or questions?

4:11:41.550 --> 4:11:43.700

Neelam Gupta

Do you have anything else to add or we ready to?

4:11:44.930 --> 4:11:50.500

Neelam Gupta

I think the third of questions, I think we're probably ready for, OK, so we're ready for a motion to vote.

4:11:52.540 --> 4:11:54.260

Neelam Gupta

I make a motion that we accept this.

4:11:54.950 --> 4:11:55.600

Neelam Gupta

Revision.

4:11:56.230 --> 4:11:57.850

Neelam Gupta

Recommendation my second.

4:12:2.640 --> 4:12:3.90

Neelam Gupta

Toby.

4:12:4.230 --> 4:12:4.730

Neelam Gupta

George.

4:12:6.160 --> 4:12:6.920

Neelam Gupta

Suzanne.

4:12:7.710 --> 4:12:8.140

Suzanne Carr

Hi.

4:12:8.680 --> 4:12:9.450

Neelam Gupta

Stephanie.

4:12:10.710 --> 4:12:11.390

Neelam Gupta

Sanda.

4:12:10.980 --> 4:12:11.410

Davis, Stephanie K

Ah.

4:12:12.800 --> 4:12:13.110

Neelam Gupta

Mm-hmm.

4:12:14.110 --> 4:12:16.470

Neelam Gupta

Amy. Hi, Katie.

4:12:17.500 --> 4:12:18.230

Neelam Gupta

Mariana.

4:12:19.920 --> 4:12:20.540

Neelam Gupta

Michael.

4:12:22.30 --> 4:12:22.570

Neelam Gupta

Polly.

4:12:24.110 --> 4:12:24.560

Neelam Gupta

Rick.

4:12:25.60 --> 4:12:25.590

Rick Kriesky (Guest)

I.

4:12:26.280 --> 4:12:26.710

Neelam Gupta

Buddy.

4:12:28.170 --> 4:12:28.950

Neelam Gupta

Caroline.

4:12:30.400 --> 4:12:30.930

Neelam Gupta

Heidi.

4:12:32.570 --> 4:12:33.40

Neelam Gupta

Greg.

4:12:34.330 --> 4:12:34.930

Neelam Gupta

Patrick.

4:12:35.640 --> 4:12:36.120  
Neelam Gupta  
Lee.

4:12:37.220 --> 4:12:37.740  
Neelam Gupta  
Pain.

4:12:38.780 --> 4:12:39.410  
Neelam Gupta  
Donovan.

4:12:40.370 --> 4:12:40.990  
Neelam Gupta  
Cameron.

4:12:41.740 --> 4:12:42.460  
Neelam Gupta  
Nancy.

4:12:43.880 --> 4:12:44.620  
Neelam Gupta  
Jason.

4:12:45.460 --> 4:12:45.930  
Jason Scott  
I.

4:12:46.400 --> 4:12:47.70  
Neelam Gupta  
Leon.

4:12:48.440 --> 4:12:53.160  
Neelam Gupta  
Teary eye. Tracy. Amy. Betty.

4:12:53.880 --> 4:12:55.930  
Neelam Gupta  
Eileen Jessica.

4:13:0.50 --> 4:13:0.380  
Neelam Gupta  
Umm.

4:13:4.50 --> 4:13:4.830  
Neelam Gupta  
A lot of the.

4:13:7.760 --> 4:13:8.390

Neelam Gupta  
My friends.

4:13:9.330 --> 4:13:10.0

Neelam Gupta  
Granted.

4:13:12.720 --> 4:13:15.700

Neelam Gupta  
Let's stay on the business and the election of officers.

4:13:16.700 --> 4:13:17.760

Neelam Gupta  
That board development.

4:13:20.680 --> 4:13:25.170

Neelam Gupta  
Yeah, I mean this is this like that's good. I was by the Board Development Committee, so.

4:13:27.220 --> 4:13:28.660

Neelam Gupta  
This is their recommended it's like.

4:13:29.860 --> 4:13:39.590

Neelam Gupta  
So I think typically the vote would be to accept the slate as offered and not to be individual unless somebody wants to contest the election. And then we have to go.

4:13:40.390 --> 4:13:42.310

Neelam Gupta  
I think it is with life files.

4:13:43.380 --> 4:13:49.810

Neelam Gupta  
Can you just bring up for me Full disclosure that I intend to retire in the summer of next year?

4:13:50.890 --> 4:13:55.370

Neelam Gupta  
So I would not be able to fulfill a full term.

4:13:56.160 --> 4:14:10.680

Neelam Gupta  
Also, just FYI, I don't know if it matters or not, but uh exofficio member by virtue of being one of these officers that would serve on the executive committee. I don't know if it matters, but that then makes that person a non voting member that would serve on the chain.

4:14:10.780 --> 4:14:13.120

Neelam Gupta

If they don't set it.

4:14:14.480 --> 4:14:15.410

Neelam Gupta

Situation that's.

4:14:16.550 --> 4:14:22.990

Neelam Gupta

That's that's remedied or not. Yeah. So the the bylaw specifically state that the.

4:14:23.940 --> 4:14:27.690

Neelam Gupta

Chair and the vice chair have to be selected from among the voting numbers.

4:14:28.710 --> 4:14:33.220

Neelam Gupta

It doesn't say that about the secretary and Treasurer, which that's a good question in terms of.

4:14:35.450 --> 4:15:3.80

Neelam Gupta

I think, though, as long as we didn't have two exofficio, there would still be a quorum among the executive committee would be 3, and they would have a forum to be able to make any notes would be my interpretation of that. I am fine with serving for 1/2 year, but it which is wouldn't require an election mid year. It's if the board prefers to have some not have to do that two step dance.

4:15:3.230 --> 4:15:7.550

Neelam Gupta

Uh, I'm. I'm open to relinquishing that to another nominee.

4:15:8.290 --> 4:15:11.500

Neelam Gupta

I told buddy yesterday that I'd be happy to do it.

4:15:13.980 --> 4:15:16.200

Neelam Gupta

Mid year or anytime.

4:15:17.100 --> 4:15:19.660

Neelam Gupta

A second before 2nd.

4:15:22.920 --> 4:15:26.250

Neelam Gupta

So I'm not sure how that would work in terms of changing the slate.

4:15:27.320 --> 4:15:28.50

Neelam Gupta  
The developer.

4:15:30.120 --> 4:15:32.590

Neelam Gupta  
So my recommendation would be to vote on the slate.

4:15:33.410 --> 4:15:43.130

Neelam Gupta  
And then when Buddy retires and we said many tears for that, then we can do the condition to bring in someone.

4:15:44.150 --> 4:15:48.220

Neelam Gupta  
OK. Or maybe we can talk Bunny and staying a little bit longer, I don't think so.

4:15:50.190 --> 4:15:51.240

Neelam Gupta  
120 days.

4:15:53.80 --> 4:15:55.470

Neelam Gupta  
I got a 91 year old mother needs scared.

4:15:58.240 --> 4:16:5.710

Neelam Gupta  
Yeah. So yeah, so my recommendation would be to to keep us late as presented and then we'll we'll address somebody.

4:16:7.730 --> 4:16:9.500

Neelam Gupta  
If everybody is OK with, that would be.

4:16:10.200 --> 4:16:10.760

Neelam Gupta  
Yeah.

4:16:13.550 --> 4:16:15.310

Neelam Gupta  
OK, so well congratulations.

4:16:15.390 --> 4:16:15.620

Neelam Gupta  
Yeah.

4:16:17.260 --> 4:16:21.470

Neelam Gupta  
We have, we have to do a motion that we are gonna do a motion to accept the slide.

4:16:22.200 --> 4:16:22.860

Neelam Gupta

So moved.

4:16:25.270 --> 4:16:25.810

Neelam Gupta

2nd.

4:16:25.570 --> 4:16:26.200

Andrea Hill (Guest)

2nd.

4:16:27.90 --> 4:16:27.840

Neelam Gupta

There was that.

4:16:28.830 --> 4:16:30.780

Neelam Gupta

That was the great thank you.

4:16:33.200 --> 4:16:33.460

Neelam Gupta

Hello.

4:16:34.260 --> 4:16:34.820

Neelam Gupta

Toby.

4:16:35.740 --> 4:16:36.330

Neelam Gupta

George.

4:16:36.400 --> 4:16:39.200

Neelam Gupta

I'm sorry, the people who are on the slide show that saying.

4:16:39.910 --> 4:16:40.420

Neelam Gupta

OK.

4:16:41.410 --> 4:16:42.340

Neelam Gupta

Suzanne.

4:16:42.790 --> 4:16:43.220

Suzanne Carr

Aye.

4:16:43.840 --> 4:16:44.640

Neelam Gupta  
Stephanie.

4:16:45.650 --> 4:16:45.990

Davis, Stephanie K  
Ah.

4:16:46.520 --> 4:16:47.210

Neelam Gupta  
Sanda.

4:16:49.60 --> 4:16:51.620

Neelam Gupta  
Amy, I'm saying Katie.

4:16:52.530 --> 4:16:53.290

Neelam Gupta  
Mariana.

4:16:54.640 --> 4:16:55.370

Neelam Gupta  
Andrea.

4:16:55.640 --> 4:16:56.120

Andrea Hill (Guest)  
Ah.

4:16:56.690 --> 4:16:57.380

Neelam Gupta  
Michael.

4:16:58.570 --> 4:16:59.200

Neelam Gupta  
Holly.

4:17:0.310 --> 4:17:0.840

Neelam Gupta  
Rick.

4:17:1.350 --> 4:17:1.920

Rick Kriesky (Guest)  
I.

4:17:2.430 --> 4:17:2.900

Neelam Gupta  
Buddy.

4:17:3.640 --> 4:17:5.120

Neelam Gupta  
And Caroline?

4:17:6.380 --> 4:17:6.930

Neelam Gupta  
Heidi.

4:17:8.310 --> 4:17:8.860

Neelam Gupta  
Greg.

4:17:10.100 --> 4:17:10.720

Neelam Gupta  
Patrick.

4:17:11.370 --> 4:17:11.870

Neelam Gupta  
Lee.

4:17:12.770 --> 4:17:13.360

Neelam Gupta  
Came.

4:17:14.520 --> 4:17:15.180

Neelam Gupta  
Donovan.

4:17:16.310 --> 4:17:16.950

Neelam Gupta  
Hammerin.

4:17:17.930 --> 4:17:18.690

Neelam Gupta  
Nancy.

4:17:20.270 --> 4:17:21.120

Neelam Gupta  
Jason.

4:17:21.510 --> 4:17:21.990

Jason Scott  
Aye.

4:17:22.560 --> 4:17:23.270

Neelam Gupta  
Leon.

4:17:24.590 --> 4:17:26.480

Neelam Gupta  
Terry abstain, Tracy.

4:17:27.680 --> 4:17:29.650

Neelam Gupta  
Amy. Betty.

4:17:30.350 --> 4:17:32.420

Neelam Gupta  
Eileen Jessica.

4:17:38.560 --> 4:17:38.900

Neelam Gupta  
Yeah.

4:17:40.170 --> 4:17:47.650

Neelam Gupta  
After the birth of my recommendation, could be that we can quick break to get lunch. Would agree that I can turn.

4:17:50.110 --> 4:18:0.460

Neelam Gupta  
The pros online of the folks in the room and play YouTube have not stopped the line, so we're gonna. No, you're welcome. That's the way you said it breaks and grab lunch and then we'll restart.

4:18:5.0 --> 4:18:6.890

Neelam Gupta  
Make it not, sorry.

4:18:6.450 --> 4:18:6.930

Andrea Hill (Guest)  
OK.

4:18:9.480 --> 4:18:11.740

Neelam Gupta  
I like that you just can't merge names. That and I don't know.

4:18:11.820 --> 4:18:12.120

Neelam Gupta  
Get that?

4:18:13.200 --> 4:18:19.90

Neelam Gupta  
I missed to do differently. No, I'm saying no. I don't know how to get through it because. Yeah. Yeah, well, and then you don't.

4:18:20.190 --> 4:18:43.410

Neelam Gupta

Like you're lovely, right? All the other right. Calling people all kinds of crazy, right? But when we do have two, like 2 amys promise should call that last name. But I figured, you know, you went first. You know, I was just double. I was like, OK, yeah, I forgot it. Cool. I'm good. I didn't know if it was because I don't know if this last names. I didn't know if it was alphabetical or if it was like, that's a good. When they came on the board. Does that make sense? Yeah.

4:18:43.490 --> 4:18:46.140

Neelam Gupta

It's not your who's gonna get over here. The tail.

4:18:47.410 --> 4:18:47.830

Neelam Gupta

The class.

4:18:47.950 --> 4:18:49.620

Neelam Gupta

Like it's.

4:18:52.0 --> 4:18:58.20

Neelam Gupta

That is tiny print. Yeah. Yeah, it is half a bit. It is. So I just wasn't sure if it was by turnier or if it was by.

4:19:3.980 --> 4:19:6.840

Neelam Gupta

Very Frank, I guess that's OK.

4:19:7.780 --> 4:19:8.130

Neelam Gupta

Thank you.

4:19:12.650 --> 4:19:13.20

Neelam Gupta

Here.

4:19:14.720 --> 4:19:15.360

Neelam Gupta

Right, sure.

4:19:15.440 --> 4:19:17.30

Neelam Gupta

OK, right there the year.

4:19:17.200 --> 4:19:17.680

Neelam Gupta

It's good.

4:19:17.800 --> 4:19:18.10

Neelam Gupta

Yeah.

4:19:21.90 --> 4:19:24.420

Neelam Gupta

Sure. What all classes do you teach?

4:19:25.540 --> 4:19:27.270

Neelam Gupta

Right now I'm teaching.

4:19:29.210 --> 4:19:45.800

Neelam Gupta

Well, we just changed. Ready. Ready to go through accreditation. So it's changing, but I've I've everybody is just educating our. Our educational department is going through a creation in a couple of years. So we're having we're revamping because of you know what what changes so I'm teaching.

4:19:48.280 --> 4:19:53.210

Neelam Gupta

Assessment a classroom management instructional strategies.

4:19:54.900 --> 4:19:57.130

Neelam Gupta

Intro to teaching at the graduate level.

4:19:57.210 --> 4:20:3.940

Neelam Gupta

It's funny. How about you? I mean, I just teach one. I just teach in the spring. I mean, mostly though.

4:20:5.260 --> 4:20:11.800

Neelam Gupta

So I teach introduction nonprofit management nice. That's very common. Yeah. Online or face to face to face in person.

4:20:12.420 --> 4:20:16.920

Neelam Gupta

There's nothing I didn't I did online for like 6 weeks when we.

4:20:17.120 --> 4:20:19.190

Neelam Gupta

And I'm a much better.

4:20:19.310 --> 4:20:19.810

Neelam Gupta

That's right.

4:20:20.800 --> 4:20:31.100

Neelam Gupta

I love teaching face to face. I've gotten I've been teaching online since I taught at Tennessee State, which is 9899. So I'm kind of engaged in that. So I don't have a problem online.

4:20:32.180 --> 4:20:33.140

Neelam Gupta

I'm waiting. I'm just.

4:20:34.670 --> 4:20:39.490

Neelam Gupta

But migrate so my first year in March when we told everybody to go home and we had to go.

4:20:40.500 --> 4:20:42.350

Neelam Gupta

That was on my mess. Yeah, then.

4:20:44.330 --> 4:20:48.320

Neelam Gupta

But then the next year I changed in my thoughts, right?

4:20:49.730 --> 4:21:18.630

Neelam Gupta

You have to be if we go online, which we only did it for six weeks. I was like if we go online last year, you have to find a space to be in a consistent space for every class you have to test prior to class reliable Internet like I have to have your family. Like I gave and then I said you need accommodations for that. Yes. Yes. Freak out. Yes. But I said that as the expectation.

4:21:18.750 --> 4:21:45.660

Neelam Gupta

Well, they have and it was fine. But in March, when there were no expectations, I had students in convertibles on their phones during class times. And I'm like and then. No, no, no, no, no. So when I got through setting this Elvis, I was like and I was like, I don't care. You're set. Place is McDonald's because they have Internet or if it's the Public Library or if it's your rooms that you will be in a stationary place with your camera on.

4:21:46.980 --> 4:21:56.640

Neelam Gupta

Yeah, because there they don't think about the impact of everybody else is the roads flying now, right? I mean, and it was all new to everybody, yeah.

4:21:57.870 --> 4:22:12.20

Neelam Gupta

How do you like that? So everybody, we we did that was, yeah, challenging. And then I had somewhere like, well, my professors have told me we're just not gonna do anything else. And I'm like, Ohh, really is a national exam. Like we're we're not done.

4:22:13.510 --> 4:22:13.810

Neelam Gupta

That.

4:22:13.890 --> 4:22:14.120

Neelam Gupta

Yeah.

4:22:15.190 --> 4:22:15.800

Neelam Gupta

So.

4:22:17.820 --> 4:22:18.100

Neelam Gupta

Here.

4:22:23.940 --> 4:22:24.200

Neelam Gupta

Well.

4:22:24.690 --> 4:22:25.320

Neelam Gupta

Downloads.

4:22:25.430 --> 4:22:25.950

Neelam Gupta

Love that.

4:22:28.90 --> 4:22:32.0

Neelam Gupta

But most of what I do is student and faculty work, right?

4:22:33.800 --> 4:22:38.650

Neelam Gupta

Very nice. And I'm really jealous. Tomorrow you're gonna be a flight to Hawaii. I know.

4:22:38.740 --> 4:22:41.250

Neelam Gupta

Are you excited about be on a flight, too? Why tomorrow?

4:22:44.170 --> 4:22:49.160

Neelam Gupta

Which is why I'm trying to get so much. I mean, I'll still have to work some, but I'm trying to get as much done.

4:22:50.490 --> 4:22:56.530

Neelam Gupta

It was a little challenging that this meeting was right up against it because that that making me out of the office for a lot of days, yeah.

4:22:56.610 --> 4:23:0.0

Neelam Gupta

He's up. Yeah. I talked to Jim, and I was like.

4:23:0.880 --> 4:23:4.570

Neelam Gupta

Yeah, I could have done it virtually, but I would not have been a very good participant.

4:23:5.680 --> 4:23:11.990

Neelam Gupta

And then, well, it was nice to meet you, right. You know here and it helps me feel like I, yeah, get to know people people better than.

4:23:21.30 --> 4:23:21.520

Neelam Gupta

Here you can.

4:23:29.840 --> 4:23:30.410

Neelam Gupta

That's a big.

4:23:32.390 --> 4:23:33.60

Neelam Gupta

Are you looking at?

4:23:33.140 --> 4:23:33.510

Neelam Gupta

No.

4:23:36.20 --> 4:23:36.280

Neelam Gupta

Yes.

4:23:38.560 --> 4:23:39.390

Neelam Gupta

About vacation?

4:23:42.610 --> 4:23:43.470

Neelam Gupta

Please don't open the.

4:23:45.240 --> 4:23:45.700

Neelam Gupta

Yeah, that.

4:23:48.10 --> 4:23:48.340

Neelam Gupta

What's up?

4:23:51.830 --> 4:23:52.610

Neelam Gupta

I'd rather be that way.

4:23:52.690 --> 4:23:53.240

Neelam Gupta  
From the morning.

4:23:55.760 --> 4:23:56.420

Neelam Gupta  
I've been pretty good.

4:23:56.510 --> 4:23:57.820

Neelam Gupta  
It must be by the front.

4:23:58.810 --> 4:23:59.460

Neelam Gupta  
Here's something.

4:24:0.520 --> 4:24:1.100

Neelam Gupta  
So you know.

4:24:1.280 --> 4:24:1.910

Neelam Gupta  
They're like.

4:24:2.0 --> 4:24:2.260

Neelam Gupta  
Sure.

4:24:2.380 --> 4:24:5.60

Neelam Gupta  
Thank you.

4:24:5.820 --> 4:24:7.140

Neelam Gupta  
It's not like.

4:24:11.800 --> 4:24:12.180

Neelam Gupta  
Because.

4:24:12.260 --> 4:24:12.740

Neelam Gupta  
So they.

4:24:16.980 --> 4:24:18.620

Neelam Gupta  
Now when we do.

4:24:18.700 --> 4:24:19.600

Neelam Gupta

Now you got the little.

4:24:22.40 --> 4:24:26.210

Neelam Gupta

The champion for service, but I didn't know if, like one of y'all might want.

4:24:26.330 --> 4:24:27.440

Neelam Gupta

Yeah, I know.

4:24:27.820 --> 4:24:32.370

Neelam Gupta

OK. Or or delete and now you'll be?

4:24:33.660 --> 4:24:33.940

Neelam Gupta

Handy.

4:24:34.20 --> 4:24:34.580

Neelam Gupta

Yeah.

4:24:35.900 --> 4:24:36.190

Neelam Gupta

OK.

4:24:36.270 --> 4:24:38.0

Neelam Gupta

You're right.

4:24:39.610 --> 4:24:42.970

Neelam Gupta

When they're hoping I love it. But I got five and already gave Betty.

4:24:43.50 --> 4:24:45.420

Neelam Gupta

I looked at that house stuff, but I don't the American.

4:24:49.300 --> 4:24:49.560

Neelam Gupta

Like.

4:24:51.650 --> 4:24:53.760

Neelam Gupta

I would have done here, you know, I mean.

4:24:54.480 --> 4:24:54.900

Neelam Gupta  
Atlanta.

4:24:55.980 --> 4:24:56.440

Neelam Gupta  
OK.

4:24:56.870 --> 4:25:0.630

Neelam Gupta  
For you, but it's something different from experience right here, the name.

4:25:1.0 --> 4:25:1.410

Neelam Gupta  
I'm not.

4:25:2.450 --> 4:25:3.680

Neelam Gupta  
I know it. I mean they.

4:25:3.760 --> 4:25:6.30

Neelam Gupta  
I want to leave the region like.

4:25:6.110 --> 4:25:6.460

Neelam Gupta  
Not very.

4:25:7.200 --> 4:25:7.400

Neelam Gupta  
Yes.

4:25:7.480 --> 4:25:11.640

Neelam Gupta  
Through my I'm sending you know, they just don't handle that.

4:25:11.830 --> 4:25:13.30

Neelam Gupta  
You can still see.

4:25:13.140 --> 4:25:13.490

Neelam Gupta  
That's right.

4:25:13.560 --> 4:25:17.860

Neelam Gupta  
I don't think. I don't think everything and all The thing is like.

4:25:17.930 --> 4:25:18.220

Neelam Gupta

Because.

4:25:20.300 --> 4:25:21.400

Neelam Gupta

You're gonna need a few more.

4:25:23.170 --> 4:25:23.560

Neelam Gupta

I don't.

4:25:24.320 --> 4:25:25.690

Neelam Gupta

Need to work.

4:25:25.850 --> 4:25:26.280

Neelam Gupta

That's right.

4:25:28.890 --> 4:25:30.310

Neelam Gupta

The sandwiches are huge.

4:25:31.660 --> 4:25:33.440

Neelam Gupta

Yeah, we have half.

4:25:34.180 --> 4:25:34.560

Neelam Gupta

But.

4:25:36.220 --> 4:25:39.710

Neelam Gupta

Waiting to continue down this path here, but the rest of the meeting.

4:25:42.310 --> 4:25:45.90

Neelam Gupta

It is at least warmer than it was yesterday. I know. Yeah, that's true.

4:25:47.830 --> 4:25:48.650

Neelam Gupta

I would like to make.

4:25:48.770 --> 4:25:50.20

Neelam Gupta

Yeah, but.

4:25:53.620 --> 4:25:54.160

Neelam Gupta

The train.

4:26:0.350 --> 4:26:0.610

Neelam Gupta

Here.

4:26:1.820 --> 4:26:2.250

Neelam Gupta

What's that?

4:26:3.30 --> 4:26:3.700

Neelam Gupta

That's weird.

4:26:4.900 --> 4:26:5.430

Neelam Gupta

Your brother.

4:26:13.550 --> 4:26:14.890

Neelam Gupta

Sammy, do you work at Cheekwood?

4:26:17.420 --> 4:26:19.670

Neelam Gupta

I have to say it was the owner of Chick would actually.

4:26:22.190 --> 4:26:29.240

Neelam Gupta

It was very warm, so we didn't stay a long time, but it was a beautiful place. I had never been there before.

4:26:30.390 --> 4:26:49.420

Neelam Gupta

So we walked around just a little bit because it was really hot today, but it was nice. When did you when we had our meeting there, how he gave me a little sticker. Yeah. Thank you for actually. So really it was really hot, but I appreciate it because I was like, I've never been here. I should at least walk around a little bit and check it out so.

4:26:49.640 --> 4:26:50.120

Neelam Gupta

OK.

4:26:53.880 --> 4:26:58.350

Neelam Gupta

It's not an illness that's an illness and on your shirt. No, it's available college.

4:27:1.360 --> 4:27:2.670

Neelam Gupta

Are you an old Nissan?

4:27:8.110 --> 4:27:8.740

Neelam Gupta

OK.

4:27:10.580 --> 4:27:11.850

Neelam Gupta

And here are you cheering for.

4:27:12.950 --> 4:27:13.420

Neelam Gupta

Even with.

4:27:16.470 --> 4:27:17.190

Neelam Gupta

My friends.

4:27:19.270 --> 4:27:19.640

Neelam Gupta

Play.

4:27:19.720 --> 4:27:20.20

Neelam Gupta

Yeah.

4:27:21.900 --> 4:27:22.230

Neelam Gupta

OK.

4:27:24.500 --> 4:27:25.0

Neelam Gupta

What's it?

4:27:27.0 --> 4:27:31.270

Neelam Gupta

OK, now there's another student I know that was from Nashville that kicked.

4:27:31.370 --> 4:27:34.970

Neelam Gupta

I do think like and I can see his face right now and I'm trying to remember.

4:27:36.610 --> 4:27:38.460

Neelam Gupta

And it was interesting because, yeah.

4:27:39.230 --> 4:27:49.800

Neelam Gupta

Yeah, he never wanted to go and education. And as part of his scholarship, he started coaching a high school soccer team and fell in love with it and decided to go into education.

4:27:51.400 --> 4:27:54.230

Neelam Gupta

But I can't. I can see his face right now, but I can't leave this thing.

4:27:59.800 --> 4:28:0.390

Neelam Gupta

March.

4:28:0.630 --> 4:28:1.300

Neelam Gupta

Well, yeah.

4:28:5.820 --> 4:28:7.610

Neelam Gupta

So yeah.

4:28:10.350 --> 4:28:10.820

Neelam Gupta

So here.

4:28:11.120 --> 4:28:11.590

Neelam Gupta

Yes.

4:28:14.190 --> 4:28:14.980

Neelam Gupta

So I've been there.

4:28:15.920 --> 4:28:16.380

Neelam Gupta

Thank you.

4:28:16.460 --> 4:28:16.710

Neelam Gupta

OK.

4:28:16.790 --> 4:28:17.300

Neelam Gupta

The travel.

4:28:17.460 --> 4:28:17.890

Neelam Gupta

Item.

4:28:19.340 --> 4:28:19.870

Neelam Gupta

OK.

4:28:21.230 --> 4:28:23.500

Neelam Gupta

The only other option is to experience.

4:28:23.600 --> 4:28:31.170

Neelam Gupta

Now you're up in Mayville and then went to your team for undergrad and grad and moved and lived a lot of other places, but came back home.

4:28:31.250 --> 4:28:38.620

Neelam Gupta

And we also have 19 fishing scandal with the recognition of my parents are there and my brother's there. It's just it's nice to all be together.

4:28:39.590 --> 4:28:43.500

Neelam Gupta

Members here in person. So and then we've got the remaining 3.

4:28:48.470 --> 4:28:49.360

Neelam Gupta

OK, well, let's just.

4:28:50.0 --> 4:28:51.200

Neelam Gupta

I'm in recent times.

4:28:55.100 --> 4:28:56.390

Neelam Gupta

Yeah, I'm still.

4:28:56.480 --> 4:28:56.770

Neelam Gupta

You know.

4:28:56.850 --> 4:28:57.190

Neelam Gupta

Like.

4:28:58.330 --> 4:28:59.10

Neelam Gupta

Have you been?

4:29:9.220 --> 4:29:9.480

Neelam Gupta

That's.

4:29:11.490 --> 4:29:19.760

Neelam Gupta

I mean, I think it's when you when you get to this point where we are just like whatever you know productivity and and these are these are important.

4:29:19.880 --> 4:29:20.190

Neelam Gupta

It's.

4:29:22.370 --> 4:29:24.180

Neelam Gupta

Yeah, well, performance.

4:29:24.260 --> 4:29:24.930

Neelam Gupta

Yeah, we haven't.

4:29:26.700 --> 4:29:27.940

Neelam Gupta

Yeah, I almost wonder.

4:29:28.30 --> 4:29:30.930

Neelam Gupta

It's like time for year.

4:29:31.830 --> 4:29:32.320

Neelam Gupta

OK.

4:29:32.430 --> 4:29:33.120

Neelam Gupta

That's totally.

4:29:33.230 --> 4:29:36.450

Neelam Gupta

It's like, yeah, we got cut.

4:29:38.650 --> 4:29:40.80

Neelam Gupta

Then I think we got momentum.

4:29:45.940 --> 4:29:50.350

Neelam Gupta

So I don't wanna pay on that. We see how far we get in 30 minutes.

4:29:51.50 --> 4:29:58.100

Neelam Gupta

In that way, but the meeting, it was the journey to you and we've got several people who have the meeting that you.

4:29:58.710 --> 4:30:3.400

Neelam Gupta

So we either get done today or you don't. If you don't, then.

4:30:4.580 --> 4:30:7.310

Neelam Gupta

The Commission would have to call the meeting.

4:30:8.950 --> 4:30:10.400

Neelam Gupta

I kind of thing now.

4:30:12.840 --> 4:30:14.300

Neelam Gupta

So that the model.

4:30:17.200 --> 4:30:19.560

Neelam Gupta

We will call you back on Christmas Day.

4:30:19.640 --> 4:30:27.120

Neelam Gupta

You're not going to call you back.

4:30:29.160 --> 4:30:32.870

Neelam Gupta

OK, so the next one is the diversity one.

4:30:35.460 --> 4:30:43.210

Neelam Gupta

I don't see that anybody had proposed changes to the impact statement, which was the barriers and service of America for individual volunteer.

4:30:43.980 --> 4:30:45.990

Neelam Gupta

Volunteer opportunities are open to all.

4:30:46.640 --> 4:30:48.180

Neelam Gupta

So that.

4:30:49.270 --> 4:30:50.10

Neelam Gupta

Output.

4:30:52.200 --> 4:30:52.880

Neelam Gupta

Let's see there.

4:30:55.830 --> 4:30:58.260

Neelam Gupta

There are three suggestions you.

4:30:59.80 --> 4:31:1.820

Neelam Gupta

Windows help with one. The current version is.

4:31:2.530 --> 4:31:5.230

Neelam Gupta

Oh sorry, this is the one that we talked about and everyone.

4:31:7.10 --> 4:31:7.910

Neelam Gupta

Different voices.

4:31:16.600 --> 4:31:17.20

Neelam Gupta

And that's the.

4:31:28.570 --> 4:31:29.20

Neelam Gupta

So.

4:31:30.250 --> 4:31:33.790

Neelam Gupta

You know, like that the output one which is usually.

4:31:34.680 --> 4:31:41.110

Neelam Gupta

I think the one about having a program in each area and so I think we probably exceeded that.

4:31:42.150 --> 4:31:42.770

Neelam Gupta

From.

4:31:46.380 --> 4:31:47.970

Neelam Gupta

So to that output.

4:31:49.310 --> 4:31:53.960

Neelam Gupta

You have the Yardy have one with that performance. Whether or when did that be a recruitment?

4:31:55.760 --> 4:31:56.560

Neelam Gupta

Don't.

4:31:59.600 --> 4:32:20.870

Neelam Gupta

That's a good question. I don't think we currently have invited you, have just have them performance medicine, OK. So it's possible that some of our existing programs might be able to do something that takes what they're already doing creative that's around it. But it's also possible that we would need to make sure that it referring to then that's that's.

4:32:23.430 --> 4:32:24.170

Neelam Gupta  
Like any one of their.

4:32:24.340 --> 4:32:32.530

Neelam Gupta  
In both different looping and goodnight. Yeah. Well, I mean, if you guys wanna have this as a priority area, then I could make sense to.

4:32:33.770 --> 4:32:37.990

Neelam Gupta  
Do that so either the existing program or new program has the support.

4:32:39.140 --> 4:32:45.350

Neelam Gupta  
And that's complicated, though, as we know, because of the check boxes issue. I mean, how are you gonna evaluate?

4:32:45.630 --> 4:32:46.30

Neelam Gupta  
Yeah.

4:32:47.50 --> 4:32:52.360

Neelam Gupta  
Yeah. Well, that's for that. That part of it. They're coming through the review of their program designed, OK.

4:32:53.740 --> 4:32:55.410

Neelam Gupta  
You can translate.

4:32:59.370 --> 4:33:0.0

Neelam Gupta  
So.

4:33:2.240 --> 4:33:7.690

Neelam Gupta  
So I think that speaks pair of output one, but it's never free already.

4:33:8.520 --> 4:33:9.190

Neelam Gupta  
That that.

4:33:10.210 --> 4:33:10.460

Neelam Gupta

Yeah.

4:33:13.250 --> 4:33:13.850

Neelam Gupta

Reported.

4:33:15.980 --> 4:33:18.240

Neelam Gupta

That was kind of standard across all 5.

4:33:19.570 --> 4:33:20.130

Neelam Gupta

So.

4:33:20.870 --> 4:33:21.580

Neelam Gupta

Uh.

4:33:23.670 --> 4:33:28.60

Neelam Gupta

It looks like there was a proposal for output two in terms of numbers.

4:33:29.220 --> 4:33:30.680

Neelam Gupta

And currently it says.

4:33:33.860 --> 4:33:37.170

Neelam Gupta

Number of Amir four members serving in demographics.

4:33:39.470 --> 4:33:39.950

Neelam Gupta

Uh.

4:33:41.810 --> 4:33:47.640

Neelam Gupta

And now that I'm looking at this, I'm not sure what these numbers mean 7580.

4:33:48.430 --> 4:33:49.360

Neelam Gupta

85.

4:33:50.980 --> 4:33:51.460

Neelam Gupta

We.

4:33:52.660 --> 4:33:58.530

Neelam Gupta

It was like the the percent of the census of that area of 20%.

4:33:59.690 --> 4:34:0.120

Neelam Gupta

So.

4:34:1.130 --> 4:34:3.140

Neelam Gupta

Oh yeah, yeah, that was a reference to the.

4:34:4.610 --> 4:34:5.890

Neelam Gupta

That both gram.

4:34:7.460 --> 4:34:10.300

Neelam Gupta

Reflecting the community with weights. Services, right.

4:34:12.530 --> 4:34:13.810

Neelam Gupta

And then I think that you're.

4:34:22.780 --> 4:34:23.530

Neelam Gupta

20%.

4:34:25.580 --> 4:34:26.300

Neelam Gupta

Everything.

4:34:29.230 --> 4:34:31.80

Neelam Gupta

For any evening in Skype.

4:34:32.250 --> 4:34:33.520

Neelam Gupta

Or like actually done.

4:34:44.260 --> 4:34:47.190

Neelam Gupta

I see.

4:34:48.550 --> 4:34:49.60

Neelam Gupta

Or.

4:34:52.110 --> 4:34:55.710

Neelam Gupta

Yeah, I understand that I'm not getting all the word that's anyway.

4:35:5.990 --> 4:35:6.420

Neelam Gupta

Of that.

4:35:11.720 --> 4:35:14.770

Neelam Gupta

That would be something that if a lot of.

4:35:15.650 --> 4:35:16.920

Neelam Gupta

Plan for them.

4:35:20.320 --> 4:35:20.590

Neelam Gupta

Yeah.

4:35:23.190 --> 4:35:24.550

Neelam Gupta

Are your members representing?

4:35:27.270 --> 4:35:28.970

Neelam Gupta

The geography, but like.

4:35:31.600 --> 4:35:32.350

Neelam Gupta

But in a way it's.

4:35:35.280 --> 4:35:37.270

Neelam Gupta

I don't know how we convert that to an output.

4:35:40.580 --> 4:35:47.90

Neelam Gupta

Yeah. I mean, in some ways, what we're talking about right now is how we a little bit maybe better as an outcome.

4:35:47.930 --> 4:35:58.20

Neelam Gupta

Because we're talking about improving the diversity and programs and that there's an outcome, I mean the output is usually just like count of numbers like.

4:35:59.170 --> 4:36:8.620

Neelam Gupta

The number of American members included isn't just a number that said that there's an outlet so, so that output under it would feed to that.

4:36:9.910 --> 4:36:12.620

Neelam Gupta

Outcome you've said. If you do that, then the outcome.

4:36:13.390 --> 4:36:15.760

Neelam Gupta

The one that's about training.

4:36:19.310 --> 4:36:24.200

Neelam Gupta

Yeah. So the number of trainings that, that would be an output because it's just you know, how many trainings did you?

4:36:25.290 --> 4:36:32.980

Neelam Gupta

So I'm saying we need to have output that in some way connected to an outcome that training outlook that.

4:36:34.690 --> 4:36:34.970

Neelam Gupta

The.

4:36:35.930 --> 4:36:52.250

Neelam Gupta

No Direct Line, but it's related to that that there is and we also in the previous one we talked about the number of American members serving. So my recommendation would be that three full that output.

4:36:53.310 --> 4:37:0.40

Neelam Gupta

Thank you. That was all about. They're talking about. It's actually it was. I couldn't get an increase in the sorting by.

4:37:4.30 --> 4:37:6.200

Neelam Gupta

Get back to the background opportunity one.

4:37:7.490 --> 4:37:8.70

Neelam Gupta

And that.

4:37:9.480 --> 4:37:14.230

Neelam Gupta

Last output that had to be with your choice of survey.

4:37:14.910 --> 4:37:15.620

Neelam Gupta

#7.

4:37:18.70 --> 4:37:21.90

Neelam Gupta

Of anything received about something that I think we just talked.

4:37:22.70 --> 4:37:24.120

Neelam Gupta

Let's see how this.

4:37:24.850 --> 4:37:25.990

Neelam Gupta

Yeah, we were serving.

4:37:26.790 --> 4:37:29.110

Neelam Gupta

That's the output. So we're talking about.

4:37:30.260 --> 4:37:37.210

Neelam Gupta

The number of members and then the outcome is the diversity makeup of those numbers that are recruiting.

4:37:37.950 --> 4:37:38.480

Neelam Gupta

Mm-hmm.

4:37:40.380 --> 4:37:41.60

Neelam Gupta

Yes.

4:37:42.710 --> 4:37:59.220

Neelam Gupta

So, so then. So I think again this this is more of an outcome than an output. Mm-hmm. So let's come back to that in just a second. I can talk about the other output, which was related to training. So the only suggestion.

4:38:1.420 --> 4:38:6.30

Neelam Gupta

Let's see. Was one annual training with 90% passage.

4:38:8.770 --> 4:38:13.610

Neelam Gupta

90 percent, 95% passage and the stuff the couple years and then.

4:38:15.670 --> 4:38:20.420

Neelam Gupta

Then this one said, add trainings on specific areas, the DEI.

4:38:21.410 --> 4:38:26.700

Neelam Gupta

Was another suggestion to change to output three and right now.

4:38:27.590 --> 4:38:28.40

Neelam Gupta

I'm sorry.

4:38:37.220 --> 4:38:37.960

Neelam Gupta

So.

4:38:44.70 --> 4:38:44.850

Neelam Gupta

The.

4:38:45.550 --> 4:38:56.700

Neelam Gupta

What it says right now is to working with starting to begin with is that button and purple number of training for Commission programs, staff and therefore members.

4:38:58.880 --> 4:38:59.630

Neelam Gupta

Yes, I think that.

4:39:1.330 --> 4:39:1.820

Neelam Gupta

Say.

4:39:2.600 --> 4:39:3.200

Neelam Gupta

1.

4:39:4.670 --> 4:39:6.670

Neelam Gupta

One training per year.

4:39:7.300 --> 4:39:21.570

Neelam Gupta

4 Mission program staff and therefore members, not necessarily that training program has to be different, but the those three separate groups with each have a training engineer, right?

4:39:23.340 --> 4:39:29.270

Neelam Gupta

Yeah. So, so in terms of wording, it would be something like one training each or?

4:39:32.800 --> 4:39:44.0

Neelam Gupta

Commissioner, the Commission, which, through the specified as its members in that program, staff and their phone numbers, and then you'll be passage rates.

4:39:44.880 --> 4:39:47.570

Neelam Gupta

That would be associated. So that implies that.

4:39:48.310 --> 4:39:56.190

Neelam Gupta

That the training includes some sort of vestment. Yes, yes, that's part of the following there. That does. Yeah.

4:39:58.430 --> 4:39:59.140

Neelam Gupta

Yeah. OK.

4:40:0.110 --> 4:40:2.930

Neelam Gupta

I think it's reasonable. I mean, you're gonna be able to so.

4:40:4.740 --> 4:40:8.290

Neelam Gupta

Can I speak quickly the rescue plan money.

4:40:8.370 --> 4:40:10.710

Neelam Gupta

So can you use any of it?

4:40:12.900 --> 4:40:21.510

Neelam Gupta

The hat to like get licenses for an online training that's easy, that already has tests at the end, but you just give everybody access to.

4:40:22.150 --> 4:40:50.70

Neelam Gupta

But yeah, we will tablet again we we would have to add back in and just trying to figure out how do you repay for. Yeah, yeah, we're doing training that many people. Yeah, we could certainly use our Commission support grant American rest of paying money when we get the opportunity to revise the in the first quarter of the new year they had in for this. Yeah I just want to make sure there's money for something that works that's just a one time.

4:40:50.810 --> 4:40:58.170

Neelam Gupta

The words right. Yes. Yeah, maybe. So. Maybe it's an online thing that you only have to buy once and you can use it.

4:40:58.860 --> 4:41:5.280

Neelam Gupta

Read. Yeah, well, the other the other part is so. So that's that's specifically American rescue plan because remember.

4:41:6.50 --> 4:41:24.250

Neelam Gupta

The Commission Investment Fund didn't have rescue tank, but that is our recurring training budget and so when we get the opportunity to add in the carryover, who would also have the opportunity to add to that widget this that would be a recurring expense that budget.

4:41:28.350 --> 4:41:32.350

Neelam Gupta

But it's, you know, in terms of what that what status is rate would be or what the?

4:41:33.220 --> 4:41:34.330

Neelam Gupta

What has it means?

4:41:35.750 --> 4:41:36.490

Neelam Gupta

I'm not sure but.

4:41:37.830 --> 4:41:40.30

Neelam Gupta

9092 and 95%.

4:41:41.220 --> 4:41:48.820

Neelam Gupta

Are there covers people because there are reasonable? Are you saying that the fact rate in the word that the students taking it was back in the later?

4:41:50.460 --> 4:42:19.420

Neelam Gupta

I think it's 90% of the test takers would pass. They're doing. Yeah, that's us. And then I would recommend because keep, they're actually gonna need to 10 people are training requirements. There has to be a 70% in some task rate on the test itself. You're simply saying the students successfully completing the course. Yeah, we would have to figure it out. Whatever system we're using, what they would consider to be a path of their test because we're using an online system that have some.

4:42:19.490 --> 4:42:26.880

Neelam Gupta

Or if you know three cantos for just a post test, they are homeless. Certainly been a defining passages to them.

4:42:27.760 --> 4:42:29.580

Neelam Gupta

So should we just note that that is?

4:42:30.580 --> 4:42:33.830

Neelam Gupta

Looks. Ohh that's for the individual, sorry.

4:42:35.440 --> 4:42:45.570

Neelam Gupta

You're getting into a real tough area when you start asking for OK, who passed it, who didn't pass, or what have you? Yeah, that's throwing that out there. I think we say.

4:42:46.650 --> 4:42:49.640

Neelam Gupta

Successfully complete? Perhaps because.

4:42:51.430 --> 4:42:57.940

Neelam Gupta

Amir from members change every year, so to say this year's gonna be 95 and this 190 is hoping that society has done their job.

4:42:59.700 --> 4:43:20.90

Neelam Gupta

But I think most of the modules that I've done for diversity, where there's an assessment at the end, you have to successfully complete it. And if you don't, there's remediation built into the module exactly. And so maybe it's just everybody's successfully completes at least at least one Dr training sanctuary online training or Boy Scouts of America training is so.

4:43:20.380 --> 4:43:25.120

Neelam Gupta

We don't have the right. Would that be 100% successfully complete?

4:43:27.750 --> 4:43:35.500

Neelam Gupta

100% of all those different subcommission referring staff miracle numbers, 100% of all of those successfully, you only have to save percent, right? Say.

4:43:36.910 --> 4:43:39.770

Neelam Gupta

Access fully complete without a number in it is that.

4:43:42.190 --> 4:43:45.110

Neelam Gupta

Well, I mean, how do we date success then?

4:43:45.430 --> 4:43:53.180

Neelam Gupta

Hey Cortana, I think. Then you say something like 90 or 95%, because if somebody has a family emergency, if somebody has a segment like you can't.

4:43:53.900 --> 4:43:59.250

Neelam Gupta

You you would love to have 100%, but our world doesn't exist often in 100%.

4:44:1.690 --> 4:44:3.960

Neelam Gupta

Yeah. Well, I mean, for that matter, we could.

4:44:4.830 --> 4:44:12.760

Neelam Gupta

We we could use these, these numbers are all. I'm sorry. That's something we could use these numbers, the 9092 and 95 successfully complete.

4:44:13.780 --> 4:44:15.190

Neelam Gupta

But we could make it tired, but.

4:44:16.710 --> 4:44:40.690

Neelam Gupta

So we're looking at the number of people who successfully complete correct the percentage of people who successfully OK on on an annual basis. You need to have it increase for coming just say, meet or exceed. Again, it could be the same like we've done with other things that we maintain a specific level. Yeah. Yeah. I think it makes sense to have it flat.

4:44:41.580 --> 4:44:48.650

Neelam Gupta

To your point instead, instead of airport members you know, why should the next class be held to higher standards than the priority class?

4:44:50.290 --> 4:44:52.0

Neelam Gupta

Yeah, they're going to learn from their.

4:44:53.320 --> 4:44:55.820

Neelam Gupta

I agree. I think that's. Yeah, yeah, yeah.

4:44:56.440 --> 4:44:59.780

Neelam Gupta

So what nice 92 flat?

4:45:0.860 --> 4:45:7.100

Neelam Gupta

98 ohh it's going to where you're a line is is it 92% or 93 and a.

4:45:8.870 --> 4:45:11.700

Neelam Gupta

That's on the professor. What do you not worrying?

4:45:12.600 --> 4:45:16.730

Neelam Gupta

It's actually 90 across the state of Tennessee graduate graduate.

4:45:16.820 --> 4:45:17.550

Neelam Gupta

That's so.

4:45:17.950 --> 4:45:22.530

Neelam Gupta

Yeah, you gotta pay 12. It's 90 or so 90.

4:45:22.650 --> 4:45:33.560

Neelam Gupta

Umm yeah successfully passed would be. It's not strictly an outcome, but I think you're supposed to an outcome than an output, so the output would be the number of trainings.

4:45:34.540 --> 4:45:38.350

Neelam Gupta

The outcome is the result of those trainings in overtime about like.

4:45:38.450 --> 4:45:50.800

Neelam Gupta

The thing is that it's fully complete. Complete. Yeah. So I think I did work. We're saying again. So the output would be one training each for.

4:45:53.180 --> 4:46:0.270

Neelam Gupta

Volunteer to the Commission members and staff program staff miracle members.

4:46:1.950 --> 4:46:6.560

Neelam Gupta

And then we'll do that. And so that's just what we do, one training easier for those three.

4:46:9.240 --> 4:46:14.630

Neelam Gupta

And then we moved the complete the successful completion parts to the outcome.

4:46:15.620 --> 4:46:16.40

Neelam Gupta

Thank you.

4:46:19.590 --> 4:46:25.20

Neelam Gupta

So do you have to do the training one year and give you permission?

4:46:25.740 --> 4:46:26.10

Neelam Gupta

Yeah.

4:46:27.840 --> 4:46:30.670

Neelam Gupta

Do the training your home. Do it your 2.

4:46:30.790 --> 4:46:32.330

Neelam Gupta

Yeah, like that.

4:46:33.330 --> 4:46:50.820

Neelam Gupta

Employment thing that we have here, that your Commissioner and you will have to do this training? I think so, yeah. I mean that's that's what we do. But it seems like it would be kind of like for those of you with the state, we have to do sexual harassment every everything we have to.

4:46:51.490 --> 4:46:54.320

Neelam Gupta

And if it works after 14 needs to be kind of do it every year.

4:46:55.980 --> 4:46:58.380

Neelam Gupta

So we would need to solar pressure force.

4:46:59.270 --> 4:47:0.680

Neelam Gupta

That makes sense here.

4:47:1.590 --> 4:47:5.950

Neelam Gupta

Because we are going to have on an annual basis, we'll we'll have meeting Commission numbers.

4:47:6.920 --> 4:47:11.350

Neelam Gupta

And you know to be like, set up a training for three people.

4:47:13.980 --> 4:47:18.970

Neelam Gupta

Once it's online, it's a good view, but also there may be changes, so yeah.

4:47:20.240 --> 4:47:21.970

Neelam Gupta

Yeah. So is everybody happy with that?

4:47:22.200 --> 4:47:31.550

Neelam Gupta

And so the maintainer exceed 1000 American members 30. I think everybody thought about that was OK and then that one volunteered to see Commission.

4:47:32.960 --> 4:47:39.830

Neelam Gupta

I think we probably want to add members and staff behind one of the two that because we're talking about the Commissioners.

4:47:41.260 --> 4:47:44.170

Neelam Gupta

And the staff doing this training.

4:47:44.370 --> 4:47:44.580

Neelam Gupta

Yeah.

4:47:48.360 --> 4:47:54.730

Neelam Gupta

And do you want to add volunteer attended instead of Americore member because there's some grantees?

4:47:56.80 --> 4:48:4.340

Neelam Gupta

Jammed. Good point. Do we wanna say volunteer Tennessee programs because we have subgrantees or gonna require a lot of them.

4:48:4.540 --> 4:48:4.820

Neelam Gupta

And.

4:48:6.250 --> 4:48:8.190

Neelam Gupta

So sorry, sorry.

4:48:10.390 --> 4:48:11.590

Neelam Gupta

Yes, so.

4:48:13.280 --> 4:48:13.960

Neelam Gupta

It's happened.

4:48:15.170 --> 4:48:15.600

Neelam Gupta

Denver.

4:48:16.680 --> 4:48:17.150

Neelam Gupta

It's out.

4:48:17.480 --> 4:48:33.480

Neelam Gupta

Wondering how you answer that. So we're making the decision between Commission staff and program

staff. OK. I'm sorry. I was just saying. Because are you gonna require this of subgrantees? If so, then you may want to change the merit Board to volunteer to.

4:48:34.470 --> 4:48:37.700

Neelam Gupta

The programs the programs tab, I think we capture.

4:48:38.510 --> 4:48:50.420

Neelam Gupta

All the programs that aren't there for and then none of those programs have a miracle member. So yeah, miracle members would be the miracle members. So I think it's OK to leave it just as program staff would that specify?

4:48:51.470 --> 4:48:53.580

Neelam Gupta

Just letting you know it's 130, yes.

4:48:57.230 --> 4:48:58.200

Neelam Gupta

Your valves.

4:48:58.990 --> 4:48:59.510

Neelam Gupta

The whole thing.

4:49:0.620 --> 4:49:5.370

Neelam Gupta

And how people feel about those stupid things, yes, yes.

4:49:8.530 --> 4:49:10.120

Neelam Gupta

OK, first time so.

4:49:12.910 --> 4:49:14.460

Neelam Gupta

And then I think.

4:49:15.600 --> 4:49:17.330

Neelam Gupta

So the.

4:49:18.930 --> 4:49:24.340

Neelam Gupta

While while we're on it, before we did it translate the outcome from the training.

4:49:25.60 --> 4:49:25.630

Neelam Gupta

Would be.

4:49:26.670 --> 4:49:33.270

Neelam Gupta

Umm, I think at least 90% of training participants complete.

4:49:35.170 --> 4:49:36.460

Neelam Gupta

Successfully complete.

4:49:37.760 --> 4:49:39.490

Neelam Gupta

Yeah, you're trying to trying to.

4:49:39.570 --> 4:49:40.120

Neelam Gupta

Not yours.

4:49:49.560 --> 4:49:49.880

Neelam Gupta

I.

4:49:51.590 --> 4:50:4.650

Neelam Gupta

Yeah, that's looking like so, yeah, I gotta go. What? What's the? What's the verdict on the remaining 25 minutes? I'm. I'm just gonna throw a few things out there. Which is? I don't really give in the.

4:50:5.340 --> 4:50:12.720

Neelam Gupta

It's really at the level of importance. Don't think it's worth rushing through the last ones. I think the call another special meeting.

4:50:14.70 --> 4:50:36.650

Neelam Gupta

That would be fine. Suggestions that we give these everybody had a chance to think through it. It'd be nice if they could be sent out to everyone and they could review it before we do have that meeting. Yeah. It's about the stuff that we've been working on. Yeah. And then when we have the meeting, we've got a little background and then people having little time to think, but where you do the final vote would be my suggestion.

4:50:37.420 --> 4:51:3.100

Neelam Gupta

That could be a virtual meeting. Yeah, virtual meetings that I don't know. How can we do that? I think we would have to come up with a reasonable making that ohk. OK, if it's if it's necessary for this to be completed before the next regular meeting, then yes. Yeah. Well, the next regular meeting wouldn't be until January early. So it has to be done before we. Yeah. OK. Sorry.

4:51:3.520 --> 4:51:17.100

Neelam Gupta

I didn't say you said that to have what we've done so far sent out. I would also say that that have the

those about those notes and put it in another color or something. So we could more quickly go through it. I think that would be.

4:51:17.800 --> 4:51:20.760

Neelam Gupta

It's what I went to. Yeah, yeah, yeah. Thank you.

4:51:23.710 --> 4:51:29.740

Neelam Gupta

So I I would be willing to provide the facilities making note that you haven't.

4:51:33.340 --> 4:51:33.870

Neelam Gupta

And.

4:51:36.280 --> 4:51:40.250

Neelam Gupta

Those things. And then we haven't even gotten to the government.

4:51:49.660 --> 4:51:50.840

Neelam Gupta

That work will that work?

4:51:51.660 --> 4:51:53.360

Neelam Gupta

This involves a lot of traveling people.

4:51:54.420 --> 4:51:55.180

Neelam Gupta

I'm so excited.

4:51:55.400 --> 4:51:58.360

Neelam Gupta

OK, that's no problem. Meeting for purposes of assessed.

4:52:0.180 --> 4:52:0.610

Neelam Gupta

Perfect.

4:52:1.790 --> 4:52:3.540

Neelam Gupta

And articular facets and send it.

4:52:3.620 --> 4:52:4.20

Neelam Gupta

One second.

4:52:4.100 --> 4:52:4.580

Neelam Gupta

Expect.

4:52:6.120 --> 4:52:6.950

Neelam Gupta

OK, that's.

4:52:7.520 --> 4:52:9.320

Neelam Gupta

And so.

4:52:10.790 --> 4:52:14.630

Neelam Gupta

So my recommendation would be that that that evoked.

4:52:15.410 --> 4:52:15.830

Neelam Gupta

That.

4:52:16.990 --> 4:52:17.300

Neelam Gupta

The.

4:52:18.40 --> 4:52:23.90

Neelam Gupta

For many works and Sandy to hurt, you know, such a meeting to be followed, yeah.

4:52:25.730 --> 4:52:30.80

Neelam Gupta

So that it's it's in the record and if there's an official vote because.

4:52:31.150 --> 4:52:33.540

Neelam Gupta

We determine that there's no way we're going to get through it today.

4:52:36.770 --> 4:52:42.960

Neelam Gupta

OK, no problem. Yeah, I gotta make a motion motion to take the vote.

4:52:44.170 --> 4:52:47.160

Neelam Gupta

On postponing this process to a special meeting.

4:52:50.750 --> 4:52:51.270

Neelam Gupta

Katie.

4:52:52.690 --> 4:52:53.190

Neelam Gupta

2nd.

4:52:56.820 --> 4:52:57.940

Neelam Gupta  
Open quote please.

4:52:59.380 --> 4:52:59.910

Neelam Gupta  
Toby.

4:53:1.90 --> 4:53:1.710

Neelam Gupta  
George.

4:53:2.890 --> 4:53:3.760

Neelam Gupta  
Suzanne.

4:53:4.280 --> 4:53:4.710

Suzanne Carr  
Aye.

4:53:5.320 --> 4:53:6.150

Neelam Gupta  
Stephanie.

4:53:7.960 --> 4:53:8.600

Neelam Gupta  
Sanda.

4:53:10.50 --> 4:53:12.620

Neelam Gupta  
Amy. Hi, Katie.

4:53:13.480 --> 4:53:14.240

Neelam Gupta  
Mariana.

4:53:15.660 --> 4:53:16.400

Neelam Gupta  
Andrea.

4:53:16.630 --> 4:53:17.180

Andrea Hill (Guest)  
Aye.

4:53:17.760 --> 4:53:18.410

Neelam Gupta  
Michael.

4:53:19.750 --> 4:53:20.350

Neelam Gupta

Holly.

4:53:21.760 --> 4:53:22.250

Neelam Gupta

Rick.

4:53:22.930 --> 4:53:23.500

Rick Kriesky (Guest)

I.

4:53:24.240 --> 4:53:24.750

Neelam Gupta

Buddy.

4:53:25.660 --> 4:53:27.250

Neelam Gupta

And hairline.

4:53:28.660 --> 4:53:29.210

Neelam Gupta

Heidi.

4:53:30.470 --> 4:53:31.70

Neelam Gupta

Greg.

4:53:32.360 --> 4:53:35.560

Neelam Gupta

Patrick Lee Kane.

4:53:36.700 --> 4:53:37.390

Neelam Gupta

Donovan.

4:53:38.400 --> 4:53:39.30

Neelam Gupta

Cameron.

4:53:40.20 --> 4:53:40.740

Neelam Gupta

Nancy.

4:53:42.30 --> 4:53:42.800

Neelam Gupta

Jason.

4:53:43.350 --> 4:53:43.510

Jason Scott

I.

4:53:43.580 --> 4:53:43.770

Jason Scott

Yeah.

4:53:44.540 --> 4:53:45.270

Neelam Gupta

Leon.

4:53:46.480 --> 4:53:48.410

Neelam Gupta

Teary eye, Tracy.

4:53:49.210 --> 4:53:49.690

Neelam Gupta

Amy.

4:53:50.330 --> 4:53:51.930

Neelam Gupta

Betty Eileen.

4:53:52.570 --> 4:53:53.320

Neelam Gupta

Jessica.

4:53:55.860 --> 4:54:8.890

Neelam Gupta

We need to vote on or do we just submit the language so that we, if we decide to do this as virtual, that would be our time when leading to that is to be scheduled, someone will be in person.

4:54:8.990 --> 4:54:16.410

Neelam Gupta

That his damn they're playing the meeting will be in person and then anyone that can be there in person will be. And anyone that can't be there.

4:54:17.270 --> 4:54:28.200

Neelam Gupta

While being and then you would have the votes to proceed with the folks that are virtual or as a necessity similar to what we did today, that we will know that there won't be as many people here in person. OK, thank you.

4:54:31.750 --> 4:54:32.100

Neelam Gupta

And.

4:54:34.0 --> 4:54:35.240

Neelam Gupta

Three days of rain.

4:54:36.880 --> 4:54:39.870

Neelam Gupta

So I'd like to do one more giveaway. That's what we leave.

4:54:39.950 --> 4:54:41.720

Neelam Gupta

Ohh just for.

4:54:42.120 --> 4:54:46.30

Neelam Gupta

And seven Davis put in the time that she said I am.

4:54:47.40 --> 4:54:52.850

Neelam Gupta

OK, here I think. Yeah. So if you'll give me a number from one to.

4:54:53.580 --> 4:54:54.200

Neelam Gupta

18th.

4:54:55.230 --> 4:55:0.420

Neelam Gupta

We'll go to three for an early bird 3 for early Bird Jessica. Yay.

4:55:11.630 --> 4:55:25.640

Neelam Gupta

So we do wanna do the board would like to do the a recognition of our outgoing officers, which includes Donovan and then Amy Walter, who's gonna be our chair. So she's helpful.

4:55:26.840 --> 4:55:27.160

Neelam Gupta

Yeah.

4:55:27.790 --> 4:55:37.210

Neelam Gupta

Here and then Treasurer buddy, who will be our treasurer again and then Secretary Terry, who will be with this again.

4:55:39.930 --> 4:55:56.650

Neelam Gupta

I think I'm a certificate, so make sure you pick that up before you leave today. OK. And then we have our recognition of our class of 2022, which is George Beau, who served one term. And if your virtual, I think you're going to get a month.

4:55:57.430 --> 4:55:58.110

Neelam Gupta

OK.

4:55:59.690 --> 4:56:2.340

Neelam Gupta

So I guess I'll put that into the mail on melting you.

4:56:3.680 --> 4:56:16.910

Neelam Gupta

It's definitely Davis who has Sir. She's virtual today. And thank you, Stephanie. She's served two terms. Sandra Finley is Sandra's not online, and she no. OK. And then.

4:56:17.10 --> 4:56:26.900

Neelam Gupta

Uh, Terry. Frank has served one term, and Miguel Allen has served first term, and so we're glad to have Amy. And then.

4:56:26.980 --> 4:56:31.590

Neelam Gupta

You're a person if you wanna. Yeah, she's here and here. Yeah, it's course.

4:56:31.670 --> 4:56:32.580

Neelam Gupta

Where were you?

4:56:37.860 --> 4:56:48.980

Neelam Gupta

And I think you get a mug. Thank you. Thank. OK. I don't know where the bugs are, so don't get your mic before you leave. Alright. And then Holly Jones is Holly's not online issue.

4:56:50.870 --> 4:56:56.200

Neelam Gupta

I don't know if you're still online. Thank you. And then Patrick.

4:56:57.160 --> 4:57:1.50

Neelam Gupta

You've served them your first term. Yeah, yeah.

4:57:9.220 --> 4:57:9.880

Neelam Gupta

Going on.

4:57:11.290 --> 4:57:13.760

Neelam Gupta

And if we don't online, no. OK.

4:57:15.260 --> 4:57:17.250

Neelam Gupta

Congratulations. Thank you all.

4:57:20.810 --> 4:57:27.620

Neelam Gupta

Share with each of you that in the former cop and I saw a bug written all these times. I don't like mug shots today.

4:57:46.830 --> 4:57:48.290

Neelam Gupta

Keep dates proposed for this.

4:57:49.910 --> 4:57:54.960

Neelam Gupta

I think there's a that's one of the things coming up here. They've got calendar.

4:57:55.970 --> 4:57:56.620

Neelam Gupta

So Jim?

4:57:58.580 --> 4:58:5.390

Neelam Gupta

We have. You wanna mention about the meetings, calendar selections up there. Yes, it is having challenges. Say no, no.

4:58:7.90 --> 4:58:7.620

Neelam Gupta

So.

4:58:9.170 --> 4:58:14.0

Neelam Gupta

As you get ready to leave, if you will come over and.

4:58:15.170 --> 4:58:18.960

Neelam Gupta

Take one of these green or red pens.

4:58:19.870 --> 4:58:21.320

Neelam Gupta

And mark out.

4:58:22.890 --> 4:58:25.10

Neelam Gupta

Dates that do not work for you.

4:58:25.870 --> 4:58:27.200

Neelam Gupta

And they're back by quarter.

4:58:28.430 --> 4:58:35.270

Neelam Gupta

And in red and you can also whether you put a box that it's marked out and green.

4:58:35.360 --> 4:58:46.440

Neelam Gupta

It takes the more for you donate. This is the technically the retro condition. Meetings are on Fridays. The one for the second quarter is already set based on the American funding timeline.

4:58:47.600 --> 4:58:58.490

Neelam Gupta

And that is Friday, May 19th. And that's why that's already circled and everything else is exed out. But we also have the dates for the conference in case you missed that in the governor's answers words.

4:58:59.330 --> 4:58:59.800

Neelam Gupta

Umm.

4:59:0.730 --> 4:59:17.350

Neelam Gupta

Yes. So he had first order meeting is typically in January to coincide with the General Assembly session. So that board members can do legislative education visits that is typically on a Tuesday or Thursday.

4:59:18.260 --> 4:59:22.690

Neelam Gupta

Because they have committee meetings on Wednesday all day, essentially. And it's really hard to catch them.

4:59:23.210 --> 4:59:37.80

Neelam Gupta

55 so that would be during the week and not on the book Friday. So the week but not a Friday. The other meetings in the other two quarters would be on a Friday typically, but we can revisit that and the Commission and wants to start meeting on a different day.

4:59:38.80 --> 4:59:39.620

Neelam Gupta

So if you'll do that before you.

4:59:39.790 --> 4:59:47.690

Neelam Gupta

That's the January date. Will never get the top what days you want to be looking at, but did you say you say message?

4:59:49.70 --> 4:59:49.790

Neelam Gupta

You can do this.

4:59:50.700 --> 4:59:52.380

Neelam Gupta

Or Tuesday, it's hard to catch them.

4:59:52.460 --> 4:59:53.250

Neelam Gupta

But they could do.

5:0:0.20 --> 5:0:6.450

Neelam Gupta

OK. And and again, it's typically in like late January, early February.

5:0:7.200 --> 5:0:11.300

Neelam Gupta

Nothing. The session I think starts on the second Tuesday, is that right?

5:0:12.590 --> 5:0:18.20

Neelam Gupta

Like a toothache, I think it's the session starts on the second or third Tuesday of January, so.

5:0:20.480 --> 5:0:36.950

Neelam Gupta

You're putting a red or green dot. We're doing. Yeah. Put either a red or green dot or X on days that do, or do not work for you. Then we'll take this and we'll create a survey that will then send out to everybody for potential dates. Because.

5:0:38.270 --> 5:0:49.920

Neelam Gupta

We we don't want to just put out a survey with the entire year on it. That will narrow down specifically based on this, we'll take some, we'll send out a survey with some specific dates and then people can pick the date options that work best for them.

5:0:56.230 --> 5:0:56.880

Neelam Gupta

So.

5:0:57.700 --> 5:1:8.230

Neelam Gupta

And Andy would, would you have a little bit more time and so we skip the directions to report and just to really quickly say, I mean we already talked about the conference.

5:1:9.540 --> 5:1:11.150

Neelam Gupta

I wanted to also note.

5:1:12.280 --> 5:1:15.940

Neelam Gupta

I mean, this is these are some performance review for the calendar year 2021.

5:1:16.580 --> 5:1:22.650

Neelam Gupta

I'm sorry I forgot to ask. Standard for updated numbers, but you can see this. This is for the portal.

5:1:23.830 --> 5:1:24.880

Neelam Gupta

And I can't.

5:1:26.200 --> 5:1:29.760

Neelam Gupta

Close the document that had the performance data for verification.

5:1:30.740 --> 5:1:31.200

Neelam Gupta

And.

5:1:32.920 --> 5:1:36.780

Neelam Gupta

Sorry, I just realized that people online are not seeing what I'm talking about.

5:1:39.480 --> 5:1:48.150

Neelam Gupta

OK, so I know this is a little bit messy. I had it in a much neater version but I just wanted to know in terms of the miracle program performance.

5:1:48.990 --> 5:1:49.660

Neelam Gupta

Uh.

5:1:54.10 --> 5:2:7.570

Neelam Gupta

And we had a total of 42,624 individuals served in the last fully completed program year, which is 2020 two 2021.

5:2:8.890 --> 5:2:12.660

Neelam Gupta

And you can see kind of the breakdown of the categories.

5:2:13.380 --> 5:2:19.650

Neelam Gupta

Uh, and we talked a lot already about this. The students that were served and it was roughly 29,000.

5:2:20.510 --> 5:2:21.900

Neelam Gupta

As well.

5:2:22.940 --> 5:2:30.430

Neelam Gupta

Roughly 1300 head start, roughly 1500 youth that were not specifically education related programs.

5:2:31.220 --> 5:2:51.70

Neelam Gupta

Uh, the 91 homebound seniors of the 1500 or economically spent individuals, and that was specifically for health knowledge, then 5400 for other economically disadvantaged individuals in the general category of economic opportunity.

5:2:51.980 --> 5:3:1.640

Neelam Gupta

Uh, we didn't have the 3600 that increase their knowledge of environmental practices, including sustainable gardening.

5:3:2.930 --> 5:3:15.60

Neelam Gupta

Then we have programs that provided services that organization, so it was more of a capacity building thing and programs are 54 and the environmental program that Jason Post dated.

5:3:16.460 --> 5:3:25.330

Neelam Gupta

7300 acres of parks that were remediated and then 228 miles of trails that were treated Nice.

5:3:27.150 --> 5:3:35.400

Neelam Gupta

The big number is a little bit more. It's like over 42,000 people that the programs that you all voted on.

5:3:36.270 --> 5:3:43.390

Neelam Gupta

You know, a couple years ago went out anticipates and started that many people. That's pretty good, pretty and yeah, yeah.

5:3:54.270 --> 5:3:57.20

Neelam Gupta

But it comes out to about 100 and.

5:3:57.720 --> 5:3:58.160

Neelam Gupta

Dollars.

5:3:59.690 --> 5:4:0.330

Neelam Gupta

Federal funds.

5:4:2.370 --> 5:4:2.760

Neelam Gupta

That's.

5:4:3.970 --> 5:4:4.340

Neelam Gupta

But.

5:4:5.110 --> 5:4:6.160

Neelam Gupta  
\$23.00.

5:4:9.100 --> 5:4:9.680

Neelam Gupta  
Roughly.

5:4:10.900 --> 5:4:12.460

Neelam Gupta  
In some cases, the years worth this.

5:4:14.910 --> 5:4:16.190

Neelam Gupta  
Entire academic year.

5:4:19.810 --> 5:4:20.110

Neelam Gupta  
Sorry.

5:4:23.570 --> 5:4:24.740

Neelam Gupta  
Jason says you're the man.

5:4:28.680 --> 5:4:37.40

Jim Snell  
Alright, so I'm now unmuted so. Sorry about that. So again a really good you know, the cost per person is pretty low.

5:4:30.680 --> 5:4:37.110

Neelam Gupta  
Sorry about that. So again, really good. You know, the cost per person is pretty low.

5:4:38.390 --> 5:4:45.180

Neelam Gupta  
And I think that's a really good testament to the programs themselves and keeping their costs low and the miracle period in general.

5:4:38.300 --> 5:4:45.230

Jim Snell  
And I think that's a really good testament to the programs themselves in keeping their costs low and the miracle program in general.

5:4:46.70 --> 5:5:2.260

Neelam Gupta  
So that's it for the the director's report, except for we're also working on some partnerships with the Tennessee Commission on Children and Youth to potentially provide criminal history checks that are volunteers as the one stop shop. So the ones who wants to volunteer for the Boy Scouts.

5:4:46.0--> 5:5:2.270

Jim Snell

So that's it for the the directors report, except for we're also working on some partnerships with the Tennessee Commission on Children and Youth to potentially provide criminal history checks for volunteers as a one stop shop. So someone who wants to volunteer for the Boy Scouts.

5:5:3.150--> 5:5:13.590

Jim Snell

Wouldn't have to get a separate background check if they wanted to go and volunteer for another organization that requires a background check. They could just do one and they would give them some sort of portability card.

5:5:3.200--> 5:5:18.430

Neelam Gupta

We'd have to get a separate background check if they wanted to go and volunteer for another organization as part of the background, you can just be one that's going to give them some sort of portability card. Wow. So more to come on that using a lot of work to do.

5:5:18.630--> 5:5:39.220

Neelam Gupta

No money, no. No part. Yeah, we'll just do that. And then also the other partnership is with the Tennessee Commission or the Tennessee Department of Economic and Community Development where we're they've had the table it because they've got, they're having a leadership change and they're not sure what their direction. But we're hoping to get back to them doing what they are calling.

5:5:14.420--> 5:5:39.250

Jim Snell

So more to come on that. There's still a lot of work to do, so don't. No, no clause yet. We're just in the very beginning stages of that. And then also the other partnership is with the Tennessee Commission or the Tennessee Department of Economic and Community Development where we're they've had the tablet because they've got, they're having a leadership change and they're not sure what their direction. But we're hoping to get back to them doing what they are calling.

5:5:40.330--> 5:5:50.380

Jim Snell

Are there they wanna put people in rural counties to kind of boost those counties and part of that would be a partnership with with the airport. So more to come on that as well.

5:5:41.320--> 5:5:50.400

Neelam Gupta

They're the one that put people in rural counties to kind of boost those counties and part of that would be a partnership with with the miracle. So more to come on that as well.

5:5:52.460--> 5:5:54.440

Neelam Gupta

Yeah, this was some good news.

5:5:57.130 --> 5:5:57.600

Neelam Gupta

Hi.

5:5:59.380 --> 5:5:59.920

Neelam Gupta

I didn't.

5:6:2.820 --> 5:6:7.600

Neelam Gupta

So it's that's step for the correct before assignments. If you wanted to talk about.

5:5:58.0 --> 5:6:7.630

Jim Snell

Well, we have 9 minutes. I don't know if you can keep people here that way. So. So, Amy, that's. Yeah. For the director's report, I if you want, I can talk about.

5:6:8.480 --> 5:6:9.690

Neelam Gupta

A few things to wrap up.

5:6:8.410 --> 5:6:9.690

Jim Snell

The few things to wrap up.

5:6:10.470 --> 5:6:13.660

Neelam Gupta

Sure. I think we should kind of review a little bit there for me.

5:6:15.650 --> 5:6:23.230

Neelam Gupta

And have 10 recognition about why don't you hand those out as we talk about the?

5:6:24.460 --> 5:6:25.90

Neelam Gupta

Final thing.

5:6:15.580 --> 5:6:26.120

Jim Snell

And I'm Shannon has some recognition I why don't you hand those out as we as we talk about the final things so.

5:6:27.60 --> 5:6:30.620

Jim Snell

The the first thing is for everyone.

5:6:27.110 --> 5:6:30.680

Neelam Gupta

The the place where everyone.

5:6:31.260 --> 5:6:31.710

Jim Snell

Umm.

5:6:34.430 --> 5:6:39.560

Neelam Gupta

I will send out a link for the valuations for the retreat.

5:6:34.440 --> 5:6:39.580

Jim Snell

I will send out a link for the evaluations for the retreat.

5:6:40.380 --> 5:6:45.650

Neelam Gupta

We'll do that as follow up. So everybody, whether you're doing this virtually or in person, if you're pleased.

5:6:46.850 --> 5:6:48.780

Neelam Gupta

To find that survey.

5:6:40.360 --> 5:6:48.830

Jim Snell

We'll do that as follow up. So everybody, whether you joined us virtually or in person, if you'll please respond to that survey.

5:6:50.60 --> 5:6:51.900

Neelam Gupta

The other four.

5:6:50.10 --> 5:6:53.630

Jim Snell

The other thing for people in person.

5:6:53.810 --> 5:6:54.510

Neelam Gupta

OK.

5:6:55.530 --> 5:6:56.680

Neelam Gupta

Installment.

5:6:55.510 --> 5:6:56.930

Jim Snell

Is the.

5:6:58.10 --> 5:6:59.300

Jim Snell

Travel claim process.

5:6:58.90 --> 5:7:0.460

Neelam Gupta

Probably something, yeah.

5:7:1.600 --> 5:7:2.50

Neelam Gupta

So.

5:7:1.510 --> 5:7:2.160

Jim Snell

So.

5:7:5.660 --> 5:7:6.160

Neelam Gupta

Today.

5:7:4.220 --> 5:7:7.810

Jim Snell

For those of you who stayed in the.

5:7:8.600 --> 5:7:14.620

Neelam Gupta

You know hotel, obviously you won't have the selfishness, but we still reverting very violent correct and.

5:7:15.780 --> 5:7:18.480

Neelam Gupta

You know, Wednesday we can give you 3/4 per DM.

5:7:8.590 --> 5:7:18.640

Jim Snell

In the hotel, obviously you won't have hotel expenses, but we can still reimburse you for your mileage.

And if you came in on Wednesday, we can give you 3/4 per diem.

5:7:19.320 --> 5:7:20.140

Jim Snell

For Wednesday.

5:7:19.760 --> 5:7:20.150

Neelam Gupta

OK.

5:7:23.830 --> 5:7:32.810

Neelam Gupta

You know, we have to take out the meals that we provided yesterday, which was all of the things would be helpful for \$5 and then we have to take my meal that we provided today.

5:7:33.780 --> 5:7:35.570

Neelam Gupta

Younger than devices.

5:7:37.900 --> 5:7:39.230

Neelam Gupta

You know.

5:7:39.370 --> 5:7:48.320

Neelam Gupta

Something that will help you with that. The key thing for you all to do is to know only travel through the two. Have a hard company.

5:7:21.880 --> 5:7:50.890

Jim Snell

OK. And then we can, you know we have to take out the meals that we provided yesterday, which was all of them. So you would be eligible for \$5 and then we would have to take out the meals that we provided today, which is 3/4 per DM. And then we take out the meals provided which was two. And so then you come up with \$5 again. But anyway, don't worry about those dollar amounts, the staff will help you with that. The key thing for you all to do is to note on these travel forms and you should have a hard copy. The date that you left.

5:7:49.340 --> 5:8:1.810

Neelam Gupta

The day that you left from the national there approximate times, and then when you're leaving. So for those of you who stay overnight, we've got some who paint in Wednesday and so they'll have 3 lines like click on the example.

5:7:51.150 --> 5:8:1.920

Jim Snell

To come to Nashville, the approximate times and then when you're leaving. So for those of you who stayed overnight, we've got some who came in Wednesday, and so they'll have 3 lines like what's on the example.

5:8:3.80 --> 5:8:7.600

Jim Snell

So they'll have Wednesday, Thursday and today, Friday and.

5:8:2.770 --> 5:8:7.620

Neelam Gupta

And so they'll have Wednesday, Thursday and today, Friday and.

5:8:8.470 --> 5:8:18.800

Neelam Gupta

You don't have to put anything in terms of the place left on the second line and then on Wednesday, for those of you who pay and stayed overnight and pay them yesterday, you'll have two lines, one through yesterday, one for today.

5:8:8.470 --> 5:8:18.830

Jim Snell

You don't have to put anything in terms of the place left on the second line. If you came in on

Wednesday. For those of you who came and stayed overnight and came in yesterday, you'll have two lines, one for yesterday, one for today.

5:8:19.620 --> 5:8:20.410

Jim Snell

And it.

5:8:19.570 --> 5:8:20.410

Neelam Gupta

And it.

5:8:22.280 --> 5:8:28.420

Jim Snell

The staff will fill in the mileage amounts for you because we have to use the state standard mileage chart.

5:8:22.300 --> 5:8:28.510

Neelam Gupta

The staff will build in the mileage amounts for you because we have to use the state standard mileage chart.

5:8:30.210 --> 5:8:34.250

Neelam Gupta

And so we'll pull that number down and we'll put that in and we'll populate it for you.

5:8:30.280 --> 5:8:34.380

Jim Snell

And so we'll pull that number down and we'll put that in and we'll calculate it for you.

5:8:34.330 --> 5:8:47.140

Neelam Gupta

Yeah. The other thing would be the problem. And then we'll also calculate the production for you and put it in to make sure that it's the right amount. Those should be the only two expenses, the mileage record M that anybody had.

5:8:35.80 --> 5:8:47.170

Jim Snell

Uh, the other thing again would be the podium and we'll also calculate the per diem for you and put it in to make sure that it's the right amount. Those should be the only two expenses, the mileage and per diem that anybody had.

5:8:48.580 --> 5:9:0.990

Neelam Gupta

And then if you will make sure at the bottom left, put your name, the last four of your social, not your entire social is the last four your address and then sign and date and the right.

5:8:48.0 --> 5:9:1.30

Jim Snell

And then if you will make sure at the bottom left, put your name, the last four of your social, not your entire social you the last four your address, and then sign and date in the right.

5:9:2.820 --> 5:9:16.620

Jim Snell

If anybody wants to donate as an in kind donation and not get reimbursed for your expenses in this section under additional explanation, just put in kind donation to volunteer Tennessee.

5:9:2.810 --> 5:9:31.420

Neelam Gupta

If anybody wants to donate, as in kind donation and not get reimbursed for your expenses in this section under additional explanation, just put in kind donation to volunteer Tennessee. We'll calculate your expenses that you would have been eligible for so that we have a dollar amount for your game kind donation. Does we we still need you to put that in and we still need you to sign it so that we have that documentation of that income domain.

5:9:17.340 --> 5:9:31.680

Jim Snell

Will calculate your expenses that you would have been eligible for so that we have a dollar amount for your in kind donation, but we we still need you to put that in and we still need you to sign up so that we have that documentation of that in kind donation.

5:9:36.250 --> 5:9:38.590

Neelam Gupta

So I think that's it for the travel.

5:9:36.300 --> 5:9:38.850

Jim Snell

So I think that's it for the travel.

5:9:39.600 --> 5:9:43.690

Neelam Gupta

And then change the figure that out, yes.

5:9:43.770 --> 5:9:45.400

Neelam Gupta

Now we check out.

5:9:45.500 --> 5:9:53.530

Neelam Gupta

Uh, some flat bags to the Commissioners that completed the champion of service for 2021.

5:9:39.650 --> 5:9:57.980

Jim Snell

Umm. And the China, did you give your thoughts out their stuff already? Yes. Are we just gave out some swag bags to the Commissioner, said completed the champion of service for 2021. And that makes like nominative 80 volunteer or an agency.

5:9:54.490 --> 5:10:9.780

Neelam Gupta

And that means they nominated a volunteer or an agency for that award. So kudos to Tracy, Terry, Amy, Jason and Betty, who left. And if you might wanna swag bag next year.

5:9:59.120 --> 5:10:9.850

Jim Snell

For that award. So kudos to Tracy, Terry and Amy Jason Anthony, who left. And if you might wanna slap back next year.

5:10:11.670 --> 5:10:21.80

Neelam Gupta

Nowadays, some wine and you could find the information for checking the service on the board member resources page might have to do that. I don't challenge.

5:10:10.600 --> 5:10:21.110

Jim Snell

You should nominate someone and you can find the information for champions of service on the board. Member Resources page might have to do that, I don't challenge.

5:10:23.740 --> 5:10:25.990

Neelam Gupta

Or pumpkin baloney bike.

5:10:26.400 --> 5:10:26.690

Neelam Gupta

Great.

5:10:29.860 --> 5:10:30.190

Neelam Gupta

Thank you.

5:10:25.310 --> 5:10:30.960

Jim Snell

Yeah. And if you have retreat, think of you've been going off of the retreatment though, give that company.

5:10:33.30 --> 5:10:36.420

Neelam Gupta

I I don't think what we gotta make.

5:10:32.350 --> 5:10:36.590

Jim Snell

Did you pray that I double think nice you're gonna get.

5:10:36.810 --> 5:10:37.480

Jim Snell

What kind?

5:10:40.70 --> 5:10:40.470

Jim Snell

So.

5:10:47.720 --> 5:10:49.60

Neelam Gupta

Doing a double bingo.

5:10:45.240 --> 5:10:50.490

Jim Snell

And practically, the crossword being doing a double bingo on retreat. Bingo.

5:10:50.700 --> 5:10:52.810

Neelam Gupta

There we go, alright.

5:11:0.70 --> 5:11:0.800

Jim Snell

And change.

5:11:4.550 --> 5:11:4.940

Neelam Gupta

Is that?

5:11:6.100 --> 5:11:6.480

Jim Snell

So.

5:11:6.640 --> 5:11:7.420

Neelam Gupta

Looks like a computer.

5:11:12.710 --> 5:11:15.320

Jim Snell

So I think that's it, Amy.

5:11:15.940 --> 5:11:18.590

Neelam Gupta

OK. Any other business comments questions and?

5:11:21.460 --> 5:11:23.90

Jim Snell

Yeah, yeah.

5:11:20.90 --> 5:11:24.570

Neelam Gupta

I'd like to thank the staff for an amazing retreat and.

5:11:25.450 --> 5:11:30.730

Neelam Gupta

The meeting that we're gonna see this back together after how long?

5:11:32.430 --> 5:11:33.450

Jim Snell

The team.

5:11:33.520 --> 5:11:34.830

Neelam Gupta

Two years so.

5:11:34.550 --> 5:11:35.0

Jim Snell

So.

5:11:36.530 --> 5:11:37.940

Jim Snell

Yeah, yeah.

5:11:35.720 --> 5:11:40.230

Neelam Gupta

Well, thank you. It's been amazing. Thank you very much. Yes, thank you.

5:11:41.400 --> 5:11:45.20

Neelam Gupta

But not I think I need a motion to adjourn the meeting.

5:11:46.0 --> 5:11:46.490

Neelam Gupta

So my.

5:11:46.160 --> 5:11:46.550

Jim Snell

OK.

5:11:48.260 --> 5:11:49.210

Andrea Hill (Guest)

2nd.

5:11:49.640 --> 5:11:50.830

Jim Snell

But who? Who made the motion?

5:11:51.50 --> 5:11:51.380

Neelam Gupta

But.

5:11:52.630 --> 5:11:53.20

Jim Snell

Eating.

5:11:52.390 --> 5:11:53.390

Neelam Gupta

The meeting is adjourned.