



WE COLLECTED 1036 POUNDS OF FOOD ITEMS FOR SECOND HARVEST! THAT'S ABOUT 400 POUNDS MORE THAN LAST YEAR!

*TGMI Mission Statement:*  
*Inspiring Tennessee's managers toward dynamic leadership.*

# From the Chair

April Romero, 2013-2014 TGMI Alumni Steering Committee Chairperson

I am writing this a few days after our annual Holiday Breakfast for TGMI and I am so encouraged and excited about the next year of opportunities. I have been given a unique opportunity to Chair the TGMI Steering Committee for a year and a half. As I spoke with each of the previous Chairs one common thread is they felt their year passed by so quickly. I do have to say, this last half of the year that I have Chaired the Steering Committee seems like it flew by, but this has given me a chance to get prepared for the full year ahead. I am excited by the opportunity to Chair TGMI again for a full year. We have had such a great turn out of volunteers in 2013 at all our events and our social events hit record numbers.

I would be remiss not to mention just a few special words of thanks to some mentors of mine through this journey:

Melvin Jones, your inspiration and support both professionally and personally is so encouraging. I appreciate all you've done for me over the years and most importantly the prayers you've lifted up on my behalf. THANK YOU!!!

Mike Travis, wow, what can I say about you buddy? I think I've got your number on

speed dial for any and all Steering Committee questions I have, and you've always got a great answer for me. Although you do say, "you're in charge, do whatever you want" a lot. Thanks for everything so far, and what I am sure you will help me with again in 2014, your friend, "Trouble".

Mr. E. Ross White, your positive encouragement and never wavering confidence in me is so special to me. Thank you for the many lunches especially recently to just "encourage" me in the way that only you can!!

To my Class president, Tommy Sneed, thank you so much for your help and support to inspire those memories of our class experience that helped me so easily put together my speech for the breakfast. You are great!!

"Trish the Dish" Holliday, you are amazing. I love just being around you to catch your contagious positive energy. I appreciate you reminding me just how important it is to always be positive, thank you.



My TGMI class was 2008-1 and Tommy made a video of our class events together. The song he used in the video was Rascal Flatts "Here". If you are not familiar with that song, check it out and think of your TGMI class experience. Isn't it so appropriate to describe the way you felt? Here are some of the lyrics that I really enjoy and identify with my class: "And if that's the road God made me take, To be with you, I wouldn't change a thing, I'd walk right back through the rain, Back to every broken heart, On the day that it was broken, I'd relive all the years, And be thankful for the tears, I've cried with every stumble, step, That led to you and got me here, right here". I have to admit that I believe our class might have stayed close for longer than I've heard any other class has. We publish a monthly newsletter for our class and have every month since we

graduated together. We get together as a class for lunch AT LEAST monthly and celebrate the birthday of the classmate(s) for the month, and we do have one every month. We mourned the loss of a classmate's loved one together on our last day of week two. We supported a classmate that lost her home during the Murfreesboro tornado in April 2009. We supported a classmate and parents of a classmate whose homes were flooded during the May 2010 flood. We celebrated weddings, births of children and grandchildren, retirements, promotions and acceptance into LEAD and TGEI of a few classmates together. We supported a few classmates together that experienced the struggles of divorce. We celebrated the birth of children and grandchildren of classmates since graduation. We've celebrated many promotions and acceptance into LEAD and TGEI of fellow classmates. We've celebrated a few classmates retirement together. We supported a classmate whose wife struggled with cancer and another classmate that was diagnosed with skin cancer. One of our classmates who recently retired from working with the state in Memphis said this about our class, "I think my "WOW" moment came after TGMI when I found out through all our correspondences that this 2008 TGMI group really does care about each other. I haven't been able to participate in all of the functions, but still feel a connection with everyone. I have received personal notes, emails and birthday wishes from you all. I have shared the pain when some of you have had tragedies and the joy through births of children, grandchildren, dance recitals and graduations. Keep the news coming because I am reading and enjoying. -Cindy Patton" To top off all the bragging about my class, we've also had at least one member of our class on the TGMI Alumni Steering Committee nonstop since we graduated!!!

I feel that my TGMI family is not only just confined to those in my wonderful class of 2008-I. I've developed such wonderful friendships with so many others throughout the Alumni Network. I believe that I go to lunch at least four times a month with someone from TGMI and those of you that know me well know that I love that. When I need encouragement, support or assistance within State government, I can get that in one phone call to one of you. As I said at the breakfast, all of our experiences led us here, here to this moment, here with your fellow classmates, and here with your fellow Alumni. We are still here to continue to build experiences with each other. John Quincy Adams said "If your actions inspire others to dream more, learn more, do more and

become more, you are a leader." We are all leaders and I am inspired by so many of you.

I'd like to acknowledge and again thank the members of the 2013 Steering Committee for all of their hard work and support this year. I am so thankful to have had the opportunity to work with you this year: Debbie Rivers, Vicky Hutchings, Greg Spradley, Terry Malone, Melinda Crutchfield, Mike Blade, Jason Conner, Tina Fox, Mark Patterson, Kim Harmon & Marilou Cook. I'd also like to acknowledge and again thank the members of the TGMI Advisory Board Committee who are past TGMI Chairs still with the State and have agreed to serve on that committee. I don't know how I would have made it through the second half of this year as Chair without your support and assistance: Steve Hawkins, Chuck Holland, Mike Travis, Melvin Jones, Greg Duncan, Lauren Hill, Jon Zirkle, Ross White, Kathy Hartman, Donna Duarte, Marilou Cook. Thank you for your continued service to TGMI.

Now on to some news of opportunities for you to get involved in 2014... I would like to encourage you to join the upcoming Leadership Book Club. Each month when we publish the Steering Committee minutes we have included a "recommended reading" that in the past was provided by Dr. Tom and Dr. Macel. Then at the leadership conference this year, Steve Gilliland challenged us all as leaders to constantly read books on leadership. Then again at the 2013 Class graduation State COO, Greg Adams said, "Leaders are readers". With that theme, in 2014 the TGMI Steering Committee will create a Leadership Book Club for all State leaders to participate. DOHR has agreed to sponsor this by providing the Leadership books we study. This new book club will not only help you continue to grow as leaders, but will also give you an opportunity to network with fellow leaders from TGMI, TGEI and LEAD TN along with building points toward the Black Belt Leadership Program. The late author Charlie "Tremendous" Jones said: "You are the same today as you'll be in five years except for two things, the books you read and the people you meet."

We also have many TGMI Steering Committee subcommittees that any alumni member is welcome to join. Please reach out to me if you would like to join one of the subcommittees, they are:

- Charter Committee –Duties include maintenance of By-laws and management of annual elections.

- Communications Committee – Duties include website management and newsletter development. Vicky Hutchings Chairperson. All Class reporters are committee members.

- Community Service Committee – Duties include proposing and implementing alumni community services projects.

- Business Events Committee – Duties include hospitality and orientation planning for each new class, coordinating lunch-n-learn sessions, and planning for the holiday breakfast.

- Education and Leadership Development Committee – Past duties of this subcommittee have included coordinating speaker's bureau events and planning mentoring events. I see the future of this subcommittee to assist in planning leadership opportunities for obtaining points toward the Black Belt Leadership program and would love to have a great turnout of alumni to help with kicking that off!

- Social Committee – Duties include proposing and coordinating social events for the alumni. And as the past subcommittee chair, Melinda Crutchfield, said at the breakfast this is perhaps the most FUN subcommittee we have.

We also have the opportunity to get together to welcome and encourage the incoming TGMI class at several events through the year. We can join in their class orientation, we can join them for a picnic one night while they are at a state park and we can join them one day in Knoxville for lunch. I really enjoyed getting to know the 2013 Class at those events this year. Please consider attending one of these events in 2014 to welcome our new friends into the Alumni Network. If you would like to propose some opportunities for state management through TGMI, I welcome you to send those suggestions to me please.

Again, it has been my pleasure and my honor to serve with you. I encourage each of you to push yourselves and continue to grow in your personal life and your careers, and getting involved is one of the best ways to do this. I would like to wish a Merry Christmas and a Very Happy 2014 New Year to all of you and your families!!

JOHN QUINCY ADAMS

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

## Day of the Living Dead: Avoiding the Employee Zombie Apocalypse

Trish Holliday



The use of zombies in film has an interesting history. Though several early films introduced such creatures, it was in 1968 that George A. Romero popularized the concept of a non-dead monster that wanders mindlessly, later to be termed zombies. And they have been with us ever since.

In the real-world workplace, the zombie label has been applied to those employees who simply come to work, punch the clock, mindlessly do their work, and then go home. Such employees hinder organizations from effectively achieving their mission and goals. Worse yet, employee zombies also infect other employees with their complaining, undermining actions and "I hate work" attitudes. Left alone, an entire organization may suffer an employee zombie apocalypse.

What causes an employee to become so unhappy with the organization that work has become such drudgery, so much so that they are affecting the organization and other employees? This issue is referred to as employee engagement. Employee engagement is defined as "A heightened emotional connection that an employee feels for his or her organization, that influences him or her to exert greater discretionary effort to his or her work," (the Conference Board). In a Gallup poll using a survey designed to measure employee engagement called the Q12 Index, it was discovered that employees fall into one of three "Degrees of Engagement." Engaged employees are loyal and psychologically committed to the organization, are more productive, and more likely will stay with the organization. Not engaged employees are not psychologically

connected to the organization, are more likely to miss work days and more likely to leave the organization. Actively disengaged employees are physically present but psychologically absent, are unhappy with work, and love to share their unhappiness with other employees, often "turning" them into disengaged employees. The Q12 Index survey has shown that 33% of employees are engaged, 49% are not engaged, and 18% are actively disengaged. That means approximately 67% of employees may be disengaged from the organization – basically employee zombies.

What are leaders to do to avoid an employee zombie apocalypse, and create an environment where employees are engaged? There are several critical strategies leaders can implement, such as investing in employees' growth, developing an environment of trust, and showing appreciation for high performance. But essentially a starting point is that the employee must feel connected to the organization's mission and values. Every employee must know what the goals of the organization are and believe in them. It is essential that every employee also understand how they individually contribute to the organization achieving its goals.

Franklin Covey published a research paper using data collected from a survey conducted by the Harris Polling group. The results were labeled the "Execution Quotient," and indicated that only 19% of employees are passionate about their organization's goals, and 51% do not know how they contribute to the organization achieving its goals and priorities. Such employees are not engaged, and if left alone, will become actively disengaged.

Such data informs leaders today in state government of the importance of making certain employees know the mission and goals of their department and that every employee understands how he or she contributes to the mission and goals. In state government, mission and goals are important since the services rendered impact the lives of the citizens of Tennessee. Employees need to "buy-in" to the department's mission and realize that they contribute to the department's success. It is a leadership responsibility to create an environment of engagement. Incorporating S.M.A.R.T. Performance Plans into the culture is a starting point, but those plans become pieces of paper if not used effectively in helping employees become engaged. Leaders should take advantage of

tools and resources made available to assist them in creating engaging cultures at work.

For more information, or to discuss holding a workshop on how to create an environment of engagement, contact Trish Holliday at trish.holliday@tn.gov or 615-741-4126. Together we can avoid the employee zombie apocalypse.

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*Recommended Reading on Employee Engagement:*

*The Rules of Engagement!: A Story About How Leaders Can More Effectively Engage Employees by Rich McLaughlin*

*Closing the Engagement Gap: How Great Companies Unlock Employee Potential for Superior Results by Julie Gebauer*

*Engaging the Hearts and Minds of All Your Employees: How to Ignite Passionate Performance for Better Business Results by Lee J. Colan*

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*Employee engagement is defined as "A heightened emotional connection that an employee feels for his or her organization, that influences him or her to exert greater discretionary effort to his or her work," (the Conference Board).*

## Subcommittee Briefs

### Communications Committee

Vicky Hutchings - Chair

It has been my great pleasure to work with the Communications Committee over the last several months. Communication is fundamental to the success of any organization and our team strives to develop new and improved ways to relay news and events to TGMI Alumni.

Have you been to our LinkedIn site, visited the DOHR TGMI webpage, received an email, or updated your information in the TGMI Alumni database? These are a few of the means we use to communicate with Alumni. But some methods are more effective than others. If you are like me, I am quickly overwhelmed on any given day with the volume of emails that come in. And we have found that emails are only effective if used in combination with other methods of communication. So - what would you think about a Facebook page or using Twitter?

One idea we are tossing around is a Facebook page. This would allow for a more interactive environment. It would be a closed site, only accessible by TGMI alumni – and like LinkedIn, you choose whether you want to join. Twitter is another option that might be a great way to convey short messages about upcoming events. Drop me a line or give me a call and let me know what you think about using either of these social media outlets.

We continually work to develop more effective means of communication with our Alumni and welcome any suggestions.

### Community Service Committee

Jason Conner - Chair

TGMI Alumni turned out in numbers to support several community events during the last half of 2013.

Second Harvest: Feeding Hope was held the evening of October 10th. This was designated as family night and our job was to pack bags for the Second Harvest BackPack program. This program gives "hungry children in our community a pack of nutritious and easy-to-prepare food to take

home on weekends and during school vacations." How did we do? We packed 2500 backpacks in 2 hours. How awesome is that!



In addition, Alumni were asked to bring food to the Holiday Breakfast and they outdid themselves! We collected 1036 pounds of food items for Second Harvest! That's about 400 pounds more than last year! (see picture on page 1).

What event involves a hammer, a canoe, and a beautiful fall day? Alumni turned out on a Saturday, November 2nd to build access stairs, making it easy for the paddling (or fishing) public to access our local Whites Creek near the Cumberland River. It was a beautiful fall day and everyone had a great time.



### Business Events Committee

Greg Spradley - Chair

As 2013 draws to a close, I would like to wish everyone Happy Holidays! I, for one, have a warm feeling in my heart knowing that TGMI Alumni really came through to help make the holidays happier for people in need. In case you were unable to attend, the TGMI Holiday

Breakfast Planning Committee doubled down on the charities we try to benefit through this event, adding St. Jude Children's Research Hospital in Memphis as a beneficiary, while continuing our annual food drive for Second Harvest Food Bank here in Nashville. More than one member of the planning committee was a little concerned that by adding this second charity, we might detract from the successful food collections of the past few years. Oh, how wrong we were! Not only did we collect more food than ever (1,036 lbs!), but through the generosity of our alumni, it looks like we will be able to donate over \$1,000.00 to St. Jude once the final tally is calculated. I don't know if the additional charity drive had anything to do with this, but we also had more people register for the Holiday Breakfast than in the last several years. Unfortunately, a winter weather situation kept many registered guests away, but we still served breakfast to more alumni than last year.

Even as we are thankful for this year's incredibly successful event, this success has set the bar even higher for next year. What you folks did with this event, even as icy weather threatened to derail our efforts, pales in comparison to what we can do as a group if we collectively put our hearts into something. And if we all do a little, no single person has to do a lot to make a big difference in this world. Consider what you can do in 2014.

And while I won't mention them all by name (you know who you are) I want to publicly thank the members of the Holiday Breakfast Planning Committee for all the work you folks put in. I'd also like to congratulate the TGMI Class of 2013 for donating the most food this year, earning the title of "The Best Class Ever," at least for one year! May every class take the kind of pride you folks did to earn that title by helping those in need.

### Education and Leadership Committee

Julie Perrey - Chair

On November 14th, TGMI was well represented at the Williamson County Schools Career Exploration Day. Julie Johnson, Billy Trout, Sondra Howe and

Matthew Williams met with 8th graders from Williamson County School and Franklin Special School. There were over 3,100 students who attended to visit 85 exhibits. Thank you to Julie, Billy, Sondra and Matthew for sharing your pride as a member of TGMI and as a state employee. Next year's event will be on November 13, 2014, please hold the date if you would like to participate.



The committee will be focusing on supporting "Mentor Tennessee" the new mentoring program for TGEI, TGMI and LEAD Alumni. Through this program mentors will have the ability to coach, guide and share experiences, knowledge and skills

which will assist the mentee with their growth and development.

The committee also will continue to develop the speaker's bureau process to include recruitment of alumni participants as well as speaking opportunities. If you would like to be a member of the committee, please contact Julie Perrey, 741-5705 or Julie.Perrey@tn.gov.

### Social Committee Melinda Crutchfield

The Social Committee provided several great opportunities to network and just have a plain good time!

Over 30 Alumni turned out at a Sounds game on June 15<sup>th</sup>. Though the Sounds failed to beat the New Orleans Zephyrs, it was a great evening of fellowship and fun!

TGMI and TGEI Alumni came together at Bar Louie for a joint afterhours networking event. This was a huge success with a record attendance and we will look forward to

working with TGEI to create more networking events in 2014.

We are continually seeking ideas and suggestions for events of interest that will bring Alumni together. The Nashville Zoo, a day at Radnor Lake, an afterhours at a favorite restaurant – let us know where you like to go.



#### HELP WANTED

Seeking TGMI Alumni to serve on subcommittees. No Experience Needed! Contact April Romero for additional information.

## Treasurers Report

Terry Malone – Treasurer

The following report is as of December 17<sup>th</sup>, 2013:

|  |             |
|--|-------------|
| Previous Balance   | \$ 1,338.35 |
| Holiday Breakfast Proceeds                                   | \$ 1,015.00 |
| Gift Card Purchase for Commissioner Hunter and Trish Holiday | (\$ 70.00)  |
| Current Balance  | \$2,283.35  |

#### Additional Notes and Comments

- There is an additional \$800 that was collected at or after the Holiday Breakfast that is to be deposited.
- With 16 payments for breakfast still outstanding, the donation to St. Jude from proceeds is at \$495.00
- Funds will be used to purchase a plaque for our previous Chair, Debbie Rivers

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## *The Best Class Ever! – Class of 2000*

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**Chuck Holland** was promoted to Fiscal Director 2 at the Department of Correction effective November 4, 2013. Chuck will be the Assistant Director of Budget. Chuck also completed 30 years of state service in September.

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## *The Best Class Ever! – Class of 2002*

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**ACHIEVEMENT** - On November 23, 2013, Dallas Chaffin, son of David Chaffin (Class of 2002) and his wife Karen, earned the rank of Eagle Scout in the Boy Scouts of America. Dallas has earned the highest rank one can achieve in the BSA; as a matter-of-fact, less than 4% of the boys who join Scouting earn the rank of Eagle. We salute him for all the work that went into this accomplishment.



*"Good Job," to his parents, and "Awesome Job Dallas!"*

**HERE WE GROW AGAIN** - Melvin and Darlene Jones have another little Grand Baby. Daughter Felicia and her husband Corey welcomed Miss Kennedy Renee Hollis to the family on August 5, 2013. She is cute as a button! *Congratulations Melvin and Darlene and Felicia and Corey!*

**SCHOLARLY RECOGNITION** - On September 25, 2013, 2002 Classmate Darrell Moore and his wife Pamela were informed that their daughter Phoebe Moore had been selected as one of only four Hume-Fogg (Class of 2014) students named Semi-finalists in the 2014 National Achievement Scholarship Program, which is an academic competition for Black American High School students.

"More than 160,000 high school juniors from across the U.S. requested consideration in the Program when they took the PSAT last spring. Among the highest scoring program entrants in the states that make up our region, these scholastically talented young people now have an opportunity to continue in the competition for approximately 800 Achievement Scholarship awards worth about 2.5 million that will be offered next spring. (Editor's Note: Statistically that means that Phoebe is vying for one of only 800 scholarships out of 160,000 initial Junior's eligible, or only .5 percent of eligible applicants are in the Semi's.) *Congratulations Phoebe and mom and dad!*

**IN MEMORIAM** - Many of you will remember the touching story from the June 2013 TGMI Newsletter about Sheryl Holtam's Uncle and how he survived a car wreck in which his wife lost her life. Sheryl's Aunt and Uncle had been married 36 years, and her Aunt was only 54 at the time of her death. Her Uncle had a hard time dealing with the loss. Eventually, Sheryl began to see some light come into her Uncle's life, as he acclimated as best he could to his new life situation. Tragically, on November 10, 2013, just seven and a half months after his wife's passing, he succumbed to the myriad of health issues which he had dealt with for years, going back to before the car accident that took his wife's life. He was only 61 years old himself at his passing. According to Sheryl, he did not seem to have the same fight in him that he had exhibited in the past, when he and his wife worked together to get him through any difficulty. We ask that you all please keep Sheryl and her family in your thoughts and prayers.

In honor of Sheryl's Uncle and the losses endured by TGMI and all of our Alumni:

**IF I COULD PAINT A PICTURE***Melvin Jones, Jr., ©; October 31, 2013; edited November 19, 2013*

|  |  |   |
|--|--|---|
| <i>If I could paint a picture</i>              | <i>And return light where is darkened night</i>  | <i>I would share your cry in painted measure</i>          |
| <i>Of those who have sailed that sea</i>       | <i>If I could paint for you the answer</i>       | <i>"Please, please come back to me!"</i>                  |
| <i>Who have left you still wanting</i>         | <i>Of how to wake happy every morn</i>           | <i>But I do not have such a canvas</i>                    |
| <i>Like those who have sailed away from me</i> | <i>I would paint for you this mystery</i>        | <i>I cannot paint them back from across that sea</i>      |
| <i>I would paint that picture quickly</i>      | <i>That joy in you would be reborn</i>           | <i>If I had that power, I might be selfish</i>            |
| <i>And bring them back to you and I</i>        | <i>I would paint an angel from God's heaven</i>  | <i>And paint my loved ones back to me</i>                 |
| <i>I would paint without refreshment</i>       | <i>To take a message to your loved one there</i> | <i>I might paint my broken heart across the expansive</i> |
| <i>To remove that water from your eye</i>      | <i>Have the angel share your compassion</i>      | <i>That I too may be set free</i>                         |
| <i>If I could grant a wish on canvas</i>       | <i>Let them know sometimes you cannot bear</i>   | <i>If I could paint a picture...</i>                      |
| <i>Or write true a dream in simple type</i>    | <i>Those moments that never leave you</i>        | <i>I would paint it for you and me</i>                    |
| <i>I would send out to them to come back</i>   | <i>This life that you now lead</i>               |   |

**MALIAN PROVERB**

'Those who accomplish great things pay attention to little ones'

**PAYING IT FORWARD BY GIVING SOMETHING BACK** - Class of 2002 members; President Mike Travis, Sheryl Holtam, Robin Inglis, Melvin Jones, Jr., Darrell Moore, and Debbie Reeves, attended the 2013 TGMI Holiday Breakfast. A lovely time was had by all. This was a great event, and the Class of 2002 was proud to make a donation to St. Jude Children's Research Hospital in the amount of \$400.00. Thank you to each member that shared in this gift and we pray best wishes on the children, families, and medical staff at St. Jude and every

Children's Hospital in Tennessee and in this country.

The members of the Class of 2002 wish all of our TGMI Family and their families a Happy Holiday Season and a Happy, Healthy, and Productive 2014!

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## *The Best Class Ever! – Class of 2007 Summer*

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Two of the TGMI 2007-Summer class have been busy the past 6 months.

**Mia Vickers:** In July 2013, Mia Vickers, Deputy Director of the Governor's Highway Safety Office, was asked by SADD (Students Against Destructive Decisions) National to come and address Congressional staffers at the U.S. Capitol in D.C. regarding teen driver safety initiatives in Tennessee. She was on the agenda along with NHTSA Administrator David Strickland and the President of the Insurance Institute for Highway Safety Dr. Lunn. SADD student leaders representing 22 states including Tennessee were there for the week-long conference. Tennessee was selected to speak because SADD felt that Tennessee was setting an example for other states to follow regarding teen driver safety prevention.



She also spoke candidly with the students the next day about how to partner with state government, corporations and non-profits on these issues. She felt really honored to be asked to speak on behalf of the State of Tennessee and was ecstatic that they thought of Tennessee as a Best Practices state.

**Kim Lannan:** On May 19, 2013, Kim Lannan was promoted to HR Manager 1 of Intellectual and Development Disabilities. She then went on to graduate from the inaugural HR Masters class on November 5, 2013.

## The Best Class Ever! – Class of 2008 – Session I

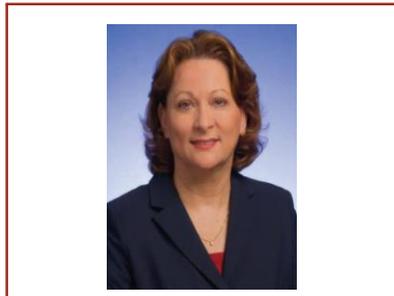
### Professional News

**2014 Steering Committee** - Archie Doby and Susan Burdette were elected as 2014 Steering Committee Members-at-Large



### Personal News

**Retirement** - Cindy Patton retired from State Government June 28, 2013.



**TGEI Bound** - Lakesha Page and Curtis Clan accepted into TGEI 2013



**Marriage** - Trish Pulley became Trish Holliday in May 2013. Congratulations on your nuptials.



**Joining LEAD** - Susan Burdette and Bryan Kinsey were selected to the current LEAD Alliance



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## *The Best Class Ever! – Class of 2008 – Session II*

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**PERSONAL ACHIEVEMENT:** On November 2, Bart Leathers was inducted into the Roy Hobbs National Adult Baseball Hall of Fame as 1 of 17 in their inaugural class. Roy Hobbs Baseball, named after the character played by Robert Redford in the movie "The Natural", is a national organization that includes hundreds of adult baseball teams in various age groups and thousands of players. According to the Charter for the Roy Hobbs Hall of Fame, its purpose is to recognize and honor individuals "who have made outstanding contributions to the game of baseball...as players, coaches, managers, sponsors and administrators...both on and off the field...[with] a prime consideration for recognition [being] the individual's contributions to the game, their teammates and their Baseball colleagues."

The ceremony was conducted in conjunction with the Roy Hobbs National Tournament which takes place each year during October and November in Fort Myers, Florida. The home office of Roy Hobbs Baseball is in Akron, Ohio.

**PROFESSIONAL ACHIEVEMENT:** Kathy Smith has been promoted to Director of Taxpayer Services Division in the Department of Revenue. Her division is responsible for taxpayer registration for the taxes administered by the department and for the Revenue Call Center. The Call Center agents assist taxpayers and tax practitioners with questions regarding tax law and registration and filing requirements.

**A NEW MEMBER OF THE FAMILY:** Eric Van Allen will soon have a new addition to his family! Already a father to two girls, Eric's first son is due in February.

**IN MEMORIAM:** Joe Daniel passed away August 11 after an extended illness. He was buried with Navy Honors at the Mississippi Veterans Memorial Cemetery in Newton, MS. Joe was a native of Meridian, MS.

Joe was an IT Manager for the Department of Safety. Prior to beginning his career with the State of Tennessee, Joe proudly served his country in the U.S. Navy for over 20 years. His hobbies included amateur radio, computer gaming and bird watching. Joe is survived by his wife, Shannon, daughter, Melissa, son, Jason, two brothers and eight grandchildren.



"Java" Joe will forever be remembered by his TGMI Classmates for his gentle demeanor, friendly and cheerful disposition and ever present smile. He will be missed by all who knew and loved him.

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## *The Best Class Ever! – Class of 2011*

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**How Time Flies:** Remember the time – 2011 Class Picnic



**The Best Gifts Come in Small Packages:** Angela Harrison is a first time "Abby" (short for the Spanish version of grandmother "Abuela") to a new grandson, Elijah Nathaniel. He was born Nov 4, 2013 and weighed in at 8 lbs 1 oz, 21.5 inches long at birth. He is the apple of her eye.

**Leading the Way** - Deanie White has been accepted into LEAD – Alliance 5 for 2014. Congratulations Deanie!

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## The Best Class Ever! – Class of 2012

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### TEAM

Teamwork is the secret that make common people achieve uncommon result. - Ifeanyi Enoch Onuoha

### In Celebration of the Achievements of Our Classmates!

➤ **Darlene Scott** celebrates two major achievements this year. Darlene completed her Bachelors of Science in Criminal Justice graduating Summa Cum Laude on August 3, 2013 from Bethel University. She is now working on her Master's degree. In addition, Darlene was promoted to Captain at the Lois M. Deberry Special Needs Facility.

➤ **Tina Fox** was given the 2013 "Champion of Victims' Rights" Award and was selected as the Keynote Speaker to a crowd of over 300 at the sixth annual "Remember Me" commemorative walk for homicide-loss survivors, held on Oct. 7, 2013 at Union University in Jackson. The event offered a time for families in and around West Tennessee to remember and honor their loved ones lost to homicide. The event was attended by Jackson's mayor, sheriff, district attorney, police chief, state senator, law enforcement and criminal justice communities

- **JeniLind Brinkman** was appointed by Commissioner Martineau to serve as the TDEC Wellness Council Chair. The council focuses on helping our employees increase physical activity, healthier eating habits and tobacco cessation.
- **Susan Dill** was selected to server on the Tennessee Government Leadership Council. The TGLC is tasked "with spreading the vision of leadership development...through the creation of an environment that promotes continuous improvement opportunities by which to achieve leadership excellence in state government."
- **Vicky Hutchings** has been elected to the position of TGMI Vice Chair. In addition, Vicky was recognized for her nomination for the 2013 ITMA Award, Outstanding IT Agency Professional and her work on the IT Job Classification Update project team.
- **Jeff Troxell and Stephanie Penney** have been selected to participate in the 2014 LEAD class.

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## The Best Class Ever Award Winner – Class of 2013

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Welcome to the newest TGMI graduating class and the winner of the Best Class Ever Award at the Holiday Breakfast for Collecting the Most Food for Second Harvest!

- **Julie Johnson:** Congrats to Julie Johnson with DoHR who was one of the winners chosen for the 2014 State calendar. She's Miss November!
- **Jaclyn Austin and Tracy Bell** have served as extras on the show, Nashville. Look for them in an upcoming episode!
- **Melissa Brown** has been selected to participate in the LEAD 2014 program.

## Next Lead Class - 2014

Congratulations to the following TGMI Alumni who have been selected to participate in the 2014 LEAD Class

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|---|---|
| Class of 2007<br>Sterling van der Spuy            | Class of 2008<br>Bryan Kinsey<br>Phyllis Hodges<br>Susan Burdette |
| Class of 2009<br>Darlene Stringfellow             | Class of 2011<br>Deanie White                                     |
| Class of 2012<br>Jeff Troxell<br>Stephanie Penney | Class of 2013<br>Melissa Brown                                    |

## TGMI Steering Committee 2014

| Position                            | Name                    | Year   | E-Mail Address           | Office Phone Number | Department                                |
|-------------------------------------|-------------------------|--------|--------------------------|---------------------|---|
| Chair                               | April (Wright) Romero   | 2008-I | April.Romero@tn.gov      | 615-253-4466        | Finance & Administration                  |
| Vice-Chair                          | Vicky Hutchings         | 2012   | Vicky.Hutchings@tn.gov   | 615-687-2327        | Safety & Homeland Security                |
| Past Chair                          | Lauren Hill             | 2006   | Lauren.Hill@tn.gov       | 615-532-0277        | Environment & Conservation                |
| Past Class President                | Kim Harmon              | 2012   | kimberly.j.harmon@tn.gov | 615-744-4414        | Tennessee Bureau of Investigation         |
| Past Class Steering Member          | Tina Fox                | 2012   | tina.fox@tn.gov          | 615-532-8116        | Board of Parole                           |
| Present Class President             | Bruce Balcom            | 2013   | bbalcom@thda.org         | 615-815-2026        | Tennessee Housing Development Agency      |
| Present Class Steering Member       | Michelle Smith          | 2013   | michelle.m.smith@tn.gov  | 615-884-4311        | Intellectual & Developmental Disabilities |
| Steering Member At-Large (1st Year) | Susan Burdette          | 2008-I | Susan.Burdette@tn.gov    | 615-741-6091        | Finance & Administration                  |
| Steering Member At-Large (1st Year) | Archie Doby             | 2008-I | Archie.Duane.Doby@tn.gov | 423-881-6214        | Correction                                |
| Steering Member At-Large (2nd Year) | Terry Malone            | 2008-I | tmalone@thda.org         | 615-815-2213        | Tennessee Housing Development Agency      |
| Steering Member At-Large (2nd Year) | Greg Spradley           | 2009   | Greg.Spradley@tn.gov     | 615-253-8703        | Finance & Administration                  |
| DHR Ex-Officio                      | Trish (Pulley) Holliday | 2008-I | Trish.Holliday@tn.gov    | 615-741-4126        | Human Resources                           |

## ABRAHAM LINCOLN

"The probability that we may fail in the struggle ought not to deter us from the support of a cause we believe to be just."

YOUR LIFE AND WORK WILL SOMEDAY INSPIRE

*Let your light so shine before men  
That where you are they will wish to be  
Be an example of all you wish for your classmates  
And for the Great State of Tennessee  
"Strive for greatness in every endeavor"  
Take pride in all that you would do  
See the finish and then move the line yet further  
Do not fear that others may not run with you  
For Tennessee is yours now and forever  
Her future is in your hands  
Make her the envy of this sovereign nation  
So that all may see and understand  
We are trained not for the ordinary  
We are prepared for the greatest of works  
We are not and will never hide fearful  
We know ours and our people's worth  
TGMI and the training we shared together  
Have given us a foundation for continued success  
Walk tall enjoy the fruits of your labor  
Strive for excellence and accept nothing less  
Smile at the challenges before you  
Make a way where there may seem no way  
Let the world see your commitment  
Bear the beauty of your convictions every day  
"Dare to do mighty things to win glorious triumphs"  
By your wisdom always be known  
A great number here willingly join you  
In this mission, you do not serve alone  
You have reached a pinnacle, but not your destination  
You must lift this state ever higher  
Set the stage for those who will come after  
Those whom your life and work will inspire*

*Melvin Jones Jr., ©; December 6, 2013*

## THEODORE ROOSEVELT

*Far better it is to dare mighty things, to win glorious triumphs, even though checkered by failure...than to rank with those poor spirits who neither enjoy nor suffer much, because they live in a gray twilight that knows not victory nor defeat."*