

CHC Worst Case Scenario 5: Your CHC appointee count has decreased over the years, as has productivity. How do you decide what work/projects the CHC will reduce in scope or eliminate?

**For our purposes, we’re exploring how to downsize programming rather than recruit new appointees.*

Best CHC Outcome Scenario 5: That the CHC stays active with a smaller program of work and appointees can embrace this new workload with confidence.

GROUP PARTICIPANTS

1. Pam Corder	Kaufman County
2. Sugar Glaspy	Ellis Co HC – Ennis Landmark Comm – Ennis Hist. Soc.
3. Jane Yancey	Collin County Historical Commission (appointee)
4. Danny Corbett	Coryell County Historical Commission (Chair)
5. Susan Boudreaux	Grimes County Historical Commission (Vice chair)
6. Paul Henry	Liberty County Historical Commission
7. Idalia Davila	Jim Hogg Co. Historical Commission – Chair
8. Alisha Anderson	Wilson Co. Historical Commission

1. Gather information — *What information do we need before taking action?*

- What projects are already working? Or being worked on?
- Skills, knowledge, interests [that are required to conduct existing programs]
- What things have to be done, what is required organizationally and programmatically? – statutes, organization, etc. [What you can’t eliminate.]
- Which CHC projects focus on preservation – focus on preservation activities rather than activities that are not focused in preservation.
- Which CHC programs serve the community?
- Talk to our community – what do they want/need?

2. Consider relationships — *What to keep in mind to maintain respectful relationships?*

- Remember that your passion may not always what a community wants/needs; because CHCs serve the public, appointees need to put aside your personal agenda/preference and work with the community.
- Long tenured appointees can have tunnel vision, too close, too personal.

-
- Be attentive to needs of certain appointees that have attachments to projects. Be gentle and understanding.
 - Delicate; respectful conversations.
 - What is the most constructive way to tell someone that their program is cut?
 - Mentorship; affirmation of skills and past service.
 - How do we have this conversation when the people left don't want to have these conversations?
 - There may be times in which leaders are not willing to consider change or think downsizing is important to the livelihood of the CHC.
 - Political challenges—CHCs are political appointment, so appointees must accept that area officials may have ideas and directives that are not in line with what individual appointees would prefer.

3. Make a plan — *What actions should be taken to accomplish best case outcome?*

- Affirmation of good service, transfer of skills
 - Honesty, direct approach
 - Invite your partners/county commissioners court into the conversation early and communicate intentions.
 - Make sure the reasoning [for changes] is clear and communicated with county and partners.
 - Focus on preservation - talk to community about relevancy and need. Align priorities of commissioners court and CHC.
 - Invite partners to join in in other projects that you will continue to do.
 - Identify if another organization(s) could take over a successful program that the CHC cannot manage.
 - Voting [on what projects to keep or eliminate] , by commission, by the CHC
 - Then assign responsibilities [to complete programs that will remain in place], chair continues to follow-up.
 - Hold each other accountable to move forward with new scope of work and implement new programs.
 - Every member is important, provide encouragement.
-