

RECORD OF PROCEEDINGS

Date of Meeting: September 11, 2017

Members Present: Chair Renee Bessick, Vice Chair Jim Kulig, Treasurer Jason Murray, Secretary Pam Siegenthaler, Deanna West-Torrence, Richard Grega, Stacy Jackson-Johnson (3:45), Dr. Michelle Kowalski (3:45)

Members Excused: Lynn Friebel

Members Absent:

Others Present: Patty Harrelson, Nikki Harless, Kevin Goshe, Chris Zuercher, Nicole Foulks, Recording Secretary Amy Gosser

Others Absent:

The regular monthly Board meeting was held on Monday, September 11, 2017, in the Board Conference Room at Richland County Children Services Board. Chair Bessick called the meeting to order at 3:30 p.m. of Board members present and representing a quorum.

AGENDA

On a motion by Siegenthaler, seconded by Grega, the Board unanimously approved the proposed agenda by all Board members in attendance.

MINUTES

On a motion by Kulig, seconded by West-Torrence, the Board unanimously approved the August 14, 2017 Board meeting minutes.

MINI-TRAININGS

Minnesota Update:

Program Manager Nicole Foulks gave an update on the recent trip to Minnesota that she took with Director Harrelson. Harrelson conducted a separate training for the staff in Minnesota to offset some of the cost of the trip. The biggest takeaway for Foulks was that their whole focus in Minnesota is on what they do well, not on what they aren't doing. We tend to focus on what we aren't doing. Foulks would also like to put more effort into Signs of Safety (SOS) practices such as Words & Pictures, which helps explain situations to children so that they can better understand what is happening with their family. Minnesota workers sent Foulks a template of different scenarios, and she has already utilized this for a

local child who was struggling with a move. Foulks started the Words & Pictures document for the worker, so it wasn't as intimidating for them because they didn't have to start from scratch. Learning the group supervision process has been a huge goal for her, and she got to see it in Minnesota from an Intake mapping perspective. Their system was very fluid. They focus less on blaming others and more on introspective reflection. Foulks is going to concentrate her efforts on one case a week and hopefully this will have a trickle down affect.

Worker appreciation is huge in Minnesota. They have a worker appreciation board, and Foulks has proposed a similar concept to our supervisors. The supervisors will help identify one person a week, and this should positively impact morale. Minnesota also has resolution workers – these are 3 separate workers in the Agency who do not have a caseload, but are available to tag along on a case to help other workers with difficult cases or to assist if a newer worker is struggling. The resolution workers are simply involved to help get through a tough situation, and do not stay attached to any particular case long-term. We might try to tie this in with mentoring but extend it beyond the probationary period. Peer to peer assistance seems to be a little more helpful for workers out in the field (as opposed to having a supervisor along with them). Foulks has picked about 20 employees and sent out a survey regarding this. The results have been encouraging so far. The Minnesota workers were very helpful and have been good contacts for her professionally.

Focusing on what we do well is going to be a welcome task for Foulks. We unfortunately skip this sometimes, but workers and supervisors need to be mindful of it and vocalize it. SOS has different tools, and we are using some of them frequently (Wizards and Fairies, Safe Houses, etc.). There is also a neat storyboard, though, that you can use to explain to the child what their personal story is, and workers haven't really grasped this method yet. Foulks was permitted to go out in the field with workers in Minnesota to see how little kids responded to this, and it seemed to really help them understand what was going on. Kids who are 10 or older are allowed to participate in their own dependency hearings there.

Foulks left the meeting at this point (4:00 p.m.).

Agency Benefits Team Update:

Zuercher discussed what the team learned from McGohan Brabender last week regarding our YTD usage for health insurance. Zuercher (along with Harrelson and Goshe) will have a conference call with those representatives in a few weeks. The Agency Benefits Team will also meet again in early October, so hopefully there will be a plan to present at the next Board meeting. Our expected total through July was \$596,233, but we actually spent \$688,571. We are 13.8% higher than they expected at this point. Our prescriptions are 44% of the claims costs (whereas typically this is around 20%). The representatives will have some suggestions for us on ways that we could potentially bring those costs down. Our high costs had more to do with the volume of prescriptions (versus just a few expensive ones).

At the Core Values meeting, one of the agenda items focused on obtaining information pertaining to where our plan might be headed. The conversation centered on hypothetical situations, and the group spent most of their time talking about smoking. Smokers cost employers a lot of money to insure. The group asked to have information to look at before making a decision. The point was to start thinking about things that we could implement at

the Agency, such as biometric screenings, to engage workers in utilizing healthy living skills. The Agency Benefits team communicates well with each other and with other employees, and Chris has had a lot of participation during these meetings. The county plan will likely see an increase of about 5.1%.

EXECUTIVE DIRECTOR'S REPORT

Executive Director's Report and Comments

Harrelson reported on the data sets. The last two lines in the Kinship section are not correct, but this section will be fixed when the data sets are sent out again next month. Foster homes were also discussed briefly, especially the lack thereof. Foulks was selected for a committee on how to fix foster care. She likes being a part of positive change.

The Board asked what they can do regarding Protect OH funding. The Roll Call article discussing this topic should come out soon, but it might get drowned out amongst everything else going on in Washington D.C. We need to highlight how we use flexible funds. Child welfare funding is backwards. We shouldn't receive funding when we take kids into care. Instead, it should be given for managing to keep kids in the home whenever possible. Harrelson will see if Tim Harless and Carl Hunnell can come up with an idea.

Harrelson will meet with Denise Williams and Dr. Panke regarding the TST process (Trauma Systems Therapy), but as of right now this is not going well. There is tension among the TST teams regarding how kids are placed. The court is not supposed to dictate an initial placement, and neither should the TST team, but both entities have been trying to tell RCCS workers where to house children lately. The foster parents also get attacked at the TST meetings on what they do incorrectly, but there is no celebration for what they are doing right. We have a secure email system that works well, but it needs redone every month.

Harrelson, Nikki Harless, Tim Harless, Goshe, and Gosser all met with individuals from Healing Hearts and the Mental Health Board on Friday regarding a public partnership with them. Healing Hearts took over an old medical building, and they are hoping (with the help of RCCS and MH&RSB) to remodel the existing structure to accommodate between 10-16 crisis stabilization rooms for area youth. This would be phase I of the plan, and would create a 7-45 day stay facility that is local. Phase II involves Healing Hearts building a residential center where kids could stay for a slightly longer period of time (120 days max) if necessary. We need to work closer with the schools like teaching homes do. What they do well is to bring services into the home (as opposed to making kids go out to counseling appointments, etc.). It is hard for these kids and families to stay connected if the children are living two hours away. Any and all Board members are invited to attend the Substitute Care community meeting on October 31st at 2:30 in the Futty Learning Center.

Kulig asked if Harrelson is hopeful that other counties will join us in the opiate lawsuit. Crawford County is considering it right now. Many counties just need to wait on their commissioners to give approval. This will at the very least call attention to the problem.

On a motion by Kulig, seconded by Siegenthaler, the Board unanimously accepted the Executive Director's report.

Executive Committee Report

No report at this time.

Finance Director Report

Finance Report

Goshe distributed and reported on the August 2017 Final Financial Report regarding the revenues and expenditures. This included a beginning balance of \$6,981,970.78, \$2,105,881.11 in revenue, and \$753,639.46 in expenses with an ending balance of \$8,334,212.43. The ending fund balance reflects 84.7% or 10.2 months of the 2017 budget.

Goshe provided information on revenue. What has been received so far is about 15.4% higher than budgeted, but that is typical for August due to tax payments. As of the end of August, expenditures are about 5.3% below budget. Based on the number of RMS observations we have processed, we probably will not receive the full amount allocated for this contract. This ended August 30th, but we won't know the actual results until sometime in October. There are two more payments to come in for levy payments, so we will probably get more in this year. We were around \$20,000 ahead with the August payment this year (versus last year). At the September Protect OH meeting every year, they have to decide as a group how much funding they will get for the rest of the year. They project a rate of growth for the control group. They count placement days and predict how much these will grow or shrink in the coming year. The state uses that same percentage to calculate our funding. The control group is doing better than they expected them to do, which is not necessarily a good thing for us. Based on how well they have done in the first 3 quarters, we will most likely owe money in February.

On a motion by Murray, seconded by West-Torrence, the Board unanimously accepted the August 2017 Final Financial Report.

Finance Committee Report

No report at this time.

Levy Committee Report

No report at this time. There is \$42,000 in the levy account right now. It costs \$125 to sponsor a hole at the levy golf outing, or individuals can also donate a silent auction prize. We really need teams to play in it, though. We have 3 corporate sponsors at this time. It will probably only be about \$2000 total in expenses for greens fees and food.

Personnel Committee Report

No report at this time. The next meeting will be on September 25th.

Services and Program Report

No report at this time.

BILLS

Payment of Agency Bills - On a motion by Grega, seconded by Siegenthaler, the Board unanimously approved payment by signature of the Agency bills.

EXECUTIVE SESSION

The Board did not convene an Executive Session on this date.

ADJOURNMENT

On a motion by Grega, seconded by Murray, the Board moved to adjourn the meeting at 5:00 p.m.

Respectfully Submitted:

Renee Bessick, Chair

Amy Gosser, Recording Secretary