

RECORD OF PROCEEDINGS

Date of Meeting: November 10, 2025

Members Present: Chair Jim Nicholson, Vice Chair Jerry Snay, Secretary Mary Stentz, Pat Heydinger, Randy Pore

Members Absent: Treasurer Bill Hope, Fred Schuster, Judy Forney, Bennie Allen

Others Present: Tara Lautzenhiser, Nicole Foulks, Kevin Goshe, Drew Miller, Sarah Soliday, La'Shaun Reuer, Recording Secretary Amy Hackedorn

Others Absent:

The regular monthly Board meeting was held on Monday, November 10, 2025, in the Board Conference Room at Richland County Children Services. Chair Jim Nicholson called the meeting to order at 3:31 p.m. of Board members present and representing a quorum.

AGENDA

On a motion by Snay seconded by Pore, the Board unanimously approved the agenda as presented by all Board members in attendance.

MINUTES

On a motion by Heydinger, seconded by Snay, the Board unanimously approved the October 14, 2025, regular Board meeting minutes.

EXECUTIVE DIRECTOR'S REPORT

Lautzenhiser commented on the Commissioners meetings that she attended with Goshe and Miller during the month of October. The proposed tax cuts they discussed at those meetings will not affect our Agency (and will also not affect the Parks Department). The main entities that will be affected are the schools in Richland County. Lautzenhiser stated that she will be starting an ongoing 'Donuts with the Director' event during the month of November. One of our exiting employees stated that they weren't given many opportunities to speak with Lautzenhiser one-on-one, so Lautzenhiser is going to hold these meetings every other month with caseworkers and facilitators. There will be different agenda topics (such as the weakening of standards model, the importance of documenting physical abuse markings with photos and measurements, etc.). The revisions to the Program Manual are almost complete. They met with impacted employees while editing each section that affects them. Once the Program Manual is finished, they will address the Personnel Manual next. Goshe and Lautzenhiser reviewed our current lease for the CAC space at Family Life Counseling. This is up at the end of this month. Lautzenhiser reached out to Family Life to see if we can go month-to-month until our space is ready here at the Agency. Hopefully the bathrooms and CAC will all be finished in 2026. Lautzenhiser spoke with the Board Budget & Finance Committee members during their last meeting about placement costs. She is going to start pushing back on the court when they try to give us custody of teenagers for disorderly conduct in detention. We will start taking these cases to trial. Lautzenhiser is going to meet with Judge

McKinley in the next few weeks to discuss some of these issues. We have several potential new hires in the next few weeks. Four additional entities showed up for the second pre-bid meeting this morning regarding the bathroom remodel project, so we have had five in total express interest.

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

Executive Committee Report

The Executive Committee met immediately prior to the Board meeting today to discuss potential applicants for the Board seat being vacated by Pat Heydinger at the end of 2025. Nicholson stated that we technically have four seats coming up in January: Heydinger, Stentz, Allen and Schuster. Stentz and Allen expressed interest in being considered for their second (and final) 4-year terms (to be effective 1.1.2026 through 12.31.2029), and Schuster also expressed interest in being considered for his first official 4-year term (to be effective 1.1.2026 through 12.31.2029). Nicholson asked the Board members present to start thinking about potential replacements to submit to the Commissioners for Heydinger's seat.

Finance Director Report

October Finance Report

Finance Director Kevin Goshe distributed and reported on the October 2025 Final Financial Report regarding the revenues and expenditures. This included a beginning balance of \$8,269,630.38, \$655,643.21 in revenue, and \$1,323,105.59 in expenses with an ending balance of \$7,602,168.00. The ending fund balance reflects 51.6% or about 6.2 months of the 2025 budget.

Goshe stated that total revenue was 6.2% higher than budgeted and total expenses were 4.5% lower than budgeted at the end of October. The one exception in revenue was the \$12,900 that we received from the sale of the 2024 Honda Accord that was wrecked in the spring of 2024. October was a 3-pay month, so expenses were somewhat higher than what is typical. The fund balance was down \$497,664.26. A contract with Small's Lawn Care was signed during the month of October for snow removal services this winter.

On a motion by Pore, seconded by Heydinger, the Board unanimously accepted the October 2025 Final Finance report.

Finance Committee Report

Goshe explained that the Board Budget & Finance Committee met on November 6, 2025, to discuss the overall 2026 Agency budget.

2026 Agency Budget

Budgeted revenue for 2026 is \$13,012,405 and budgeted expenses are \$15,707,204, leading to a budgeted net income deficit of \$2,694,799. Personnel expenses were budgeted at 97 full-time positions, assuming that 6 positions on average will be vacant at any given time throughout the year. The budget also includes a 3% COLA (cost of living adjustment) for all staff with the potential for nonprobationary employees to earn up to an additional 2% pay increase based on their performance throughout 2025. Pay increases will take effect January 1, 2026. Placement expenses were budgeted \$1,125,000 higher than 2025 budgeted levels due to increasing placement costs. The Agency's fund balance is budgeted to decrease in 2026 by \$2,694,799. Goshe tends to budget conservatively, however, so hopefully we will

not end 2026 with that much of a deficit. Nicholson stated that placement costs are the biggest issue facing the Agency right now; we are currently paying over \$17,000 every day in placement costs.

On a motion by Snay, seconded by Pore, the Board unanimously approved the 2026 Agency Budget and staff pay increases as presented.

Personnel Committee Report

No report at this time.

Services and Program Report

No report at this time.

BILLS

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

Nicholson re-emphasized the importance of identifying several prospective new Board members to submit to the Commissioners for consideration and asked the Board members present to submit the names of any interested individuals to him in the next several weeks. We need a copy of their current resume and a letter of interest prior to submission to the Commissioners.

ADJOURNMENT

On a motion by Snay, seconded by Pore, the Board moved to adjourn the meeting at 4:00 p.m.

Respectfully Submitted:

Jim Nicholson, RCCS Board Chair

Amy Hackedorn, Recording Secretary