

Board Meeting Minutes

September 19, 2019

Room C – Ottawa Office

Present: Marty Ricconi, Katie Bagley, Steve Bouslog, Jeff DeMoss, Evelyn White-Simmons,
Sandra Labak-Ivanauskas (Phone), Brian Towne (Phone),

Absent: Cherie Reynolds, Robert King

Present (Staff): Frank Vonch, Dave Conrad, Sue Trost, Cindy Robinson

NOTE: The call-in number has changed to 1-515-604-9099, Pin 408-050-375#

Frank welcomed and introduced Evelyn White-Simmons as the newest Board Member. Evelyn introduced herself and gave the Board a little background on herself. She is a juvenile detention officer at the Juvenile Detention Center in Ottawa.

Jeff DeMoss called the meeting to order at 5:00 p.m.

Motion was made to adopt the agenda – Moved by Steve Bouslog, 2nd by Katie Bagley, All passed.

Motion was made to approve the July 2019 Board Minutes – Moved by Marty Ricconi, 2nd by Steve Bouslog, All passed.

Redeploy Presentation – Cindy Robinson

The Redeploy program began at YSB back in 2012. This program is designed for to keep kids, who have a high probability of going to a correction facility, out of them. A different model, involving more direct work with the families, was designed between Cindy and Bill Pfalzgraf as a means to prevent the same issues from arising over and over. The judges will now court order the parents of these children to participate. Having the parent's involvement is the most difficult aspect of this program. They are involved in a parenting model called "Active Parenting", which addresses the issues that these kids are dealing with. It is a 6-week group program. The case workers take the kids into one room to work with them for 2 hours while the parents go to another room with therapists to work with them on the same curriculum. They come together for the last half-hour to bring it together. This can be very difficult for the parents. This is the beginning of the program with the purpose of forming a relationship with them. It is not uncommon for past clients to call YSB back for more help or to let the counselors know what they are up to. The program employs a Masters Degree Therapist and Bachelors Degree level case worker. The program provides mental health services to families and clients. The caseworker will provide pragmatic services to the family as well. For example, the parent and the child will work towards receiving their GED together, or search for a job together with the help of the Redeploy program. It teaches all parties involved to be productive, functioning members of society.

When the program began, it was required to reduce by 25%, the number of youths going to prison from the previous three years. LaSalle county was averaging 27 kids per year going to prison, last year there were 7, and this year there won't even be that many, thanks to the Redeploy program. When the program started years ago, there were 3,000 to 4,000 youth incarcerated, and now it has been reduced to a few hundred. Several prisons have closed throughout the state since they don't need them anymore. We can only take youth with felonies/misdemeanors that would send them to prison, but not something as serious as murder. Cindy stated that she got to the point that if a (potential) client had a pending felony, she would call the State's Attorney to ask to send the client to us right away. A year ago, it was decided that we would serve misdemeanors, but the agency had to make up a packet as to why we should. This previous week, it was decided that we could serve any violation on

a youth coming from probation, which will provide much more opportunity for services to these clients. More staff will be needed in Redeploy as well. This will be great early treatment for so many more youths. This program serves Bureau, LaSalle, and Grundy counties. Other areas serve more counties than we do. YSB receives referrals from all 3 county States Attorney's. This program is not in bigger population counties, as it would be too dangerous. This program saves the State a lot of money by preventing the kids from going to prison.

Treasurer's Report – Dave Conrad

August Financials – We are two months into the fiscal year. The financial statement goes through August 31. The agency is about \$100K behind in revenue, but we are also about \$130K behind in expenses. There is a small surplus of \$30K, with a budgeted surplus of \$12K. There are no items that are out of the ordinary and everything is on budget so far.

There are 3 CD's from excess funds that will mature soon. Two of these will mature the first week of October. Dave will e-mail the finance committee before then as rates are subject to change before then. A recommendation will be made. These are short term investments.

The fiscal year (Sikich) auditors will be here next week. They will do all of their field work and will have a report ready for the November Board meeting.

No motions made.

Marketing/Development – Sue Trost

Sue handed out a packet of Pumpkin Flotilla flyers. We are working on a fundraiser with Heritage Harbor for October 19. It will involve 4-H, Pet Project, a financial club and others to help. We have received a few sponsorships, and are pushing luminaries and pumpkins to carve, flotilla pumpkins are limited. There may be a pumpkin chunking but it hasn't been decided as of yet. If you have any questions, please ask. Hopefully Board members will be able to attend. Many activities are free. Board can donate by buying luminaries, etc. online or through Sue.

We had a school supply drive in July and August with some items left over, which is good because students need supplies all year round.

The "Because of You" newsletter went out to donors in July. If any Board member would like a copy of any of these, please ask. A \$500 grant was written for the Homeless and TLP Programs for gift and gas cards. We will know about this at the end of October. We also received \$557 from Ottawa Savings' Bank Customer Appreciation Day, which we were present at.

YSB Staff member Stephannie Neumann and Sue presented at a meeting for 100 Plus People Who Care (organized by Denise Franz), which is an area organization which hopes to build itself in donating to area non-profits. The goal of this organization is to find any 100 businesses or persons who commit to donating \$400 per year. Each meeting, 5 nominated agencies will be narrowed to 3, then one will be picked each quarter to receive the donated money. Each agency can only receive money once every 2 years. YSB has been selected to receive \$700 this quarter. There were no other agencies to compete against this time as they are just starting out.

Jami Valenzuela and Kim Wirth are doing a Child Abuse Awareness event called Hands Around the Courthouse in Hennepin. John Zavada and Jami Valenzuela went to the radio to discuss Foster Care recruitment and the Pumpkin Flotilla event this previous Tuesday.

YSB will participate in the "Serve the Rock" being sponsored by the Ottawa Chamber of Commerce on October 17th at the Knights of Columbus. This will be a non-profit "trade-show" event, similar to a "Business After Hours".

Anybody can attend to learn about area non-profits. Sue Trost, Lisa Gustafson and another Treatment staff member will cover this event.

The Annual Report will be ready to go out in the month of October.

Wal-Mart donations continue to come in. These items are being used for clients only. There is another donation coming in next Tuesday.

Committee Reports

Building and Grounds Committee Report – Frank Vonch

Glen Ellyn Move – The move from Glen Ellyn to Aurora has been finalized. The space in the Aurora office has been cleared. Glen Ellyn expires mid-December. We are hoping to be out before that. The Aurora landlord will not charge us if we move in earlier. This will be a break-even situation. The present lease in Aurora will be combined into one lease with the extra space. The agency will be saving approx. \$3 per square foot by moving. Fiscally, this move will save money for the agency. More information will be sent out as all information is confirmed. There is a 10-year lease in Rockford, so it is a bit more difficult to get out of.

Board Development Committee Report – Frank Vonch

Welcome to Evelyn White-Simmons. It is great to have you on the Board with us!

Potential Candidates – If current board members know of anybody who would be a great addition to the Board, please let Frank know. There is a potential candidate that just surfaced today which will be spoken to. We'd like to add a few more members to the Board.

Personnel Committee – Steve Bouslog

Every year in October an evaluation is done for the Executive Director. It is hoped to be completed by the November meeting. Steve is giving this out to all Board Members. Please fill it out online and e-mail it back to Steve if you would rather do that than mail it in, then the results will be discussed overall with the Board. Steve explained the evaluation to all Board members. It is very important that all Board members participate.

Every other year, a staff evaluation is made. The Personnel Committee has not met to discuss this, so this will be forthcoming.

Executive Director's Report – Frank Vonch

Are there any questions from what Frank sent out to all Board Members?

The EEO complaint filed against the agency was initially declined by Human Rights. This has been declined on "no merit". The complaint can still be filed at a Federal level, which is unlikely.

The Redeploy amendment has been submitted to the State for an increase in salaries for therapists and caseworkers in that program. If the program expands with misdemeanors (as Cindy explained above), then something will need to be worked out for staff in response to this. It is difficult to keep staff throughout the agency for several reasons, including other agencies, such as DCFS, offering more money than we can offer. Case worker to client ratio is too high. There are also issues with new hires being required to go to trainings/pass tests that are not timely enough, as new staff cannot work until they complete these. There are many more issues that contribute to the larger issue of finding, and retaining enough staff. Frank has been in contact with DCFS with these issues, but they can be difficult to deal with. He has a meeting with them tomorrow.

Katie asked what staff are saying in exit interviews that may be the biggest part of the problem. Pay is a big factor, as is staff moving away. It seems that more and more is expected of social workers and there may be less people

going into the field. It is similar to the education field. Over 1,800 teaching positions are vacant state-wide. YSB overall is still short staffed, but it is being worked on and it is not as bad as it was. Several new hires (and potential staff in interviews) have not shown up on their first day of work/interview. This seems to be a common theme throughout businesses, not just here.

Motion made to accept the Executive Director's Report by Steve Bouslog, 2nd by Katie Bagley, All passed

Old Business

COA – Sherri Nestmann will attend the next Board meeting in November to give an update on COA.

EEO Status – See above.

New Business

HR Licensing review held on September 4 – The agency passed everything in this review. Frank mentioned an issue with DCFS asking for more information that they should already have, but they have lost. We keep records on all employees, so we have the information.

Illini-Care DCFS changeover for foster children – DCFS is pushing all foster children families to go under Illini-Care, to be implemented on November 1. The transition has not been going well. The training that Dave Conrad went to was more of a sales pitch than a training. DCFS wants to bill for Medicaid services by centralizing all Medicare healthcare providers into one spot for all foster children. They currently do not have contracts with all healthcare providers. YSB called Illini-Care for more details, with very little feedback.

Staffing – Hopefully next Board meeting, the agency will be in better shape. The board will be posted further on this.

Redeploy Amendment – See above.

708 Grant – The executive director of 708 Board is going to submit for a 3% increase for all agencies that receive 708 funding.

Quality Assurance: CQI Risk Management

Quarterly CQI Summary upcoming – Not discussed.

Motion made to adjourn at 6:15 p.m. by Steve Bouslog, 2nd by Marty Ricconi, All passed

Next Meeting: Thursday, November 21, 2019 5:00 p.m. Ottawa Office