

Region Ten Community Services Board
Board Meeting Minutes
October 12, 2020, 4:00 PM
500-B Old Lynchburg Rd
Charlottesville, VA

Members Present

Barbara Barrett, Chair
John Kronstain
Nora Demleitner
Peggy Whitehead, Secretary
Helayna Banks
Tom Worosz
Dr. Barry Blumenthal

Members Absent

David Szwedo
Ms. D Pryor
Edna Harris
James Murphy
Diane Jacobs
Stephen Wunsh

Others Present

Lisa Beitz, Executive Director
Jessica Phipps, Executive Assistant
Kathy Williams, Senior Director

I. Call to Order

Ms. Barrett called the meeting to order at 4:00 PM.

II. Welcome

Ms. Barrett welcomed everyone to the meeting. Ms. Barrett welcomed Dr. Blumenthal to the Board. Board members who were present at the meeting introduced themselves.

III. Comments from the Public

There was no public present.

IV. Chair's Remarks

The letter from Power of Ten was mailed. Power of Ten helps support staff ideas that may otherwise not have funding. Ms. Phipps will send letters to the new members.

The VACSB conference was virtual. Next conference will be held in January.

V. Executive Director's Remarks

Staff have been informed that Region Ten will stay the course through the holidays, which will allow them to plan as children return to schools or childcare. Region Ten is preparing for the new normal and how best to

proceed forward. The agency is currently looking at closing Baker, DD residential. This location is a rental property. This location was not full prior to the pandemic. Two residents from Plateau B were moved here. The consumers who live at this property can be moved to other DD residential locations, and in fact the two from Plateau B asked to move back. We are currently looking at staffing challenges across the agency. This is not connected to furloughs and layoffs. It is connected now to living wage, competing priorities, with taking care of a family member, or afraid of being at work, or getting sick, or childcare or school, and fatigue. We have been recruiting without much success, especially in our lowest paid positions. We have to provide 24/7 coverage to the people who call us home.

Bringing our lowest paid staff to a living wage is a priority. This has been a long-standing priority. The goal is to bring grades 1-6 to a living wage by December 31st. This will provide relief to some staff. This will also assist in our recruitment.

Jennifer Bates has been hired on as our DEI (Diversity, Equity, Inclusion) and Training Director. The agency is currently conducting the staff climate survey. She comes with 15+ years of experience on committees devoted to DEI.

Administrative Infrastructure is being addressed with hardware upgrades. Strong leadership with Laura Fekishazy in HR and Xavia Jackson in IT and Compliance. Moving to Office 365 upgraded the software and emails within the agency. The new website goes live on October 21st. Contact information will be published. Please let Ms. Phipps know of any preferences in email addresses used.

Last month Ms. Beitz indicated that she was in conversation with the corporate attorney related to how to outline the role of prescreeners by Code of VA, what we see as challenges right now, what we see is very real potential outcomes from those challenges. Ms. Beitz also reached out to Senator Deeds to see if he had interest in taking it on as a challenge. They met with Senator Deeds last Thursday, and he is taking it on as a challenge. Advocacy is happening through the letter being drafted. Concerned about the inability to keep people safe while in crisis who are seeking help and getting them to their destination where they can begin services. Senator Deeds indicated that Region Ten does a good job, that our agency is a beacon to others, and that if we are doing it, others are as well. Each CSB feels the challenges in uniquely different ways.

News reports are out about police reform, Marcus alert, legislation being looked at in the special session of the General Assembly. Ms. Beitz has had some conversation with Charlottesville City Councilman Snook related to a Mental Health Committee being formed to look at different ways to address police reform. Councilman Snook and Sena Magill are leading that committee, and Myra Anderson is on it as well as a few others that he named.

Ms. Beitz encouraged him to wait for the Marcus Alert legislation, because so much of what comes out of the General Assembly will be the mandate that you then fill from there. She sent him Code of VA language and effective order 70 language. Region Ten will be part of that conversation as well as with Albemarle County. What may happen is that with six different localities, they may wish to handle things differently. So Region Ten will sit at the table and listen, and then see how we can best serve the community.

New Board Orientation will be held the end of October 29th. Seth Ragosta from Flora Pettit will join us.

Ms. Becker retires at the end of October. Shannon Wright has been hired as the interim to replace Ms. Becker. Ms. Becker has been with the agency over thirty years.

VI. Consent Agenda

Ms. Barrett asked for approval of the consent agenda. Ms. Demleitner moved to approve the consent agenda. Ms. Banks seconded the motion and the motion was unanimously approved.

Ms. Barrett has gathered the requests for subcommittees. She will speak to Ms. Beitz about how to proceed with committee meetings by Zoom or phone call meetings. Fundraising Committee will be gathering and reviewing the grant applications in the near future.

The question was asked what is the biggest concern moving forward. At this time, it would be staffing for our most crucial programs, such as Emergency Services and residential programs.

VII. Other Business

The Orientation will be on the 29th from 2-4pm. Ms. Barrett all Board members to attend. This meeting will be virtual.

The agency is at the end of collecting its annual data. This information is usually broken down by locality. Ms. Beitz has packets, but will send out the data in email. Ms. Barrett encourages Board members to reach out to their locality supervisors.

VIII. Adjournment

The meeting was adjourned.