

Region Ten Community Services Board

Board Meeting Minutes

November 12, 2024, 4:00 PM

500-B Old Lynchburg Rd

Charlottesville, VA

Members Present

Dave Opper, Vice-Chair

Patti Heggie, Secretary

Dr. Barry Blumenthal

Mary Katherine King

Dr. Joseph Mason

Wendy Mitchem

Alex Stott

Joseph Szakos

Peggy Whitehead

Stephen Wunsh

Members Absent

Barbara Barrett, President

Austin Baker

Francesca Diggs

Others Present

Dr. Lisa Beitz, Executive Director

Kathy Williams, Deputy Executive Director

Kelly Crickenberger, Fiscal Director,

Accounting

Rachel Blakey, Administrative Services Project

Coordinator

Chris Murray, CPA Director at Brown, Edwards

& Company, L.L.P.

Janie Pudhorodsky, IMPACT

Michael Costanzo, former RTCSB employee

Kathy Gawin, Public

Emma Hennesey, Public

Kendall Macdonald, Public

Liz Emrey, IMPACT

Lila Tucker, IMPACT

I. Call to Order

The meeting was called to order at 4:04pm.

II. Welcome

Mr. Opper welcomed everyone to the meeting.

III. Comments from the Public

Jane- impact –reopening the women’s center

Michael Costanzo- retired from Region Ten Community Service Board—
disagree with retiring policy change

IV. Chair’s Remarks

Structure and workplan – collective effort and sentiment—fruit bared of that

Update- End of Year Audit (Chris)

Steve—appreciation of promptness from Accountant Agency and RTCSB
staff

V. Executive Director’s Remarks**VI. Response to Executive Director’s Remarks**

Joe S—move to direct executive director (detailed plan to deal with high staff
vacancy rate by the January 2025 Board of Directors meeting; seconded—Mr.
Stott) Dr. Blumenthal and Mr. Wunsh opposed.

Wendy- human service fields—struggling; putting perspective that vacancies
is not RTCSB specific

Peggy—public agency versus private agency for pay

MK- board reviewed “white paper” outside of BOD meeting

VII. Consent Agenda

Mr. Opper asked for approval of the consent agenda. Mr. Wunsh moved to
approve the consent agenda. Mr. Stott seconded the motion and the motion
was unanimously approved.

VIII. Committee Reports**Executive Committee**

Executive Committee meeting—acknowledge and thank staff; take region ten
swag to give to staff—invite BOD to accompany Dr. Beitz to hand out tote
bags/messenger bags for the holidays and greet staff; will be reaching out to
BOD

Finance Committee

Dr. Blumenthal moved to accept the annual audit; Mr. Wunsh seconded;
unanimously approved

Legislative committee

Last Tuesday meeting and today; legislative priorities for RTCSB; Mr. Szakos' proposal to interact with legislators. Meet with as many legislators/staff/constituents; develop/strengthen relationship. Proposal: introductory meeting, RTCSB priorities/ important info about localities. Dr. Beitz—support people RTCSB serves; staff support as part of the pre-planned meeting, could also include family member/someone who is served. Plan for two meetings. To get the ball rolling—work on BOD schedules, reach out for meeting(s).

Mr. Opper—meet before general assembly session (Early January)
Overview of advocacy of key areas/budget priorities for RTCSB
Unanimous agreement; will meet again before the January BOD meeting;
work during legislative session

Ms. Whitehead and Ms. Heggie—holiday letter draft-feedback; BOD extend holiday greeting to staff and include message of appreciation. Discussion of mailing versus emailing. Mail Merge;

Mr. Stott- Ms. Diggs and Mr. Szakos met with Mr. Sam Sanders (city manager) and deputy city managers to discuss RTCSB and board dynamics; re-establish connection; be in close contact with local government

Mr. Stott and Mr. Opper met together; Mr. Opper said the city manager realized they need to re-do things; orientation, etc. would like meeting to be public so everyone can attend at once

Mr. Szakos—Mr. Sanders reported he met with Dr. Beitz and Creigh Deeds; office hears complaints about RTCSB (high on list to work on; unhoused/ mental health) could RTCSB provide more services if more money was given. Concern from staff for lack of diversity in RTCSB staff and BOD; concern about staff vacancy; Mr. Sanders—clear way for consumers to complain/voice concern to BOD rather than legislator.

Dr. Beitz—regular concern raised- community in crisis wants more from RTCSB; address needs where there isn't an individual in crisis but a community in crisis when event occurs. Community crisis causes disconnect.

IX. Move to closed session- retirement

Mr. Wunsh- invite Dr. Beitz, Mrs. Williams, and Mrs. Blakey to attend closed session.

Mr. Wunsh; personnel policy; unanimously agreed

Joe S—HR manual updated

Steve—history would be helpful (why it happened in 2004)

Dr. Beitz—insurance subsidy to offer people with 11+ years of service to bridge gap to Medicare; 3 policies over time; none of policies clarified length of time; at that time people could retire and stay on RTCSB insurance if paying; 2013 policy capped who was eligible and added reduced benefit for Medicare supplemental insurance—could not stay on insurance post retirement; after 2012 couldn't get the insurance subsidy; a letter went out yearly to prove Medicare supplemental insurance (17 people); 2013- cap amount of money (Reserve right to change HR policy at any time).

-narrow policy that only benefited small amount of people

-Performance contract—public funds for operations

-Notice in June by letter

Steve motioned to come out of closed session; Barry seconded it

Only personnel issue was discussed during closed session.

MK move to appreciate feedback, BOD has further reviewed and stands behind policy change; Barbara communicate with previous employees individually. Appreciate his time and looked at request at length; Alex seconded. Unanimously agreed.

X. Other Business

Additional business added to Agenda (Alex)

XI. Adjournment

Motion to adjourn: Dr. Blumenthal

Seconded: Ms. Whitehead

The meeting was adjourned at 5:34pm.