

**LANCASTER COUNTY CHILDREN & YOUTH AGENCY**  
**CITIZENS' ADVISORY COMMITTEE**  
**MINUTES**  
**October 3, 2006**

**Board Members Present:** Demettra Baber, Kathryn Gregoire, Karen Jaskot, Dr. Peter Ross, Fernando Sanchez, Commissioner Shellenberger

**Staff Present:** Amy Campbell, Kurt Miller, Gregory Landis, Patricia Lee, Pedro Rodriguez, Lisa Runge, Nancy Schuyler, Patty Shiffler

**Public:** None

**Guests:** Fred Bogner, Thomas Fasnacht, Roger Glick, Donna Howe, Garry Krentz, Scott Landis, James Laughman

Karen Jaskot, Board Chair, called the meeting to order at 12:07 p.m. with a moment of silence and a prayer.

A get well card for Board member, Joanne Castner, was circulated for signatures.

Karen proposed an amendment to today's Agenda calling for a volunteer time keeper to limit the time spent on updates from directors to 30 minutes. This will allow time for discussion on the resolution to the Commissioners which was proposed at the previous meeting. Karen Jaskot proposed the motion, Fernando Sanchez seconded. Motion passed. Demettra Baber voluntarily tracked the time for the meeting.

Amy Campbell shared copies of the Agency's organizational chart, outlining the current staff and current vacancies. There are 28 vacancies, 18 of which occurred prior to August 17. Of the 10 remaining, 5 were preplanned and 5 were unexpected. The vacant Director of Social Services position was posted and interviews are being held. Greg discussed the impact of the vacancies on the Intake Department and Pat Lee shared the reassignments in Placement and Protective Units due to 4 or 5 vacancies in each area. Greg Landis and Pat Lee are sharing Sue Finney's Director of In-Home Services duties. Placement Supervisors have assumed various responsibilities of the Court Unit and subsequently are spending more time in court hearings. In-Home supervisors are also sharing the coverage of a placement unit, in the wake of the death of In-Home Supervisor, Anne Daniel.

Pedro Rodriguez distributed copies of the Needs Based Budget, covering the 2006-2007 Implementation Year and the 2007-2008 Needs Based Budget year. Fiscal staff are currently working on the County budget which will be discussed at the October 19<sup>th</sup> meeting.

Amy Campbell announced the third phase of the move at 900 is scheduled for Thursday and Friday, October 5 and 6. This move will allow parent/child visit rooms to be located on the lower level, in offices vacated by staff.

Two new programs related to mentoring for children aging out of care and parent child visitation, will be discussed at the October meeting.

The Multi-Ethnic Placement Act (MEPA) audit occurred last year. Amy Campbell reported that Pat Lee will update the board on MEPA and the audit results at the October 17<sup>th</sup> Meeting.

Kurt Miller, Resource Unit Supervisor, introduced Roger Glick, FPA President and Garry Krentz, FPA Legislative Chair. Kurt announced two upcoming FPA events and invited Board members to attend. The FPA Hayride will be held in two weeks and the FPA Christmas Party, will be in December at Willow Valley. Details will be circulated.

Demetra Baber signaled that 30 minutes of meeting time had ended.

In discussing the Resolution to the County Commissioners drafted at the September meeting, the Board was interested in hearing how the recent personnel changes impacted staff morale. Dr. Ross proposed a new resolution addressing services levels. Kathy Gregoire requested board members speak directly to staff to hear how they are dealing with the workload and how recent changes have affected staff morale.

Karen Jaskot feels the greatest impact she is hearing is the workload. She also stated that when Jill retired over the summer, the Board was comprised of relatively new members who were not apprised of Agency events involving personnel issues. Board members expressed frustration due to the circumstances of the issues and the fact that information could not be shared with them. Commissioner Shellenberger indicated that the circumstances of the event made communication difficult.

Karen Jaskot then summarized and clarified the discussion she was hearing. She first asked what does the board do about the resolution based on this meeting's discussion and what is the best way to brainstorm and to gauge staff morale. Scott Landis identified the problem as a communication issue. He stated he respected and served for years with a director and Agency deemed one of the best in the State largely because of the director and the staff and now has to bridge the gap. He suggested the first step be dialogue. Kathy Gregoire agreed and questioned the process of the personnel changes. Demetra Baber requested some form of communication with staff to hear directly how changes have affected morale. Karen Jaskot suggested an agenda item to discuss identifying the process of hearing from individual staff. Tom Fasnacht challenged the board to become actively involved in Agency meetings and events to learn more about staff morale. Karen Jaskot suggested monitoring adoption hearings and court hearings to see if the low staff component has an impact.

Fred Bogner discussed and distributed the PA Code of 1965, a directive for County Advisory Boards regarding why they exist and their mission.

Guests Garry Krentz and Roger Glick stated they work to pass legislation at the State level. Roger reported that Lancaster County is leading the state in inclusion and retention of foster parents, a result of the working relationship between the FPA and the Lancaster County Children and Youth Agency.

Dr. Peter Ross motioned that the September board meeting minutes be approved as written. Demetra Baber seconded. Motion passed.

Meeting adjourned at 1:22 p.m.

**NEXT MEETING, TUESDAY, OCTOBER 17, 2006**  
**at the YOUTH INTERVENTION CENTER**  
**235 CIRCLE AVENUE**  
**Lancaster, PA 17602**

(If you are unable to attend this meeting,  
please call Patty Shiffler at 299-7925)