**GEAUGA COUNTY BOARD OF MENTAL HEALTH**

**AND RECOVERY SERVICES**

**Jennifer Malainy 13244 Ravenna Road**

**Chairman of the Board Chardon, Ohio 44024**

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**Board Minutes February 2, 2022**

**BOARD MEMBERS PRESENT:** Walter Claypool, Martin Fay, James Lee Holden, Kathy Johnson, Jennifer Malainy, Gregory O’Brien, Steven Oluic, Michael Petruziello, Mary Ruth Shumway

**BOARD MEMBERS ABSENT:** Ann Bagley, Alberta Chokshi, Vanessa Jensen, Carolee Lesyk, Linda Miller

**GUESTS:** Alex Duncan, Angi Daugherty (Family Pride), Michelle Bertman (Catholic Charities), Tia Lawrence (Torchlight Youth Mentoring Alliance), Vicki Clark (Ravenwood Health), Melanie Blasko (Lake-Geauga Recovery Centers), Mary Wynne-Peaspanen (Signature Health), Kim Carter and Kathy Parks (NAMI Geauga), Andrea Gutka (WomenSafe)

**STAFF PRESENT:** Jim Adams, Amie Martin-D’Arienzo, Jim Mausser, Teresa Slater

1. **CALL TO ORDER, ROLL CALL AND PLEDGE OF ALLEGIANCE**

Ms. Malainy called the meeting to order at 6:00 PM. She then said that the meeting is being held in public for the purpose of conducting the Board’s business. Public comments will be allowed for a total of ten minutes at the end of the meeting.

Ms. Johnson called the roll for attendance purposes and the following Board members were present: Walter Claypool, Martin Fay, James Lee Holden, Kathy Johnson, Jennifer Malainy, Gregory O’Brien, Steven Oluic, Michael Petruziello, and Mary Ruth Shumway.

The Pledge of Allegiance was recited by those in attendance.

1. **APPROVAL OF BOARD MINUTES FROM NOVEMBER 17, 2021**

**Mr. O’Brien moved to approve the Minutes. Dr. Oluic seconded the motion.** There was no discussion. **Voice Vote: Ayes-9; Nays-0; Abstentions-0. Motion approved.**

1. **CHAIRMAN’S REPORT**

Due to the number of items on the agenda, Ms. Malainy recommended that the Board decide which agenda items to discuss tonight, and which will be discussed at another meeting.

1. **CEO REPORT**

Mr. Adams provided a brief explanation of the SFY2022 Behavioral Health Initiatives spreadsheet, which shows many of the big initiatives taking place at the state level which will impact the Board.

Mr. Adams reported that boards have been required to have a 24-hour service for many years. He is not sure what will happen with CopeLine, the Board’s 24/7 crisis line, and 911, once 988 is fully implemented. This is one of the big statewide issues that boards will need to tackle over the next year.

Mr. Adams also included in his report several county level projects, such as the agency bid process, one of the Board’s levies is coming up for renewal, and several capital developments. It will be a very busy summer and fall for the Board and the agencies. Mr. Adams said the request for proposal/bid process is very time consuming, but it gives agencies the opportunity to talk about their priorities, outcomes, gaps, needs, etc. Many boards just go through the proposals that are submitted and don’t have agencies come in and make presentations.

Mr. Petruziello asked if the services the Board is mandated to provide come from the legislature or the state. Mr. Adams replied that it is a mix. Mr. Petruziello would like staff to let the Board know which category each of these initiatives falls under. Mr. Adams responded that 988 is a federal requirement. Crisis services is a mix, including guidelines from the federal government about crisis services in different board areas. Geauga is one of six counties in the state that has a crisis center. OhioRISE and Open Beds are state initiatives. Mr. Claypool feels some of these initiatives are unconstitutional mandates that the federal government doesn’t have the right to force upon us. He said the Board needs to evaluate which of these programs are really beneficial to Geauga and push back on the others, including filing lawsuits. Mr. O’Brien would also like to know the origins of each initiative and asked Mr. Claypool to circulate what information he has.

Dr. Oluic asked how to address the funding cut from United Way for the jail treatment program. Mr. Adams said he has secured additional funds for this program through the Northeast Ohio Boards Collaborative. He should know by the end of April if this money will be long term, but he does expect to receive these funds again next year.

Mr. O’Brien asked about the RFP process and said he would like to hear what challenges the agencies are facing. Mr. Adams said the RFP for SFY2023 will be sent to current contract agencies and will also be published. Agencies will have about five weeks to submit their bid proposals. Agency presentations will then be scheduled. Mr. Petruziello would like to know the number of people in each program, how many are still in the program, and the “results” of each program. Mr. Adams said current contract agencies must submit the first six months of outcomes for SFY2022 with their proposal. Ms. Malainy asked if Board members can email staff as to what they would like to see from agencies. Mr. Adams said some of the charts to capture much of this information have already been created. He suggested that the Board could look at what has already been done and then decide how or what to change. The Board may need to look at how to get any additional information depending on what is wanted and the agency’s ability to capture that data.

1. **STAFF CALENDARS DISCUSSION**

Ms. Malainy asked if everyone had looked at the six months of calendar entries received from Mr. Adams and Ms. Martin-D’Arienzo. Mr. Claypool said he did not but does commit to doing that soon. Mr. O’Brien asked what the goal is and what should Board members be looking for to provide feedback. Ms. Malainy said the purpose is to see what Mr. Adams is working on now and what his goals should be moving forward. Mr. O’Brien suggested just sitting down with Mr. Adams and asking those questions. Ms. Johnson wants to know how much time each item actually takes.

Mr. O’Brien said one of his goals is to see how much of Mr. Adams’ time is busy work that needs a response, how much can the Board staff focus on housing, or if there is a need to bring someone in specifically for that purpose. Mr. Claypool said the Board has a fiduciary responsibility regarding outcomes. He said the Board can change the priorities of the Director and have more time spent on those. There will always be emergencies and other distractions, but the Board can have core objectives in place. The Board can put together a plan regarding the outcomes it wants to see with priorities that are achievable. The Board needs to know what kinds of issues are coming through the door. Mr. Claypool would like to know what Mr. Adams is doing on a daily basis. Dr. Oluic said he looked at the information and saw nothing alarming.

Mr. Claypool said the request was for a calendar, but the Board received a book for a 12-month period. Mr. Adams said calendars may only represent 15/20% of what is done day to day. Mr. O’Brien said it would be nice to quantify Mr. Adams’ time and determine if it would be better to send clinical inquiries elsewhere. Mr. Adams responded that if someone is calling us, they have talked to many people already. He does have some clinical skills and recognizes his limitations, but he can also let them know they are doing the right thing. Mr. Adams said 99% of what people are doing for family is fine, but they don’t know where to go next and what to do in a crisis. That is something you won’t see in his calendar. If it is on his calendar, it was probably an hour or more, not just a 5-10 minute call. Mr. Adams said this document was created in stages because he kept getting requests for additional information. Also, writing grants and the required documentation won’t show up on his or Ms. Martin-D’Arienzo’s calendars.

Ms. Johnson appreciates Mr. Adams and Ms. Martin-D’Arienzo going back and recreating their calendars. She commented that it was a very long list. She said it would be good for the Board to be aware of what kind of issues come in the door. The information they received is valuable. Mr. Adams responded that it was difficult to create. Many meetings don’t have minutes or a way to show that someone participated. He also may not have attended a particular meeting if something else came up. Ms. Malainy acknowledged that it was difficult to put that information together all that information and she appreciates the time taken to do it. She said it did provide transparency about what is happening.

Ms. Malainy moved to have Mr. Adams and Ms. Martin-D’Arienzo produce their calendar entries on a monthly basis at the Board meeting. Ms. Shumway commented that the Board needs to understand all that is happening. Mr. Holden suggested that staff keep a daily log of what is being done.

Mr. O’Brien understands getting calendars in order to evaluate Mr. Adams, even if it is just taking his calendar and copying it. Mr. Claypool said he has been asked to report his time on an ongoing basis and it is not that big of a deal. What would be helpful is to see is whether there are so many distractions on his calendar, that Mr. Adams is not able to focus on the needs of the Board. Mr. Petruziello said a calendar review would also help identify if another staff person is needed. Mr. Claypool said it would also give the Board a better idea of the flow of the office. Mr. O’Brien responded that reviewing calendars monthly seems like the best approach. Mr. Petruziello is fine with just scanning and sending calendars also. Mr. Fay suggested that the Board get a copy of calendars from the prior month in March and then determine if it is worthwhile to continue doing that. Mr. Claypool would like to do that for at least six months.

Ms. Martin-D’Arienzo feels that the information requested is not an accurate representation of what she does. Mr. O’Brien responded that he knows how time-consuming grant writing is. He doesn’t think anyone is questioning the volume of work. The purpose is to find ways the Board can support staff either through personnel or reprioritizing what is being done. Ms. Martin-D’Arienzo said every funding source requires the submission of ongoing data reports, metrics, surveys, and other information. Mr. Petruziello suggested having a time sheet for each project. Mr. O’Brien said it would be more helpful for him to have categories to see what is taking up a lot of time, and then prioritize what is important. The Board wants to better understand what is being done to meet the Board’s goals.

1. **AGENCY GROWTH AND AVAILABILITY OF NON-TRADITIONAL MENTAL HEALTH SERVICES**

Ms. Shumway talked about the Art in the Park program provided through the Educational Service Center and that they would like to increase the program to serve more kids. Ms. Shumway said she was told that someone from Equine Growth contacted the Board office about funding and was told they couldn’t apply because the barn isn’t in Geauga. Ms. Shumway asked about having current agencies help new agencies with the certification/funding process. She said if the Board is really going to serve the residents of Geauga, we shouldn’t make providing programs more difficult. These programs are for kids who are deemed at risk, but don’t necessarily need therapy. The Circles program could also be expanded for this purpose. We know these programs work because these are the kids that would have failed out of school. Mr. Claypool responded that we don’t know that all those programs work. The Board needs to see the results and outcomes and make decisions based on that data. Ms. Shumway said we know these programs work because the schools have said they do. Mr. Claypool said he wants to see data which shows the amount of dollars received, the number of children in the program, and that the trend is going down. Ms. Shumway replied that you are not going to see positive results immediately.

Mr. Petruziello said the Board should be trying to reduce mental health services where it can. He then asked if any of the above programs can be associated with current agency programs. Ms. Shumway replied again that these are kids who are not being seen by a therapist but who have been deemed at risk by the schools. These would be classified as prevention programs. Mr. Petruziello feels that would be taking over the parent’s responsibilities and that a lot of these issues arise out of parenting. Ms. Shumway responded that may be true but she is not sure how to fix the parents so we need to be proactive to help the child. Mr. Claypool said if programs have value, they should be able to show positive results. He doesn’t want to take money from a program that is working. Ms. Shumway said she will provide the Board with program data as soon as she can get the information from the schools.

1. **LIST OF ALL AGENCIES, PROGRAMS AND PEOPLE REQUESTING FUNDS FROM THE BOARD AND WHY SOME WERE TURNED AWAY**

Mr. Adams said he and Mr. Mausser have worked with agencies and provided guidance on how to start a business, what steps are needed to do this, how to get an idea off the ground, and what is needed to meet certain licensure criteria by the state. Ms. Shumway asked about helping an agency get certified. Mr. Adams said he points them in the right direction at the state level for information about what needs to be done. If an agency is further along in the process it may be a different story, or if it is a program already in the county or from another program. He said Torchlight has a lot of good data that shows the value of their mentoring programs. It is a very big hurdle to become licensed and certified. He doesn’t discourage anyone, but shares some of the things they need to consider, where to go to start this process, and how can the Board help. Agencies can get filtered out of the certification and licensure process fairly quickly if they are not able to meet all of the requirements.

Mr. Claypool said he is looking at the state’s website and there are four categories of certification. He cautioned that the Board needs to be careful about how things are classified as to whether or not a something is considered a mental health problem. He said the Board does not have to be involved in everything and not everything is mental health related. Mr. Fay is very supportive of prevention programs for kids who are at risk. Ms. Shumway commented that it is better to be proactive instead of reactive. Positive relationships build better mental health and stronger children. Mr. Claypool said the Board doesn’t have to be involved in all of these programs at the schools and reiterated that not everything is a mental health issue. Mr. Fay asked how to get quantitative data to show that something has been prevented. Ms. Shumway said eight kids who went through some of the above programs were slated to be expelled from the sixth grade and were not.

1. **HOW IS THE BOARD MEETING QRTP IN GEAUGA**

This agenda item was discussed briefly under Old Business.

1. **EXPLORE THE USE OF COLLEGE AND GRADUATE SCHOOL STUDENTS**

This agenda item was not discussed.

1. **SUICIDE PREVENTION COALITION SURVEY AND WEBSITE DISCUSSION (HEADSUPGUYS.ORG)**

Ms. Malainy referenced the many emails going back and forth about the sponsors shown on HeadsUpGuys.org’s website. When she navigated to the website of one sponsor – Pound and Grain – she found references to Satan and images that bothered and rattled her quite a bit. She said those images are not what we want someone with mental illness to see. Mr. Petruziello asked how this got on the Board’s website. Ms. Martin-D’Arienzo replied that it is not on the website. Mr. Claypool said he was insulted and embarrassed that the Board would have anything to do with the HeadsUpGuys website. He doesn’t know what the process is or who is authorized to make that type of decision, but he objects to that website.

Mr. O’Brien asked who makes the decisions on where the money goes, what kind of control the Board has over the Suicide Prevention Coalition, and who vets what goes in our newsletter or on our website. Ms. Martin-D’Arienzo clarified that the newsletter is not on our website. Mr. Adams responded that he does the vetting and this website was recommended by the Suicide Prevention Coalition. The website is used by SAMHSA, along with other national organizations, and is operated by a university in Canada. Mr. Adams said the Board provides a small amount of funding to Ravenwood Health to administer the Suicide Prevention Coalition. Mr. Adams said a subgroup of the Coalition chose several websites regarding men and depression, and a questionnaire was sent out for review and recommendations about those websites. Tracy Jordan from the Sheriff’s Office asked first responders to review the sites, which are geared to men and suicide prevention. The consensus was to use the HeadsUpGuys website.

Mr. Adams said the Board received information about this campaign at the November Board meeting before the January Panorama was sent out. Mr. Adams said he did go on the HeadsUpGuys website to vet it - even though there were professionals that vetted the site in the first place – and looked at some of the data. He did not click on all the links as there were about 14 partners listed. Mr. Adams said Pound and Grain is a marketing company who was promoting a Halloween contest for one of its clients. All of the partners seem to have some interest in men’s mental health and depression. Mr. Adams said he would not have seen it originally because you would have had to click thru a lot of different links, including those for each supporter. He is not sure what level of oversight the Board wants the staff to have and asked if all partners on a site should be vetted. Mr. Adams said many of the organizations we are involved with receive funding for prevention programs from many sources, including distilleries and tobacco companies.

Mr. Claypool said as a citizen of Geauga, he is losing complete trust in the health and mental health departments. He asked if there is anyone in this room who has never been depressed. He doesn’t consider that a mental illness. Depression is one thing and chronic depression is another. Mr. Claypool said it leads people to lose trust by making everything a mental illness. Depression is not a mental illness until it reaches a certain level.

Mr. Claypool asked how the decisions are made on who the Board is associated or affiliated with. Mr. O’Brien said it is very important who the Board supports. He is hearing that there were multiple levels someone needed to go to and find that content. He asked Mr. Adams about investing time and money on sources that don’t have disturbing content. Ms. Martin-D’Arienzo said the survey went out in June and that content would not have been on the site. When staff became aware of the issue, the Suicide Prevention Coalition was notified and they stopped using the site. Mr. Claypool responded that doesn’t solve the problem that the Board’s name is affiliated with HeadsUpGuys and that this decision was made by another organization. Mr. Petruziello said as a business owner he makes sure who he deals with is reputable, honest, etc. Ms. Martin-D’Arienzo reiterated that when the website was vetted in June, the media promotion of the Halloween contest wasn’t on there.

Ms. Johnson commented that she doesn’t remember any discussion on this in November. She then said the article shows the Board’s logo and reads “The Suicide Prevention Coalition of the Geauga County Board of Mental Health and Recovery Services recently launched a campaign to raise awareness about Men’s Mental Health, which includes promoting a shared mission through HeadsUpGuys.org…”, makes it look as if the Board is leading this effort. Ms. Johnson said this is a coalition/partnership the Board didn’t know about, which led to confusion and angst when these links were found. Ms. Shumway suggested submitting the newsletter to the Board members for review before it is sent out to the public.

Ms. Malainy asked what can be done moving forward so that this doesn’t become an issue again. Mr. Adams said information is collected from different sources. The Suicide Prevention Coalition is a Ravenwood Health program funded by the Board through the allocation process. Ms. Malainy asked if she should make motion that said the Board must see any survey before it goes out, including those sent by any of the Board’s affiliates. Ms. Shumway suggested only doing that for anything the Board is distributing. Mr. Adams responded that the agencies can send out anything. Mr. Petruziello referenced a survey that was sent out to all the schools about eight years ago that was inappropriate. Mr. Adams said that survey originated from a community coalition and the schools decided whether or not to use the survey. The Board provided administrative support for several years. He said Kenston, Chardon and West Geauga schools used that information to get grants for prevention programs.

Mr. Claypool said the bigger question and concern is whether the Board is affiliating with organizations that are not effective. He suggested creating a list of organizations the Board is affiliated with loosely to discuss whether or not to continue with that affiliation. Ms. Malainy would like to take the lead on this. Ms. Shumway asked for clarification regarding affiliation. Mr. O’Brien said he would like to see a list of affiliates/associations that include the Board’s name and/or logo. Mr. Adams and Ms. Shumway then mentioned several different groups. Mr. O’Brien said it may be more efficient moving forward, to bring to the Board’s attention anything with its logo/name on it. Ms. Johnson said the Board should know about anything under their umbrella.

Mr. Adams raised an issue about this from the staff perspective. He put together 87 pages about his calendar and it hasn’t been read by all Board members. The staff can put anything together, but it won’t help if Board members don’t read it. Ms. Johnson said the Board receives a lot of information and they don’t always absorb the significance. Mr. Adams said the staff struggles to decide what is a priority for Board members and this type of conversation is helpful. Mr. Petruziello replied that prior Board members didn’t always take things very seriously, but now there is a Board that really cares.

1. **DISCUSSION: EXPECTATIONS FOR 2022 INCLUDING HOW WE MONITOR, TRACK AND RECORD PROGRESS ON PROGRAMS FUNDED BY THE BOARD, INCLUDING:**

* **Outcomes reports by agency as to how they are performing**
* **Metrics/statistics as to what is working and what isn’t working**
* **What additional/other outcomes the Board would like to measure**
* **Decisions on how the Board should proceed based on agency outcomes**
* **Do agencies set a time on each outcomes measure by program**
* **Outcomes/metrics required by state and federal rules and regulations**

This agenda item was not discussed.

1. **COMMITTEE REPORTS**
   1. **Agency Relations**

Ms. Miller had nothing new to report.

* 1. **Finance**

Mr. Petruziello would like to schedule a meeting of the Finance Committee before the upcoming RFP process.

* 1. **Planning and Policies**

Mr. Claypool said SurveyConnect asked that three or four members pick a list of questions they would like to see in relation to Mr. Adams’ performance review. SurveyConnect will then sort and consolidate those questions. Mr. Claypool would like to be one of those individuals. The completed set of questions will be sent to the full Board for review. The next step in the process will be identifying who the survey should go to. He recommends sending it to all of the agencies, other stakeholders and this Board. The responses will then be compiled by SurveyConnect into a final report. Mr. Claypool said questions can be added if there is specific information the Board would like to see. Ms. Malainy will send out an email to the members who are not here to see if anyone would like to participate in choosing the questions. Mr. Fay said he would like to help choose the questions. Mr. O’Brien, Ms. Shumway and Ms. Johnson are also interested.

* 1. **Housing: Discussion – Housing documents including housing for populations that are not served and limits on length of stay in Board housing**

Mr. O’Brien reported that Dr. Oluic spoke with Lake Geauga Recovery Center’s treatment team and was able to tour some of their facilities, including the new one. He said it was an outstanding visit and wished we had those facilities in southern Geauga, although LGRC does serve both counties. Dr. Oluic will put his notes together and send them to everyone. Mr. Adams said he has created a spreadsheet for the agencies to complete regarding the questions the Board would like to have answered. Mr. Petruziello said Ms. Clark from Ravenwood Health has been working with the Geauga Metropolitan Housing Authority. Ms. Clark said she will be bringing a proposal to Board as a result of that collaboration.

Mr. Fay suggested visiting several of Lake-Geauga’s and Ravenwood’s housing facilities that are funded by the Board, then putting together a needs assessment with the agencies. Mr. Claypool and Mr. Petruziello said they would like to know how many citizens and non-citizens (illegal aliens) are participating in Board funded housing programs. Mr. Fay offered to help organize a field trip to several facilities.

1. **BOARD REVIEW AND ACTION ITEMS**
   1. **Resolution 22-02-1 Acknowledgement of County Budget for Calendar Year 2022**

**Mr. Petruziello moved to approve the Resolution. Dr. Oluic seconded the motion.** There was no discussion. **Voice Vote: Ayes-9; Nays-0; Abstentions-0. Motion approved.**

* 1. **Resolution 22-02-2 Allocation of Covid Alcohol Use Disorder Block Grant Funds**

**Ms. Shumway moved to approve the Resolution. Dr. Oluic seconded the motion.** Discussion: Mr. Adams provided an overview of this allocation in his January CEO report. Originally, SOR funds could only be used for services related to opiate addiction. The state then gave boards the opportunity to bid on a pool of funds that could be used to address the treatment and supportive service needs of alcohol and other stimulant addiction. A grant application and the Board was awarded $196,724.00. Ms. Martin-D’Arienzo said the funds can be used for tangible materials that are not covered financially any other way. The funds can be used for supportive services, housing, treatment, and ongoing recovery. Mr. Claypool asked where the money came from. Mr. Mausser replied that it is part of the federal SAPT block grant funds. Mr. O’Brien congratulated Ms. Martin-D’Arienzo on writing the grant and securing the funding. **Roll Call Vote: Ayes-9; Nays-0; Abstentions-0. Motion approved.**

* 1. **Financial Reports**

The Financial Reports included information for November and December of 2021. As of December 31, 2021, 42.8% of the Board’s operational budget had been expended. There were no expenditures during that time from the Community Education Budget. The County Calendar Year expenses from January 1, 2021 through December 31, 2021 totaled $6,407,108.44. The Auditor’s Fund Balance on December 31, 2021 was $4,098,888.81. Mr. Mausser reported that everything is in order regarding the SFY2022 Cash Balances by Source of Funds report. There are several negative figures which will either be positive or zero next month. The following vouchers were presented for review: Schedule #665 in the amount of $332,628.69 and Schedule #666 in the amount of $402,185.39.

1. **OLD BUSINESS**

Ms. Shumway distributed information about Qualified Residential Treatment Program (QRTP) Assessments. This is a federal mandate to ensure that children are not lingering in programs or being warehoused. She said this has not been a problem in Geauga.  Family Pride has been hired to do these assessments.

1. **NEW BUSINESS**

Mr. Petruziello asked about the Adverse Childhood Experience Questionnaire for Adults that was distributed by Ms. Shumway. She suggested that the Board take this screening to see what their results would be.

The next Board meeting will be held on March 16, 2022 at 6:00 PM.

1. **PUBLIC COMMENTS**

Ms. Malainy asked if there were any public comments. Mr. Duncan had some suggestions and recommendations for the Board – to make good decisions, be kind, be responsible, be respectful, to not yell, scream, or discriminate. He said there is a nonprofit that chooses to belittle certain people, who raise their voice at men in their support groups, and who fail to follow through with public records requests.

Mr. Duncan commented that it seems like some Board members don’t care about others and that there is a lack of trust between Board members. Mr. Duncan further stated that there are mental health concerns and crises occurring every day. There are laws in place to provide checks and balances, but it depends on who you are as to whether they are adhered to. Mr. Duncan asked on behalf of nonprofits to be respectful, kind, take people seriously, and don’t belittle people with mental health concerns. He feels there are three nonprofits that need to have their funding cut right now. Mr. Duncan has mentioned to Ms. Martin-D’Arienzo in the past that they are breaking Ohio law ORC5122.26.18. He is not trying to be mean or negative. Some nonprofits do a wonderful job, but it is a matter of making good decisions for everyone.

Mr. Fay asked if the Board supports the three agencies in question. Mr. Duncan said they are not responding to his inquiries. There are checks and balances, along with keeping your word and not ignoring people. Mr. Duncan said he is trying to be helpful to the Board. Mr. O’Brien asked if the three organizations are funded by the Board. Mr. Duncan responded that they are. He further stated that he knows he is not well liked, but he does live in the county and pays tax money for services and programs. Mr. Duncan talked about an incident that occurred seven or eight years ago at WomenSafe.

Ms. Shumway suggesting addressing this issue through the Board’s grievance procedure. Mr. Duncan said he was in a counseling session in Middlefield and the cops were called on him. Mr. O’Brien suggested that Mr. Duncan contact Ms. Martin-D’Arienzo and follow the grievance procedure so that the Board will be informed. Ms. Shumway said something that happened eight years ago can be heard, but it can’t be addressed. Mr. Duncan said one nonprofit won’t write back to him, their meetings have been segregated, and they don’t like men in their groups. Mr. Claypool said this issue can’t be solved in this room and also suggested that Mr. Duncan file his grievance so the Board can get better information. Mr. Duncan commented that people are afraid to speak up. Ms. Johnson replied that the Board cares about what he is saying and they need to provide a way for him to resolve these issues.

**XVII. ADJOURMENT**

Dr. Oluic moved to adjourn the meeting. Ms. Shumway seconded the motion. The meeting was then adjourned at 8:02 PM.

**Respectfully submitted by:**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Ms. Teresa Slater**

**Secretary/Receptionist**

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**Ms. Jennifer Malainy**

**Chairman of the Board**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Ms. Kathy Johnson**

**Acting Secretary of the Board**