

Kewaunee County Human Service Committee
810 Lincoln Street – Training Room
April 18, 2024
Meeting Minutes

Present for the meeting were Human Services Director, Melissa Annoye and Human Services Committee Chairperson, Virginia Haske. Committee members: Linda Teske, Paul Ravet, Milt Swagel, Tim Kinnard, Tom Romdenne, Julie Janicsek, Donna Wallace, Mary Ann Szydel and Rose Quinlan.

Absent/Excused – Joanne Lazansky

This meeting was called to order by Chairperson, Virginia Haske at 8:00 a.m.

A motion to approve the March minutes and April agenda as presented was made by Tim Kinnard and seconded by Milt Swagel. Motion carried.

Public Comment – None

Contract Reviews – None

In-Service/Presentation – Initiative One

Dr. Fred Johnson, Founder of Initiative One and Regina Woods, Facilitator explained the purpose of Initiative One and gave an overview of what the Leadership Foundation is.

Dr. Fred stated that Initiative One is celebrating their 25th anniversary this year. The company began in Scottsdale, AZ in 1999. It moved to Green Bay because they had outgrown the ability to serve a global client base and needed to be in the central part of the United States.

The only way to have deep change in results and outcomes is by changing the behaviors of how the team operates together. Pillars of leadership have changed over the last 25 years. They changed from knowledge, competence and position. These pillars are no longer factors in gaining leadership, trust and influence. Today, the three pillars of leadership influence the ability to move the hearts and minds of people into a unified direction are based upon transparency, authenticity and vulnerability. The goal of Initiative One is to create a deep change that is sustainable in people, to change the "locker room chemistry" so that best practice behaviors are maximized. The only way to achieve this is by repetition and time. It cannot be done in a short period of time.

Regina spoke on what Leadership Foundations is. She stated that the focus is to really change the behavior of how teams operate. The program dives into personal leadership and team dynamics. This helps bring about both individual changes and implementing the best practices of world class teams. Prior to the class, all participants take an individual behavioral leadership assessment. This looks at an individual's strengths and their personal sabotage patterns. One of the core things completed at first session is designing trust accelerators. The team looks at how they want to "show up for each other". The program helps create a strong foundation and some agreement about how they choose to operate with each other.

The management team reflected on their experiences with the leadership training.

Financial Unit Update – Brian Johnson

Brian provided the financial update. Brian reports that billing for February and March has grown and is on track as to where we expect to be for the year. State Aid has been submitted through February and we will start seeing the money for GEARS, DHS programs, and Income Maintenance in April. DCF programs payment was received in January. Contract status report was reviewed. Vendor payments are high for March, but this includes known and budgeted payments. February financial report shows that the budget is on target; the 2024 tax levy was received. The bottom line is that we are within budget and where we need to be for the year.

Human Services Director Updates – Melissa Annoye

Melissa gave an update on the Wraparound House. There was a meeting on April 16, 2024 where a draft of a request for the proposal was worked on and there is hope to have it ready for the next committee meeting.

Economic Support is currently being informally supported by Green Lake County. Melissa states that they are looking to formalize ongoing management/supervisory support for the workers. She will be meeting with Shelby and the Green Lake Director of Human Services to explore a contract agreement. It is proposed that about 10 hours per week would be needed to support our staff.

On April 4, 2024, the agency hosted DCF from the State and we were able to highlight some of the great work we are doing including the Chileda relocation and the work that was done across systems to support the two youth. The group also touched on our intentions to address race, equity and inclusion.

WCHSA is beginning to explore state budget priorities. A handout was provided showing the initial list of budget proposals. Melissa provided feedback on what she thought would most benefit Kewaunee County. She suggested a focus on full Medicaid funding for crisis intervention services, funding to increase Birth to 3 programming costs and funding to increase Income Maintenance administration.

Melissa updated on efforts to improve HIPAA compliance and the creation of a Peer Support Team for our staff as we do not currently have an Employee Assistance Program.

Personnel – we are not currently recruiting. The CCS Director position continues to be held open for an internal candidate. A new group will be starting the Initiative One training in May.

Other items authorized by law – None

The next meeting is scheduled for May 23, 2024 at 8:00 a.m.

A motion to adjourn was made by Tim Kinnard and seconded by Tom Romdenne. Motion carried.
Meeting adjourned at 8:46 a.m.

Respectfully Submitted,

Janine Bowers
Program Assistant