

Brian Sandoval
Governor

Don Soderberg
DETR Director

STATE OF NEVADA



Deborah Levy, Chair

Barbara Twitchell
Tracy Guinn
Louise Helton

Department of Employment, Training, and Rehabilitation
BOARD FOR THE EDUCATION AND COUNSELING OF DISPLACED HOMEMAKERS
NOTICE OF PUBLIC MEETING

Name of Organization: Board for the Education and Counseling of Displaced Homemakers

Date and Time of Meeting: June 13, 2016
3:30 – 4:36 p.m.

Video Conference Locations: Department of Employment, Training, and Rehabilitation
500 E. Third Street, 1st Floor Auditorium
Carson City, NV 89713

Nevada JobConnect
Reno Town Mall, Conference
Room 4001 S. Virginia Street, Suite
G Reno, NV 89501

DETR/Stanley P. Jones Building, Conference Room C
2800 E. St. Louis Avenue
Las Vegas, NV 89104

Nevada JobConnect
Winnemucca Conference
Room 475 W. Haskell Street,
#1 Winnemucca, NV 89445

This meeting will be conducted by videoconference. The public may observe this meeting and provide public comment at any of the above-cited locations.

**Displaced Homemaker Board
Meeting Minutes**

Monday, September 12, 2016 3:30 PM

Video-Conference: St. Louis Building, Carson City SAO, Reno Town Mall, Winnemucca

I. Roll Call and Confirmation of Quorum:

Deborah Levy called the meeting to order. Four Board Members were present for quorum. (Tracy Guinn, Barbara Twitchell, Louise Helton and Denise Abbey were present for the quorum)

II. Verification of Posting:

Samantha Hill-Cruz confirmed proper posting of the meeting agenda per NRS 241.020

Welcome and Introductions:

Chair Levy welcomed everyone.

Introduction: Deborah Levy (Chair), Louise Helton (Board Member), Denise Abbey (Board Member), Barbara Twitchell (Board Member), Tracy Guinn (Board Member), Eric Schoen (Community Chest), Jen O'Bryan-Taft (TMCC), Bella Maldonado (DETR-WISS), Samantha Hill-Cruz (DETR-WISS), Odalys Carmona (DETR-WISS) Paula McDonald (HELP of Southern Nevada) arrived late.

Public Comment(s):

Chair Levy asked if there were any public comments. No comments were made.

II. Review – Displaced Homemaker Program Grantee Reports:

Chair Levy then requested a review update for TMCC from Jen O'Bryan-Taft.

Truckee Meadows Community College - Jen O'Bryan-Taft advised things were going well at TMCC and that this Thursday the Food Bank will open. They have two food pantries at TMCC in partnership with the Food Bank of Northern Nevada. Thursday the Meadowood location opens. They still have her office until they have the space at the Dandini campus. Many women are coming in with less loss than usual. It is very nice when friends spread the word that they can come to them. The Resource Fair will be on November 15th, Tuesday, in the Student Center. It is a resource fair where community resources, between 45-65 entities, come and offer services. She stated she will distribute brochures to Samantha, so she can give them to the group.

Louise Helton and Barbara Twitchell noted that the report prepared by Pat Hensley has dates on it that says July 1, 2010 to September 30, 2010 that will need to be corrected. The comment was then made that they might not be using the most current version of these forms. Jen O'Bryan-Taft stated they will figure it out and she will let Pat know about the date discrepancy.

A discussion between Barbara Twitchell and Samantha Hill-Cruz ensued

regarding the verbiage on the DH-501, Item 2C. Ms. Twitchell requested "Total Number of New Participants" (New + Carryover) "be changed to read "Total Number of Participants (New+ Carryover)". Ms. Hill-Cruz reminded the Board it is the verbiage they had previously approved. 'New' is telling them that it's their new participants plus their carryover. Ms. Twitchell asked to have it read "Total Number of Participants (New + Carryover)". Otherwise she feels that it is confusing that it says "New" in front of that.

Board Members were discussing the proper verbiage for DH-501 2C. They all agreed to remove the first "New" and it should read "Total Number of Participants (New + Carryover)".

Louise Helton then asked Ms. O'Bryan-Taft how much of this year's total budget compared to years past. Ms. O'Bryan-Taft stated it was approximately half. She stated they are struggling and doing everything they can. Ms. Helton agreed, adding that the figure she is used to seeing is around \$65,000.00 annually. Ms. O'Bryan-Taft stated she felt that was correct, advising that their calculation was based on the amount per the RFP (request for proposal).

Ms. Hill-Cruz added what had happened was that during the recession, the divorce rate went down and the programs had to wait for the money to come in the last year of the last grant. In the South, they really struggled because they were spending it before they had it. The amounts per program are less than the last grant. The hope is that they will start to go up now that the economy has gone up. There has been an increase with the \$30.00. Louise Helton asked if this reporting is with the additional \$10.00, from \$20.00 to \$30.00 in fees. Ms. Hill-Cruz confirmed. Ms. Twitchell then asked if it was possible to adjust the contracts mid-year and was advised by Ms. Hill-Cruz that they could be amended, however, that would be something DETR would bring to the Board's attention.

Chair Levy then asked if anyone from HELP of Southern Nevada would be coming to the meeting. Ms. Hill Cruz advised that Paula McDonald was on her way in from another meeting. Chair Levy then stated they will take items out of order. She then asked Eric Schoen to provide his report.

Community Chest - Mr. Schoen stated it was a privileged to have the Board up to Virginia City. It is always fun to show off what they have to other people.

Eric Schoen then advised that in regards to the DH Program, they had never received this funding before, so they feel fortunate to have it. They don't have any perception whether it is up or down. If it increases it will be even better because they never really anticipated that. Regarding this specific program, Kelly said she currently has four (4) clients. It has been slow going. She is going to make her first foray into rural Nevada with Shelley Hartman in Hawthorn, who is a one woman dynamo in Hawthorn. There are not a lot of folks who stuck around up there as long as she has. Kelly will meet with her to talk about the DH Program and how it might serve the folks up in Hawthorn. He stated they had been holding off to a certain degree until there are brochures to pass out, so he is hoping the Board finds a way to move forward and approve them. They are ready to start passing these out along the rural routes to let folks know.

Barbara Twitchell commented that none of the Community Chest reports are signed. She advised these pages need to be signed and dated. Mr. Schoen agreed. Ms. Twitchell then added she hoped that they were aware that they can “double serve” clients. Mr. Schoen asked if she meant co-enroll. He confirmed they are aware of this and that they also receive WIOA funding. He then went on to say that most of their programs take time to get established in the rural area. They have developed some momentum and then more people will find out about the programs, which is helpful. It wasn’t that long ago they only had one or two and now there are four.

Barbara Twitchell commented that when they had gone to Ely and talked to Annette Marshall [JOIN], Ms. Marshall was not aware that she could co-enroll. It’s really important to tell people who are just coming on, particularly in the areas where it is very difficult to get the numbers up. That is perfectly fine as long as the clients meet the criteria. She welcomed them and stated she is pleased they are so enthusiastic about embracing this program. It will serve their clientele very well.

Louise Helton commented to Ms. Twitchell that she had missed a wonderful success story that they already have. She stated she was so proud that she’s part of the program; first with Denise, knocking them out with her story at the beginning, and then ending with Macy. She was just fabulous.

Eric Schoen advised the program is really Kelly. The Board is experiencing what Kelly brings into the program. She is such a dynamo. The clients resonate with and are attracted to that.

V. Discussion / For Possible Action:

Chair Levy stated they are going to have to wait for HELP of Southern Nevada’s report. She asked the Board to consider the approval of the minutes.

1. Approval of the March 14, 2016 meeting minutes:

Chair Levy asked if there were any discussions or any correction to the minutes. Denise Abbey motioned to approve as presented. Tracy Guinn second. No discussions or corrections were made. Motion to approve carried with all ‘ayes’, none opposed.

2. DETR FM Report:

Chair Levy then asked if everyone had a chance to look at the financial report and if there are there any questions or comments on that.

Louise Helton commented that they still have a healthy Board reserve. This is the Board reserve that we are using to print the brochure and to make the video. Is that correct? Samantha Hill-Cruz confirmed that is correct. Chair Levy then asked if there were any more comments on the funding. No comments were made.

3. North Eastern Nevada Center Vacancy Update:

Chair Levy then asked Tracy Guinn to update them on the North Eastern Nevada Center Vacancy.

Ms. Guinn advised she had found out was that the GBC (Great Basin College) is not willing to take the program on. She stated the Board will have to look at other resources out there. Samantha Hill-Cruz advised they have approached JOIN and had a telephone conference with Denise Castle, the new CEO. She is supposed to be getting back to DETR by this coming Friday to see if they are interested in just that piece. If that does not work they can always ask the Job Connects in those areas to do something.

Louise Helton stated she had also called Cathy McAdoo in Elko at PACE. Ms. McAdoo promised to get back to Ms. Helton to see if she could think of any organization that might be appropriate and dependable to perform these types of duties for the program.

Chair Levy expressed the hope that someone is found soon.

4. Board Vacancies / term end:

Chair Levy stated there is also the matter of Board vacancies and term end. She stated her term is up and she will not be staying on. She asked Ms. Twitchell if she is also retiring from the Board. Ms. Twitchell stated she is retiring from the Board. They were both thanked for serving.

Ms. Helton then asked Ms. Twitchell how many years she had served all together or reported, to which Ms. Twitchell stated it had been over twenty years. Ms. Helton commended her for her service. Ms. Twitchell went on to say she had started as a job developer for the Re-Entry Center for the Displace Homemaker program at TMCC when they first received the grant. Then she became the director of the Re-Entry Center and then she recycled out of that as a Board Member. It's been a long, long relationship and one that she is very grateful for, because it is a program that you get to see wonderful things happening. It is very rewarding but she has reached a point where she keeps taking new things on her plate. She has reached the point where she realizes that it's sort of the tipping point on the plate. Things were going to start falling off. Just know that after twenty years, she thought old blood is good but new blood is good too.

Chair Levy then commented that they are going to find some new blood. Ms. Twitchell stated she had thought that there were people in the queue, which is why she wasn't worried too much. Ms. Helton then added Mary Hausch is sending in her application. Ms. Twitchell stated she thought that would be perfect. She added that she had actually asked around. She had asked Sydney but she felt it would be a conflict with her employer. Plus she is in graduate school as well as working full time and has her family, so her plate is full too. She had did put the word out and hopefully somebody will come forward. Then she stopped because Samantha said that they had told her they had people who were interested.

Ms. Hill-Cruz confirmed there is a couple, one that is in the queue. She stated she does not know if she is a DH/former DH or from where. She stated Ms. Hausch was not one of them. Ms. Helton added Ms. Hausch is taking it to get it notarized today.

5. Chair Election:

Chair Levy then advised they are going to need someone for the Chair. A discussion ensued with all in attendance regarding the position. Denise Abbey deferred, stating she needed to become more familiar with the Board and how it functioned. Tracy Guinn was then nominated by Chair Levy, second by Barbara Twitchell. Motion passed unopposed.

6. Brochure Design updates, short videos, new Provider Press Release:

Chair Levy continued with the brochures design update, shooting of the video and new provider press release. She asked Odalys Carmona for an update on these items.

Ms. Carmona opened by stating the brochure was sent to Mae Worthy for corrections. The Chair has approved it. She then asked if there are any other concerns or comments regarding this. This will be the final product.

Ms. Abbey stated she really liked the lay-out of the brochure and the changes with the wording. She then added that the only item that stands out to her is that they are saying from “Homemaker to Provider”, but on the front it looks to her as if everyone on there are professionals already. She doesn’t see a mother with some little children and then professional people on the front. That is what really stands out to her. The brochure says from “Homemaker to Provider”. She thinks picturing someone like that, especially having been single mother of three kids and going to school, and then on the bottom have the professional people makes more sense. Ms. Helton and Ms. Twitchell then confirmed with her that she basically thought a before and after photo would be more appropriate. Ms. Carmona asked that they keep in mind that they had wanted to keep a male photo on the cover. Am I clear, you now want a picture of a mom with a kid and dad with a kid? If this is what you want we could do a split screen on that too.

Ms. Carmona then opened the discussion confirming they want the first picture on the top to be mommies slash daddies with kids. The next two, they would like to move these professionals down to the bottom of the cover. Ms. Twitchell added they needed to make sure there was diversity in the top photo. Ms. Carmona confirmed that was definitely something they needed to keep in mind for both sets of photos. We can move it down and add the before on top and move the other pictures down. That way there will also be the diversity among the professional.

Chair Levy added that changing it at this point would mean the Board would not be able to approve it until the next Board Meeting, which won’t happen until September. After discussion between Board members, it was agreed to make the requested changes at the next printing and continue to move forward with the current brochure. Samantha Hill-Cruz reminded the Board the original

submissions had different pictures before that did make more sense with those with the caption “from Homemaker to Provider”.

Louise Helton requested to approve them as it has been presented.

Chair Levy asked if there was any further discussion. Ms. Helton stated there was none. Ms. Abby advised she would like to entertain changing the picture on the next printing in the next Board Meeting.

Ms. Hill-Cruz advised the Board there is a quote for the printing. The quote for one thousand (1000) pieces is \$402.00, four thousand (4000) pieces is \$698.00. Basically, the difference is the printing of the brochures isn't that much; it is the setting up of the brochure. Ms. Helton asked if they would be doing the multiple thousands and Ms. Hill-Cruz advised it would be paying seventeen cents (.17) verses something like forty cents (.40).

Ms. Helton motioned that they printout the four thousand for \$698.00 as it is presented. Barbara Twitchell seconds the motion. All “ayes” none opposed. Motion carried.

Chair Levy then stated they are going to proceed with short videos.

Ms. Carmona opened by saying she had spoken to Mae Worthey and Ms. Hill-Cruz in an email conversation, and the way that she and Ms. Helton had discussed it back in May. She had wanted three (3) in each location being: A) the provider, B) a participant, and C) a participant that is employed. That would be a total of six (6) people being interview, three (3) in the North, and three (3) in the South. According to Mae, that is not three (3) to five (5) minutes it is more like ten (10) minutes. It is going to be approximately three thousand (\$3,000.00) dollars. If it is shortened down to where maybe we get the provider and you get the person who you know instead of having the participant and the participant employed mix them in and that would be two. I can ask her how much the cost would go down. Ms. Hill-Cruz remembered Ms. Worthey saying three thousand (\$3,000.00) to four thousand (\$4,000.00) dollars, but that does not include travel.

A discussion then ensued between the Board members and Ms. Carmona. Ms. Helton felt they weren't going to be using all of the video. They were going to have those in the can so there can be edits because some are going to work better than others. They had thought they could use i-phone, cameras and there would be no travel at all. It would just be a matter of collecting all the information and sending it for editing. Ms. Carmona stated she felt Ms. Worthey was very professional in the sense that she is looking at a videographer to do this and not having done via iPhone. Ms. Carmona stated she can go back to her and tell her to just get a company for editing the videos if that is how the Board wants to do it that is fine. All that needs to be done is to have a conference call with each of the providers so they can then put out a letter of instruction of how you want it done, when the Board wants it done, how long, and what are the questions.

Chair Levy then added that during the Face-to-Face, they talked about having Ms. Abbey being their only spokesperson and that way she serves as the Board, also, as a Displaced Homemaker that is now employed. Now, we can get one quality

video.

The Board then discussed the fact that they felt perhaps Ms. Worthey is looking to have an expansive interview with the participants. The interest is more in having different participants' views and experiences in snippets. They do not need to experience the same things, just share their point of view and explain how the program helped them in their individual situation. That is what the Board seems to be looking for. This included meeting the participant at Community Chest and hearing her compelling story. That is what's needed to connect the program to the viewer. All agreed they do not want a long individual story, just participants telling their experience with the program and the results. Ms. Helton felt the expense of the videographer being sent around the state for interviews was unnecessary. Ms. Carmona suggested setting up a conference call with her, so they can set up a script, and she can set up the folks. That way they can use the iPad or iPhones. Then they can send them to her and find an editor that will do exactly what's wanted. Ms. Twitchell stated she feels the point is they really don't want a script, but want to just send little pieces of interviews that have been done with individuals of the different programs. A decent videographer can just take out those parts or maybe sit down with Ms. Abbey and edit those snippets that are the most important. Then have Denise connect them together with her story. Ms. Guinn commented she wished that they could have captured this morning [tour of Community Chest] with listening to Ms. Abbey. If that could have been captured on video right then, that would have been all that was needed. If they could have captured those few minutes that [the participant] had given them, that real life experience is what the Board is looking for. She wished they could have done that. They just missed a beautiful opportunity.

Ms. Helton stated she can see the need for a script to do the formal introduction of the video and the formal close of the video and any transition that needs to be made from story to story. Primarily it's the stories that are the most compelling and the reason why the Board wants it in video. Ms. Carmona added that they need to organize or strategize on who is going to do what. If you want to go ahead in the North and start filming and start sending them in, they can then get with HELP Southern Nevada for them to do the same thing. It can be put together and then it can be discussed with Ms. Worthey about getting someone professional or finding someone on our own. She feels they might not need Ms. Worthey to do this since it's not a formal videographer.

A discussion then ensued regarding possibly using TMCC students to videotape. Ms. Abbey stated she is interested and curious regarding possibly having students do the videotaping for the project. Louise Helton discussed using raw footage and going through a professional for editing. She felt allowing the programs to collect their individual's stories would be a good thing to do. So many people are making feature films with iPhones now. She added everybody in the non-profit world is trying to do their own videos anyway. She asked Mr. Schoen if he felt they could do that or is that asking too much. Mr. Schoen agreed, stating it may actually be more raw and cutting edge this way. And even if they are doing their own testimonial, they can probably capture something that the Board is going to be happy with. Ms. Twitchell stated it may appeal to more individuals than a polished, Hollywood-style video, giving it a sense of truth rather than an actor performing for the camera. Ms. Helton requested Ms. Carmona come up with an

opening and a closing for the script to be reviewed. She then stated everyone can collect their stories and then they will be able to see what they get. Ms. Carmona felt each of the providers can add their own stories because even though it is the same program, there are different needs in every part of the state. That way they can spotlight what their program exactly does and how it is helping their community members with the North and the same over here in the South.

Chair Levy thanked Ms. Carmona.

7. Marketing Plan Report/Opportunities

There were no new items to review per Ms. Helton, as the video was the focus of what they're doing at this time.

8. Strategic Plan Assignment updates (Assign author of Law Publications, assign presenter at UNLV Law School meeting and State Bar Association Christmas Party)

Ms. Twitchell recommended waiting until the new members are on the Board. Ms. Helton agreed and added they were hoping Chair Levy could contact the State Bar Association and make arrangements to be included at the State Bar Association Christmas party prior to her leaving her seat as Chair. Chair Levy stated she will do whatever she can.

VI. Suggested agenda items to the next meeting.

Ms. Helton asked to have something in the next agenda that talks about requiring every program to attend or send a representative to future Face-to-Face meetings. She stated this is done for a reason and very important for everybody to see all the programs. She is aware that life gets busy, however airfare is not that much. She feels it is one of those requirements that need to be written into the grant.

Ms. Twitchell then asked if it be written in somewhere in the budget? She feels it is worth a discussion next time everyone is here. If there is an amendment to the budget they're going to have to do a new budget submission and clarify how they are going to spend it, making sure they write in for next year that there is someone from each program. Ms. Hill-Cruz advised it is already written for four years and confirmed that it would need to be re-written. Ms. Twitchell reiterated if there is an increase and amendment to the budget, they can then ask that each program write in travel for one representative of each program.

Chair Levy then asked if there needed to be a ten-minute break to accommodate for Ms. McDonald's anticipated arrival. Ms. Hill-Cruz stated she was on her way in and should be arriving at any time.

Ms. Helton then asked if they could just look at their numbers so they could say they reviewed the report for HELP of Southern Nevada. Ms. Twitchell stated that what is confusing to her and which jumps out right away is that they have thirty-five new applicants and forty new participants. It seems to me that they should have either the same number or more applicants than participants. The conversation continued and Jen O'Bryan-Taft added that if that were to happen for

TMCC, it would possibly be because someone that was exited previously was re-activated now. They did not have to go through the application process again. Ms. Twitchell stated she was trying to figure out how she used to do it. She thought she would have her fill out a new applicant form anyway to indicate their re-entry into the program but she wasn't sure if that would still count as a new applicant. The general consensus was they would need to discuss and confirm with HELP.

Ms. Abbey asked for clarification, as it was stating under "Enrolled in Education Program" it says two. It seems like there should be more than two in there. Ms. Twitchell explained HELP is not a higher education institution. TMCC, because it is an educational institution, will always have a higher number when they do training, but they do their own type of workshop trainings and such.

Ms. Helton commented that this is for their quarter ending 3/31, in the last quarter of the year and they still had substantial funds remaining. They have \$108,000.00 unexpended in contract funds available at that moment. They have certainly not ended their year like last year. They still have one quarter left and they have half of last year's funds. Looking at the report she does not see anything else that stands out that is problematic, aside from the question that Ms. Twitchell had. Ms. Twitchell stated it is not a major issue, but she would just like the numbers to make sense. Ms. Helton stated it would be nice to have clarification. Ms. Abbey added that by looking at the statistics it's easy to see that they serve. Ms. Abbey then asked Mr. Schoen if they have counseling and a clinic for their program, which was answered affirmatively. Ms. Abbey then asked if HELP Las Vegas did as well. Ms. Twitchell stated she doesn't believe they have counseling, they partner with somebody else. Ms. Hill-Cruz then added they have their own shelter. They have about 15 different programs under that one roof. Louise Helton added that HELP started as a Junior League program in the 60's. It started as a book that listed all the services in town. Over time, the HELP Board had just continued to add services. They were the largest list providers in Southern Nevada. They have a teenage/homeless center/shelter and the last time the Board was there they were given a tour. They have a resale store, and also resale construction materials. Ms. Hill-Cruz added they partner with Home Depot. Ms. Twitchell stated that next year, when they are down in Las Vegas for the Face to Face meeting, it will be very interesting. She agreed with Chair Levy about the importance of having members of various programs go to each other. It gives them ideas and it really helps them to think in terms of what resources are available in their community that they might be able to do some kind of partnership. Chair Levy added that HELP is moving toward owning their own building. Right now they don't own their space. They have been trying to get everything purchased. It hasn't been easy because they have so many programs and they need so much space. Mr. Schoen interjected that they have got to raise the capital. Chair Levy agreed.

Paula McDonald provides an update for HELP of Southern Nevada – This was taken out of order as she had been delayed.

Paula McDonald opened by saying the classes are becoming more intense and the other agencies are liking it because they are focusing on STEM, which is science, technology, engineering and math. They are hosting a big event that is going to be at the end of July and it will include career opportunities based on the nine industry sectors, with a great emphasis on medical, especially because of the good

relationship they have with UNLV and their medical nursing department. There will also be the bus from Workforce Connections that talks about and provides exploration for the STEM related jobs. There is a lot more focus on education and exploration. They feel good in the direction they're going in having the opportunity not only in having DH, the training, the work wages piece. It's a good marriage with the ADW/ WIOA funding because it introduces the clients to and gets them reintegrated into the workforce, as well as lets them identify and transfer all of their skills, because many of them have been in some of these jobs for years, but they're ill prepared to enter the job market as opposed to another person going to a whole other career field and starting over many times. Basically, this is what they are going to continue with. Having collaborations and working with their local partners to provide workshops, trainings, speaker bureaus and even mentoring buddy systems to get their employers to be more involved with the employment process and training for their participants.

Ms. Twitchell stated that she did have a question on their report. On the DH-501 report, section 2, she was wondering about this: Item "A" is "Total Number of Applicants". Those would be people who would apply, who would get in into the program. Item "B" is the "Total Number of New Participants for this Quarter". Why did they get more new participants than applicants for this quarter? Ms. McDonald stated that some of them were not necessarily DH qualified and some of them ended up being "Other". If they actually went through the workshop then they accrued some of those numbers. There services are strictly are educationally tracking, if she understood it correctly.

Ms. Twitchell reiterated usually it is the case where there will be more applicants than participants. As Ms. Twitchell said, not everybody who applies actually will qualify as a participant, which in this case is reversed. This is where you have fewer applicants than participants. Ms. McDonald advised she thinks the numbers were reversed and will have that fixed. Chair Levy then advised Ms. McDonald that HELP would need to re-issue this report with the correct numbers. Ms. McDonald stated it will be corrected and resubmitted. Chair Levy thanked Ms. McDonald. Ms. Abbey then asked question about the wages seeming low, most of them being around \$8.25 an hour. She states it's hard to see how anyone can survive on that. Ms. McDonald stated they have higher full time participants because of their nurses, but overall they're trying to balance that out right now by getting people back in the workforce and part of the WIOA money. They are getting them trained and prepared to get the jobs with higher than minimum livable wage. That is the goal, to balance out the initial training, getting them back into the workforce, and bring that \$8.75 up to far more than just the livable wage. That is the reason right now that the wages are a little bit low. Ms. Abbey continued, stating she can't see how they can survive with that amount of money. Especially if they have children. She asked if they have supplemented incomes. Ms. Twitchell stated that sometimes when they get higher wages, they drop off of things that they're eligible for like child care and subsidies. This has been something she had experienced as director of one of these programs. It sometimes becomes almost a back handed curse when you get higher wages. If you lose supplemental assistances then sometimes you're worse off. Most of these people who are down in the eight dollars to nine dollar wage also qualify for all kinds of other assistance, which helps them to survive. She asked Ms. McDonald if this is pretty much true for most of your low income clients. Ms. McDonald confirmed

that's the case because that way they keep their benefits, they get the opportunity to get training, and to get in to a more livable career, not just a job, but a career. So it's almost like an interim process that they are working towards getting something that's more long term on a career path. Chair Levy thanked Ms. Twitchell and Ms. McDonald for the explanations.

VII. Public Comment:

Chair Levy – Is there any public comments at this time?

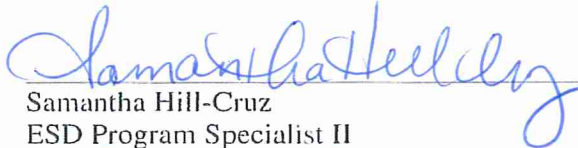
Ms. Helton thanked Chair Levy and Ms. Twitchell for their service over the years, with 10 years and 20 plus years respectively. As a provider and a Board Member the quality of the program they have today are reflected very much in their contributions over the years. And Chair Levy, you have really been beyond fabulous to come on as a Board Member and then as a Chair and have done it so capably and brought the Board in a wonderful spirit with your wonderful influence with the legal community. You've really helped us and that has been something that has been a challenge to us forever. Thank you so much. Chair Levy stated you are welcome.

VIII. Adjournment:


Chair Levy asked if there was a motion to adjourn. Motion made by Barbara Twitchell, second by Denise Abbey. All were in favor, none opposed.

Meeting adjourned at 4:36 PM

Respectfully Submitted By:



Samantha Hill-Cruz
ESD Program Specialist II



Tracy Guinn – Incoming Chairperson
Board for the Education and Counseling of Displaced Homemakers