

Durham County Board of Social Services

Regular Session Minutes

January 19, 2022

The Durham County Board of Social Services monthly meeting was held on Wednesday, January 19, 2022. The DSS Board meeting will remain virtual due to rising COVID-19 cases.

The following DSS Board members were in attendance: Chair Commissioner Wendy Jacobs; Board members: Janice P. Paul, Jacqueline Beatty-Smith, and Charles I. Mitchell.

The Durham County Department of Social Services was represented by the following: Director William Rose, Deputy Director Catherine Williamson-Hardy, Chief Operations Officer Kelly Inman, Assistant Directors: Krystal Harris, Jovetta Whitfield, Rhonda Stevens, Janeen Gordon and Margaret Faircloth. DSS staff attending included: Candice Leathers, Latoya Chambers, Meghan Russ, Nancy Santos, Kalindra Ellerbe, Lee Little, Quannah Jackson-Brown, Susan Lee, Terri Reichert, Shontelle Smith, Lynn Thomas, Darlene Whitfield, Pamela Purifoy, John Kenion and Loretta Roberts.

James Hart, DSS Human Resources Analyst attended the meeting.

Senior Assistant County Attorney Danielle Briggs was present.

Chair Commissioner Wendy Jacobs called the DSS Board meeting to order at 3:00 pm.

Public Comments

No public comments

Approval of the Agenda

Chair Commissioner Wendy Jacobs asked the board members to review and approve the proposed agenda. Board member Jacqueline Beatty-Smith offered the motion to approve the proposed agenda and Board member Charles I. Mitchell seconded.

The agenda was unanimously approved by voice vote.

Board member	Yes	No	Abstained
Chair Commissioner Wendy Jacobs	Yes		
Board member Janice P. Paul	Yes		
Board member Jacqueline Beatty-Smith	Yes		
Board member Charles I. Mitchell	Yes		

Approval of Minutes

The minutes from the Regular Meeting on December 15, 2021, and the Special Called Meeting on January 3, 2022, was approved by the DSS Board.

Board member Janice P. Paul offered a motion to approve both minutes as written, and Board member Charles I. Mitchell seconded.

They were unanimously approved by voice vote.

Board member	Yes	No	Abstained
Chair Commissioner Wendy Jacobs	Yes		
Board member Janice P. Paul	Yes		
Board member Jacqueline Beatty-Smith	Yes		
Board member Charles I. Mitchell	Yes		

Board member Charles I. Mitchell offered a motion to excuse the absence of Vice Chair Dr. Monique Holsey-Hyman and Board member Jacqueline Beatty-Smith seconded.

The excused absence was unanimously approved by voice vote.

Board member	Yes	No	Abstained
Chair Commissioner Wendy Jacobs	Yes		
Board member Janice P. Paul	Yes		
Board member Jacqueline Beatty-Smith	Yes		
Board member Charles I. Mitchell	Yes		

Chair Report

Chair Commissioner Wendy Jacobs did not have anything major to report although she would like to discuss the issues regarding how the Omicron variant is impacting DSS and the community.

Director's Report

Director William Rose submitted a written report.

Director William Rose thanked Chair Commissioner Wendy Jacobs, the Board of County Commissioners and county leadership regarding receiving information on some strategies that the county will be implementing to recruit and retain staff. This also includes one-time longevity pay being distributed to all employees in early March in the amounts of \$800 - \$1,400 based on years of service. A second incentive is the Refer-A-Friend Social Worker program for employees to refer someone to be hired in two certain classifications to earn \$1,000 and one of the classifications is Child Welfare. The retention bonus package will be for certain positions and will not directly impact DSS. This is a pilot phase with a discussion about expanding these strategies.

DSS is in the process of submitting the budget. The new task for this year is providing a SWOT (Strengths, Weaknesses, Opportunities and Threats) assessment. This will help county leadership have some baseline information about the current challenges. The leadership team participated in an interactive process to identify high-level agency SWOT analysis. There will potentially be an agency SWOT and a division SWOT for unique challenges and situations. This assessment will be very beneficial and assist with budgeting and planning for the next few years. The strengths are: technology partnerships, social media, PIO, Child Support, HIPAA infrastructure, equipment adaptability and financial stewardship; the weaknesses are: phone system, conflict with county policy and restrictiveness, using innovation, lack of a case management system (Child Welfare and Adult Services), succession planning, HIPAA (privacy and security issues), lack of organized standard operating procedures, finding ways to improve internal controls, QAT capacity, recruitment and retention; the three major threats: (1) audits (internal audits, county single audits, state reviews, federal reviews and monitoring), (2) liability (class action suits, child and adult safety and security, (3) staff mental health. This assessment is a good exercise and leadership will continue to build strategic plans for improvement. The budget is being submitted along with getting new requests in and information will be presented to the board in February or March.

There is pending inclement weather and the department is on alert for sheltering needs. It has been forecasted to be a snow event instead of an ice event with major power outages. In the event of mass power outages, the Shelter Policy will be implemented for people needing a place to relocate. Congregate sheltering is not preferred due to the Omicron variant and Emergency Management will first look at hotel space and DSS would manage the hotel area.

The Low-Income Homeowners Relief (LIHR) program has been meeting and doing a media and outreach campaign. The emphasis was more on targeted outreach with critical partners, such as churches and community centers. Senior Public Information Officer Pamela Purifoy, Assistant Director Krystal Harris and Deputy Director Catherine Williamson-Hardy suggested 15 to 20 churches that will make the most impact. The packets were delivered this week. The program's progress will be reported in next month's meeting.

The Sanford School of Policy Duke study is completed and in the preliminary drafting stage. The finalized report will be presented to the board. Assistant Director Jovetta Whitfield and her team have been gracious to allow the Sanford School of Policy to go into the CPS intake system to retrieve data to make certain connections, correlations, and conclusions. The grants project manager thinks that there are additional grants available to carry this to the next level. The study does not stop at intake it also examines outcomes through services and what impacts were made. This can upfront services to keep kids from coming into care and help families deal with these issues. Lastly, the study is seeking grant funding in racial equity.

The Omicron variant has hit DSS hard. There have been staff units out due to COVID-19 infections. The County has had 270 staff infections since December 29, 2022. The biggest challenge has been when a whole unit or $\frac{3}{4}$ of a unit is down and the work starts to backup. Director William Rose showed appreciation for the assistant directors that have been managing this situation. The leadership team organized a procedure to reduce the footprint in the building even more. The County has COVID-19 testing and many resources available. The department received N95 masks and Director Rose commended Facilities Operations Supervisor James Wolak and his team and Chief Operations Officer Kelly Inman for organizing and distributing the masks. DSS received about 31,000 and Public Health received 30,000 to be distributed internally to staff issuing three masks per person. The N95 mask will last for a week if worn regularly, however, will give the best protection against COVID-19. The next priority target is the homeless congregate care population and how to get masks to the most vulnerable populations through community-based agencies. Director Rose thanked Chair Commissioner Wendy Jacobs for her

role in Bahama receiving 2,000 masks today and Rougemont receiving 1,000 in a couple of days. The department is working hard to get these masks distributed quickly. This may be a one-time DSS mask distribution and will flow through other channels to have access to the best mask possible. The department has a partnership with NC DHHS and Public Health in getting the 60,000+ masks out for distribution.

Chair Commissioner Wendy Jacobs thanked Director William Rose for his great oral and very detailed written report. She was excited to hear about the SWOT analysis including staff at all levels and hopes that some of the topics discussed are implemented. Chair Commissioner Jacobs highlighted the challenge with the Omicron variant and noted that last week the 7-day moving average was higher than Wake County per 100,000 people. She asked about the process of educating staff and customers about the importance of wearing better masks, vaccines, boosters and getting tested. The disparity infection rates are predominantly in the black community. In Durham County, 46% of the black community is fully vaccinated.

Director William Rose answered that at the Durham Director's meeting this morning Chief Executive Officer Anthony Scott at Durham Housing Authority is concerned about the vaccination rate with the residents. There will be a refocus in that area by having more targeted events like the public health approach that Public Health Director Rodney Jenkins is in the process of organizing. Director Rose reported that DSS has an excellent vaccination and booster rate amongst the employees and 10% (about 50) of the staff are still testing. In Aging & Adult Services and Child & Family Services, there is education on a constant level and PPE is provided for the citizens we serve. The staff was medically fit tested in December 2020. The department is considering looking at potential purchases of PPE and hoping to get more resources through NC DHHS. Assistant Director Janeen Gordon's division has done a lot of work in adult congregate settings in terms of education and safe practices. The Omicron variant numbers are bad, luckily the issues from it are not as severe, however, the unvaccinated people are getting sick and being hospitalized. Assistant Director Krystal Harris added that she had a discussion with Senior Public Information Specialist Pamela Purifoy about NC DHHS wanting to get pictures of the distribution of the N95 masks. NC DHHS would also like for the department to capture selfies of staff wearing the N95 masks in the field. Director William Rose stated that staff is required to double mask if they are not wearing an N95 mask in the agency. Board member Janice P. Paul inquired about the policies and procedures relating to vaccinations of minors in DSS custody. Assistant Director Jovetta Whitfield replied that the department will offer the vaccines to the youth that are fifteen and older since they can consent. The families are contacted to get consent for the younger children. If

the birth parent consents then the child will be vaccinated because the birth parent has the right to consent for medical treatments unless their rights are terminated. In the event of imminent risk, the consent will be referred to Director Rose. Chair Commissioner Wendy Jacobs asked if this is relevant for Adult Protective Services as well. Director Rose replied that it is for guardianship cases. Board member Janice P. Paul also asked what DSS is doing regarding the incompetent adults. Assistant Director Janeen Gordon answered that the facilities have rules about wearing masks and the department relies on the facility to enforce it. The adult care home specialist will monitor this for the department. Board member Janice P. Paul inquired about the vaccination rate amongst the elderly that are in our care. Assistant Director Gordon replied that the vaccination is a requirement unless the ward can refuse it. One of the requirements as a guardian is to ensure that the wards are vaccinated. Board member Jacqueline Beatty-Smith asked how often the SWOT analysis will be conducted to measure and determine efficiencies within the organization. Director Rose answered that this analysis will be incorporated annually in the budget process and hopefully from the SWOT analysis we will create performance measures to gauge the progress. Board member Jacqueline Beatty-Smith added that it is great to hear that the SWOT analysis is tied to the performance measures because it's very critical. Board member Charles I. Mitchell applauded Director Rose for being sensitive to the mental health needs of the employees because usually this is overlooked and during these challenging times it is needed.

Chair Commissioner Wendy Jacobs thanked Director William Rose for his great report and discussion.

Vacancy Report

HR Analyst James Hart informed the board that quite a few new hires will be starting on January 24, 2022, and February 7, 2022. The vacancy rate will decrease if ten new hires are onboarded each time. A few of the vacancies are internal staff moving to other positions. The department has received confirmation on several classifications from HR and will begin recruitment. The leadership team has assessed different needs and where to allocate positions although retention is always a key issue. The department looks forward to seeing how the efforts will impact some of the improved classifications, particularly for the referral program and the vacation payback. HR Analyst James Hart acknowledged all the managers for doing an excellent job and being innovative with improving the interviewing process. A few of the vacancies are due to the declines that were received. The department is offering competitive salaries and realigning candidates' expectations with the jobs being

applied for. During the interview process, if a candidate has skills that qualify for a hard to recruit area then the individual can be referred to those opportunities. James Hart commended all the supervisors, and everyone involved with the reference checks. HR is trying to move ahead and serve the citizens to the highest degree. Chair Commissioner Jacobs asked if there are things that can be done to expedite the process. James Hart answered that the process is moved along by candidates being scheduled for drug tests, making offers and processing background checks. To that end, by the time the offer is made a lot of the background checks are completed or in process. The hiring process is different by division based on turnover and the systems in place. The candidates are attracted to Durham with the growth, opportunities and flexibility. HR is continuously looking at how to improve with additional training, establishing different partnerships with universities, and the correlation of recruitment and retention. Chair Commissioner Wendy Jacobs thanked James Hart for his great report and hard work. Board member Jacqueline Beatty-Smith commented that at federal, state, and local government levels candidates are looking for flexibility and work-life balance. James Hart added that the candidates are amazed at the benefits of flexibility, technology support, flex schedule, Choose to Move, working remotely, etc. Director William Rose mentioned that at the beginning of the pandemic the department sent out applications for employees when the schools switched over to remote learning. If an employee needed to adjust their schedule then it should be submitted in writing. The department accommodated 99.9% of the employee requests.

Family Economic Independence (FEI) – Rhonda Stevens, Assistant Director

Assistant Director Rhonda Stevens submitted a written report.

Assistant Director Stevens thanked HR Analyst James Hart for sharing the techniques around recruiting and a need for IMC II and III positions. She highlighted that the department had a successful FNS Employment & Training monitoring with no findings. Program Manager Meghan Russ will be leaving FEI and joining AAS with Assistant Director Janeen Gordon. Assistant Director Stevens wanted to acknowledge Program Manager Meghan Russ for all her hard work. She thanked Assistant Director Krystal Harris for her department's assistance in FEI.

Chair Commissioner Wendy Jacobs commended Rhonda Stevens' staff for their incredible work in meeting all the targets in every area amid the stress that everyone is under. Chair Commissioner Jacobs inquired if the clients are involved with the new Universal Basic Income Pilot program. Assistant Director

Stevens answered that the department has been working with the city and setting up the Guaranteed Basic Income program. Ebony Sneed is the new contact person and clients are being referred to the program. Chair Commissioner Wendy Jacobs stated that Step Up Ministries is implementing this program, however, the city received funding to distribute \$500/month to two different groups. She shared a report from Child Care Services Association relating to an update on Durham Pre-K and looking at all types of child-care from birth to kindergarten. Chair Commissioner Jacobs asked if there had been a discussion with NC Pre-K regarding having their assistance. Assistant Director Rhonda Stevens answered that a staff member attended an NC Pre-K meeting yesterday and another supervisor received an invite to find out about the work that DSS is doing. Assistant Director Stevens will add an update next month in her report. Chair Commissioner Wendy Jacobs thanked Assistant Director Rhonda Stevens for her great work.

Customer Accountability and Talent Development (CATD) – Krystal Harris, Assistant Director

Assistant Director Krystal Harris submitted a written report.

Assistant Director Harris applauded Program Manager Darlene Whitfield for managing the division while several staff members were absent due to COVID-19. She was the only management on site all week and ensured the mail was processed, arranged for reception area staff to see clients and was responsible for the call center. Assistant Director Krystal Harris recognized Senior Public Information Specialist Pamela Purifoy for always doing an excellent job telling our narrative. She is working diligently with the Low-Income Homeowners Relief (LIHR) program and distributed information packets to the community and several churches. Last month, she collaborated with the news outlets and had numerous foster care families featured. Assistant Director Harris highlighted that Program Integrity has been working extremely hard with the charge letter. The department has received 318 trafficking referrals with 20 of them totaling \$54,000 to be recouped due to fraud. Due to North Carolina continuously waiving automatic collections, it is a challenge to meet the \$1M plus goal. The Program Integrity investigators are working very hard to ensure that we are good stewards of our benefits and the money received. Chair Commissioner Wendy Jacobs commented that it is wonderful to hear all the good news starting this new year. She thanked Program Manager Darlene Whitfield for managing the department. Additionally, she acknowledged the retirement of Maria Vizcaino for her 21 years of service. Board member Janice P. Paul inquired about the trafficking referrals and wanted an explanation. Assistant Director Krystal Harris answered that this is the second occurrence

in the last year and a half. The local store in Durham is under investigation for allowing customers to use their EBT cards for unauthorized products and receiving ineligible funds based on the usage of the Food and Nutrition EBT cards. Chair Commissioner Wendy Jacobs thanked Assistant Director Krystal Harris and her team for their great work.

Child and Family Services (CFS) – Jovetta Whitfield, Assistant Director

Assistant Director Jovetta Whitfield submitted a written report.

Child Welfare is in the middle of a huge transformation and transition. There is ongoing training with the state for the next three or four months. Permanency Planning training on IV-E candidacy changes will be this month. Due to the numerous changes coming towards Child Welfare and particularly Permanency Planning along with COVID-19 and compassion fatigue the department is beginning to see the impact on staff and anticipating continuing to see some transition out of Permanency Planning because of it. This is also happening with other counterparts and temporary agencies. In other counties, the growth of turnover in Child Placement is because of the Child Welfare Transformation and Permanency Planning is heavily impacted. Chair Commissioner Wendy Jacobs asked if Assistant Director Jovetta Whitfield had any thoughts on ways to moderate the impact. Assistant Director Whitfield answered no and that this will be a part of the SWOT analysis for Child Welfare. This is a threat, however, there might be opportunities there as well. Director William Rose added that it will be a five-to-six-year process before total transformation. Chair Commissioner Wendy Jacobs expressed concern for Assistant Director Whitfield and would like her to inform the board of ways to support the department as it relates to budget and the transformation. The foster care budget is going to grow with the increase in the foster care board rates. The changes were effective January 1, 2022, and the current budget will be impacted. Assistant Director Jovetta Whitfield mentioned that the numbers in foster care are steady and trying to decrease them although part of it is the court going back to virtual in the last week due to the positive COVID-19 cases. The department is moving children through permanency to adoption and some children are returning home through custody to their parents or guardians. This process is not moving as fast as we would like to nonetheless is staying stable. Chair Commissioner Wendy Jacobs pointed out that if we can make the following investments: (1) people having better-paying jobs, (2) families having the support needed from birth and (3) people having access to mental and physical healthcare then eventually we will see if those numbers decrease. Deloitte offered a proposal to do a predictive analytics assessment for over \$1M several years ago, which was declined. Chair Commissioner Wendy Jacobs

thanked Assistant Director Jovetta Whitfield for thinking about the in-kind value that will be brought to DSS and saving the county money. Board member Janice P. Paul inquired about concerns of foster parent training and recruitment regarding COVID-19 and reluctance in becoming new foster parents during the pandemic. Assistant Director Whitfield replied that it is hard to say and the program manager over this area is out until the end of the month, but the department is still receiving requests for interest in becoming foster parents. In-person MAPP training is not being offered, but the foster parents continue to be trained and licensed. Families are asking for a negative COVID-19 test before any child is placed in their home. A protocol is in place particularly for the children that are on the run and after being located the child will be tested before being placed in a home. This is the biggest concern, and a foster care physical is within three days of coming into care. Chair Commissioner Wendy Jacobs thanked Assistant Director Jovetta Whitfield and requested to be updated on this issue. Assistant Director Whitfield introduced the Interim CPS Program Manager Terri Reichert. She has several years of Child Welfare experience from the state level to several counties and with UNC School of Social Work.

Aging and Adult Services (AAS) – Janeen Gordon, Assistant Director

Assistant Director Janeen Gordon submitted a written report.

The department was hit hard by COVID-19. Assistant Director Gordon reiterated that staff needs to be cleaning their workstations, staying 6 ft. apart, using the masks effectively and taking care of their immune system health. Chair Commissioner Wendy Jacobs stated that the department is very busy with the Low-Income Energy Assistance Program, the Water Hardship Program and inquired if extending the deadline for the Low-Income Homeowners Relief program was helping. Assistant Director Janeen Gordon responded that the department received 218 total applications at the end of December and as of now the total is 317. Due to extending the deadline another 30 days, outreach efforts with the churches and advocates helping spread the word interested citizens had the opportunity to apply. The base of homeowners in the community is not as large as we had anticipated within this eligibility criteria. Chair Commissioner Wendy Jacobs conveyed that it was significant to receive 100 more applications in two weeks and thanked Assistant Director Janeen Gordon and all involved for their efforts. Assistant Director Janeen Gordon highlighted that the department is utilizing automatic payment from the state and essentially if you are receiving FNS benefits or have received LIEAP in the last twelve months then you are automatically eligible for a payment. The partnership with the state has run into some roadblocks. These issues are

being addressed so the next round of payments functions smoothly. LIEAP has already spent over \$300,000 in a month which is a massive increase from last December. The ability to do automatic payments and the impact on making appointments and needing to come into the building has made a huge impact on getting the payments out. Chair Commissioner Wendy Jacobs commented that this is fantastic and possibly helping prevent evictions for some families. She asked if this was something that the department can continue moving forward. Assistant Director Gordon answered that she thinks that is the plan moving forward and trying to recall the conversation on the 100 County call today. LIEAP is entered into the NC DHHS ePass system, and the goal is to ensure that the application process is easy for the clients. The Water Hardship Program is going similarly but has not spent as much money. Policies are currently being reviewed to see if they are as effective as intended especially relating to the frequency of applying. Assistant Director Margaret Faircloth further explained that on the 100 County call it was stated that there have been instances with the water program where the different departments were not entering their information in the portal, so the state is looking at how counties can do that for the vendors. Assistant Director Gordon added that fortunately, Durham has one vendor so it will be super simple and easy. Assistant Director Gordon reported that the Emergency Rental Assistance Program (ERAP) applications are down to 500 and spent close to \$23M to benefit the community. The department is working with the city to ensure that their program is successful as well. Chair Commissioner Wendy Jacobs was elated to hear so much great news and thanked Assistant Director Janeen Gordon for all her hard work.

Business Operations (BO) – Kelly Inman, Chief Operations Officer

Chief Operations Officer Kelly Inman submitted a written report.

Child Support was highlighted due to court dates being reduced from two weeks to one week at the end of December. This has the potential to have serious ramifications on collections and performance measures. Program Manager Quannah Jackson-Brown is taking the lead in getting the judges and the legal team together to strategize how to mitigate the impact for our community. She received information from Ms. Capers and will be reaching out to Judge Rhinehart regarding a discussion about the logistics plan that the management team in Child Support has worked out. Program Manager Quannah Jackson-Brown expressed that she wanted to make the board aware of this issue in the event of customer concerns. There will be communication with the external customers and clientele around this transition to prepare them so that they understand that these are factors outside our control. The department will try to be as expedient as possible. Chair Commissioner Wendy

Jacobs requested some insight on the reason for this change. Program Manager Jackson-Brown replied that the department received a memorandum from Chief Justice Judge Evans regarding family court dockets being severely impacted by COVID-19 and may have had some docketing concerns. Child Support court was reduced to try to increase time in family court services. Chair Commissioner Jacobs questioned if a solution would be having additional judges or more court sessions. Program Manager Jackson-Brown expressed that the department met with the legal partners and the judges in mid-summer in anticipation that there may be some complications in trying to docket more cases. The legal partners and judges are extremely apprehensive whereas virtual court is concerned in the Child Support arena. She is unsure of what would remediate the situation in family court and is unfamiliar with what those dockets look like. This was the best strategy to catch the family court docket up and was most feasible for them. Chair Commissioner Wendy Jacobs questioned if this was a temporary change. Program Manager Quannah Jackson-Brown responded that it will be in effect at least until the end of the year. She projects that it will impact customer service delivery and there will be concerns around being able to docket since we have been severely reduced. The department is planning and strategizing around having the agents in court and ensuring they are safe from COVID-19. The agents will try to get as many clients seen and their cases docketed as quickly as possible. Chair Commissioner Wendy Jacobs asked for an explanation of what this means for the clients. Program Manager Jackson-Brown clarified that it will not be immediate as it has been in the past. This will affect the customers and community that we serve because it will extend the duration of their wait and push our dockets out in the future. Chair Commissioner Wendy Jacobs is very concerned because this is another stress factor for families. She indicated for her to inform the board if their assistance is needed. Program Manager Jackson-Brown relayed that the department cannot suspend or stop payment until there is a court decision, so it can be an impact overall on service delivery. Chief Operations Officer Kelly Inman thanked Program Manager Quannah Jackson-Brown for the detailed explanation and for keeping the board abreast of this issue. The department is in the process of collaborating with our partners for a solution that serves the community. Chief Operations Officer Kelly Inman also wanted to highlight the very promising meeting yesterday with the city regarding data sharing. One of the big tasks in the ERAP delivery is to ensure no duplication of benefits. Both CIOs from the city and county are structuring the data-sharing agreement. Assistant Director Margaret Faircloth reported that the department is currently working on the budget. She thanked all the assistant directors for submitting their information timely. Chair Commissioner Wendy Jacobs thanked Chief Operations Officer Kelly Inman for her report.

New Business

Director William Rose informed the board that in March Aging & Adult Services Supervisor John Margolis will be presenting some information about a project he has been doing with an adult services multidisciplinary team. He is championing this and will have a presentation for you. Chair Commissioner Wendy Jacobs looks forward to hearing the report. Director William Rose commented that she will be impressed with his amazing work.

Unfinished Business

No changes to Unfinished Business and Board Action Items

Chair Commissioner Wendy Jacobs suggested having a meeting with the NC delegation this year. Director William Rose recommended to meet in the summer, possibly in person, if the COVID-19 safety protocols have improved.

Chair Commissioner Wendy Jacobs asked if any federal ARPA funds or available grants are being offered to the state for DSS. Director William Rose replied not specifically at this point and many of the ARPA funds are channeled through NC DHHS and then distributed to DSS. The department will keep this on their radar. The agency will go into community-based agencies to aid with direct services rather than going after too many local ARPA funds.

The meeting adjourned at 4:47 pm.

Respectfully submitted

Chairperson	Date
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Secretary to the Board	Date
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