

**LANCASTER COUNTY CHILDREN & YOUTH AGENCY  
CITIZENS' ADVISORY COMMITTEE  
MINUTES**

August 15, 2016

**Board Members Present:** George Pappas, Joshua Keller, Rebecca Sollenberger, Brett Cole, Christine Connelly, Dawn Horst, Sally Metz, Jim Doughty, Randall Miller, Theresa Stauffer, Karen Rice, Mary Ann Gerber, Corrie McKenna

**Staff Present:** Crystal Natan, Robin Boyer, Betsy Frame, Kelley Zipp and Kali Kunkle

**Excused:** Commissioner Dennis Stuckey, Richard Rush, Ryan Aument and Eric Pettis

**Public:** None

**Guests:** None

**Call to Order:** Board Chair George Pappas called the meeting to order at 7:33 a.m.

**Approval of Board Minutes:** Josh Keller made a motion that the minutes from the May 2016 Board meeting be accepted as presented. Dawn Horst seconded. Motion passed.

**Old Business:** None

**New Business:**

- Everyone introduced themselves.
- Crystal Natan discussed the overall roles of the Children and Youth Agency and Advisory Board.
- Brett Cole made a motion that the revised by-laws be accepted as presented. Rebecca Sollenberger seconded. Motion passed.

**Director's Report:**

- A current staff organizational chart was distributed.
- Crystal Natan highlighted areas of the quarterly report. Agency staff are continuing to work on the Needs Based Budget. We continue to struggle with having a full staff complement. Because of the prior budget impasse, the County implemented a hiring freeze from August 2015 through early February 2016. We had many vacancies during that time which could not be filled. We continue to actively hire but staff continue to be overwhelmed and stressed because of the vacancies and other staff have since resigned as well. When a caseworker is hired, they attend training for the first 4 months of their employment before they can be assigned any cases. We have been approved to add an additional intake unit in 2017 because of the drastic increase in intake reports. Several board members made suggestions such as having a job fair, advertise vacancies, promoting child welfare and polling staff.
- Some of the Agency's new initiatives are child sex trafficking assessments, family finding and the PULSE Program.
- There was a discussion around the increase in the refugee population in the County. Lancaster and Allentown are the hubs in Pennsylvania for these efforts. Crystal is working with the Commissioners to have government officials invited to

participate and be involved with planning, housing and discussion on the impact of this influx on the community's infrastructure. There is also a lack of translation services for some populations who speak relatively obscure dialects. The Agency contracts for both in person and written translation services. Church World Services will be providing a more in-depth training at an upcoming staff meeting.

**Upcoming Events:** None

**Announcements:** None

**Public Comment:** None

Meeting was adjourned at 9:01 a.m.

**NEXT MEETING: MONDAY, November 21, 2016  
7:30 - 9:00 a.m.  
at  
Farm and Home Center, Lancaster, PA**

Respectfully submitted,

Kali Kunkle