

LDDC
Executive Committee
8/1/20

RANDALL BROWN: Good morning.

SHAWN FLEMING: Randall, you have a quorum.

RANDALL BROWN: All right everyone. Good morning. Welcome to the executive committee meeting this morning. Taking a look at the agenda, I need to get approval of the meeting, the minutes of the meeting on July 14th. If y'all had time to review those, I would like to entertain a motion to approve those. If you need a minute, I can give you that. Do I have a motion to approve the executive committee meeting summary for the meeting on July 14th?

STEVEN NGUYEN: I make a motion to approve the minutes, July 14th, for the executive committee summary.

MIKE BILLINGS: I second that motion.

RANDALL BROWN: Steven motions and Mike seconds. Do I have any abstentions to this motion? Hearing none. Do I have any objections to this motion? Hearing none, the motion has carried. The agenda has set for us to discuss the investigations and accusations and the letters we sent. I understand that and we will get to that. But I think in light of recent events consideration of personnel matters should be the first thing we discuss this morning. Now most vital. I am going to entertain that first today. As you all by now are aware, Shawn has announced his resignation effective August the seventh, I believe, which is next Friday. That is a major event, of course, and we need to discuss matters related to it. That is what I am putting before us now on the floor. Shawn, would you like to speak?

SHAWN FLEMING: Sure. Thank you, Randall. And thank you executive committee. I want to thank the council and the entire DD community for allowing me to serve. I feel like I had a great opportunity over the

years, over the decades. I just feel where the council is right now, what is going on in the DD community. I will just say the need for really focusing on that is where I think, I really urge y'all to consider that. And want to make it clear, I am not leaving, I leave with a pure heart for the council. I think the council is a great organization. I think y'all and the majority of council members have the best intentions and understand that, the direction to go. As I stated though, I do feel some decisions are being made that are based on distrust or assumptions that are not in the best interests of neither the DD community nor the council. And it's decisions that have increased over the past year. Not in the number of them, but in the acceptance of them. And I do feel with me leaving I feel like some of the distractions, using me as a focal point. And I will just tell you, I apologize for not being able to adequately communicate to y'all at these critical junctures. The need to really consider how decisions will impact not only the council today, regardless of who is in the seat I currently have, whoever is in the seat Randall currently has, and y'all and the rest of the council members have. I have had some good conversations with Randall. Seem to be in agreement. The council is at a precipice. Literally, in my opinion, dangling over an edge. And it will require leadership in terms of what happens, in terms of the direction where the council goes. Again, just want to thank y'all. I don't think it's necessary to go into all to the details right now. But I will be happy to answer any questions.

RANDALL BROWN: Any details we share would be in the executive session first.

SHAWN FLEMING: In terms of setting the council up so it can function. We had conversations, and Randall has been included in those with Sheryl Matney, to figure out what is needed in terms of the budget. I have spoken with Mark Thomas and they will get, they indicated they can get LDH budget personnel and basically use some of their people to help navigate

that. We have a budget contactor who can help. And Halie, who is a contract person, I think she understands the budget best and we will help her transition so it can move smoothly through that transition.

RANDALL BROWN: Thank you for that. Thank you for helping me how to figure out to move forward in your absence. Appreciate your help. We did have a long conversation with Sheryl Matney with regard to what is expected of us. Regardless of the vacancy of the DD and the interim positions we still have to carry out the expected duties the administration, community living has of councils. So even though we're in a very unusual and difficult time, we still have all the duties to carry out, the initiatives and the work expected of us and contracted by us with and through our federal partners. As your chair that has to be my critical focus in the next few weeks. Especially, but throughout the rest of this year. It's essential I focus my energy as your chair working with them to make sure all of those priorities are met, and our funding is not and does not become at risk. Because as much issues as we may have as a community, my job as your chair and a job that fate and you gave me as a council is to make sure that we exist. Fundamentally my role and to make sure in that existence we are all heard and feel part of the decisions, of course. But my primary function now has to be are all the things necessary for us to function and survive into the future. Are those things being done, are those requirements being met. That's what Sheryl Matney impressed upon me very hard. I am still expected to make sure all of those things that Shawn does on a regular basis within the staff instill on me as a chair.

Obviously, we can't convene the executive committee every time we make a decision. It's on me as your chair to make sure that those things that have to be done for our existence and survival happen. That has to be first and foremost on my mind, basically, for the rest of this term for me. And I will be honest,

it's very important, Shawn spoke to leadership, we have never been here before as a council. And it is a very unusual position we are now in. I am a volunteer first and foremost. I have a full-time job. I have a family that desperately needs my attention too for reasons I have made public. And that is not going to change for the coming, probably year or so. More demands on my time from my family. And I have for the last, almost five years, given you more time than I have my family, frankly. Especially in this last year. And that is my decision. Something I did of my own, but something I am not going to be able to so easily just do now. That is because I have a lot going on in my family life that is vital for my attention. You matter to me. You always will matter to me. I consider you all family too. I will still continue to do the job that you placed your trust in me to do.

But what is essential now is that I have to have the confidence of this body, of the executive committee, and preferably of our community and those here. I need your trust. I need your commitment to work together. Because we cannot, frankly we will not survive if we don't come together. And that is a fact. I know there are divisions out there. I am not naive. Not going to go into enormous detail. All aware of it. Simply saying as your leader I am asking for your help. Asking for everyone to be an adult. Asking for everyone to please come together for the good of not just your children, not just ourselves and self-advocates, for the entire community that we serve. And frankly, are not serving as well as we could because we are in the throws of, you know, trying to figure out how we move forward all the time. I need you to come together and this is the last time I will make a public appeal to that effect. And you can do with it whatever you will. I have love for all of you, whether you like that or not, that's the truth. Whether you believe that or not, that's the truth. I am a volunteer. We all are. But I can't, I can only do what I can do. And I am doing everything that I can to hold us together, to

keep us together and move us forward with a vision. Now we are going to work on that, continue to do all the things we need to do. But there will be things in the future, and particularly this year, that should be done that probably won't get done. There is a lot on our plate both as a committee and mine as your chair.

I am putting it out there as plain as I can. I need your help. For everyone listening, I am going to need your help and your commitment to work together. Honestly, if I lose that, mine is the next resignation you will receive. Just the reality of life right now. We are in a pandemic. Things are not going to improve tomorrow. It's a hard road. We have a ton of decisions to make. I wish no volunteer had to make. But here is where we are. If I am not, if I have, in any way, in my decisions the last four months have lost your confidence, first of all, I apologize. Cause I try to govern in a way everyone feels included. And I have done that to my detriment and to the body I serve, and I take responsibility for that. In some ways. But if my resignation is what you need to move forward, you will have it at any point in time. If I lose the trust of this body, if I lose the trust of our leaders in our community then the best thing I could do to serve you is to go. So it's really up to y'all whether you trust me to lead you through these uncertain times or not. I am prepared to do so. It's strictly the committee and ultimately a community decision. Does anybody have anything to say?

MARY TARVER: I just wanted to say that I know for certain you have my full support. I am sad that we have reached this point and the work that we have to do is going to take all of us to do it. I completely agree with what you said. I think serving on the executive committee is an honor and privilege to do, but it takes a lot of energy to try and, like you said, try to make everybody happy. And that I think, I agree with you, my part as well, just like I think it's going to work itself out. And certainly that has not been what has happened. My job, as you know, I am emergency

preparedness coordinator at my hospital in region six. My time and energy has certainly been that. But I will definitely, you know, recommit with you to move forward if that's what everybody is going to do today. But I agree with you that we can't, the bickering and the problems we have, have got to be discussed in a civilized manner without making people feel bad and be accused of things that on one side you agree, on the other you don't. Not how we should be. Everybody's prospective is different on things. It's disheartening to see us go through another cycle of this again.

RANDALL BROWN: I appreciate your support Mary. Thank you very much. And your service. Anybody else?

MIKE BILLINGS: I agree completely. I will stand beside you. Over the past few months wasted a whole lot of time dealing with issues of distrust, I would say, that has nothing to do with council business. And we spend an enormous amount of time dealing with that rather than business. And I am with you, if we are not going to do council business then we don't need to be here. If anybody would like me to step aside all you have to do is ask during a meeting. I am with you Randall.

RANDALL BROWN: Anyone else have anything to say?

STEVEN NGUYEN: I sit with you Mr. Chair.

RANDALL BROWN: It means a lot to me what the community thinks and believes. And I do hear you. And I spent a lot of sleepless nights, especially the last four months. I didn't get this job in a normal way, as the whole world knows. I am not here to hurt anyone. My job, my focus has always been to serve this community and try to serve it well. And to the extent I have failed any of you, I apologize. That includes to the staff. I take full responsibility. I am your chair. Where we have failed, that's my failure. And it can be ours together. We are a group. But at the end of the day, I speak for you. I have to speak for you for this to work. It's on me the failures we have and the things we have to clean up now are on me. That weight and that seriousness has never been lost on me,

but certainly clear and evident to me now. And again, I call for unity. I understand a lot of division, I understand a lot of hurt. And all I can tell you is I am committed to try and do everything we can to heal it and move us forward. If that's not something y'all decide y'all want to do or I'm not the man to do it at any point in time tell me you don't have my confidence and I will get out of the way so someone you do have the confidence in can do the work because I love you that much.

HYACINTH MCKEE: Mr. Chair, I want to take the time to acknowledge your service and leadership. I think that is key when we start talking about a true leader. And what you have provided to us in the past four months as chair giving what the full council has experienced and so much grief, the council has not even had an opportunity to grieve. Not just for the loss of April, but there are people that are sitting on the council that are grieving the loss of family members, loss of jobs, loss of just their typical way of life. And what you have been able to do for us as a chairman during this time of crisis and grief. I want to take the time to say to you thank you. Thank you for your service, leadership. And I completely support your decision making, your capacity, your intellect, your direction. You have full commitment from me as your vice chair. And I certainly believe the entire council would echo that sentiment. I didn't expect you to give such a heartfelt speech this morning. But I want you to know that it is well received, and we stand with you. Thank you so much for what you have brought to us, what you continue to bring to us. And we look forward to a better us in the upcoming days and for the remainder of our term together. Executive committee, thank you for the privilege and the honor to serve with you with our chair. Thank you. Thank you for your full commitment. And although there are times the executive committee may not always agree, but I know when I look around at the executive committee, I see hearts. That's why I continue to serve. I see your

heart. And what I am saying to you is that I am grateful and honored to sit next to each and every one of you on the executive committee as well as the full council. And I am grateful to serve the people in our community. Again, thank you Randall. Thank you, committee. And that's all I have to say at this point.

RANDALL BROWN: Thank you very much. I appreciate that heart felt support. I really do.

SHAWN FLEMING: Randall, you just lost a quorum. So the other committee members show their videos.

HANNAH JENKINS: We have a few public comments whenever you would like those Randall.

RANDALL BROWN: Could you please read those.

HANNAH JENKINS: Ms. Corhonda, she said great morning everyone. Mr. Fleming has been and is an intricate part of our DD Council. He represented this body, just as his predecessor, with knowledge and grace. We pray Mr. Fleming strongly reconsider departing from his position. Also said Mr. Chairman and Dr. Ms. Vice chair lady and executive committee I am so grateful for your statement. We stand with you and Mr. Fleming on representing our community as a united front.

Crystal White said, I would also like to pledge my committee to work together as a council member. You all have my support, commitment. Thank you all for your service and all you do to lead us.

And Ms. Corhonda also said, all of you have my full undivided attention and commitment to aid this council. Thank you kindly for these true statements.

RANDALL BROWN: Thank you all. We have a quorum, do we not Shawn?

SHAWN FLEMING: Yes.

RANDALL BROWN: At this time I would like to ask for an executive session so we can discuss some personnel matters. I need a motion for that to happen. Somebody willing to make that motion?

HYACINTH MCKEE: I would like to make a motion to move into executive session.

RANDALL BROWN: Thank you. Hyacinth made a motion

for executive session. Do I have a second?

MIKE BILLINGS: Second the motion.

RANDALL BROWN: I have a second. Thank you, Mike. So do I have any abstentions to the motion? Do I have any objections to the motion to go into executive session? Hearing none, the motion has carried. Thank you. We will now all move into executive session to discuss personnel matters.

HANNAH JENKINS: Just a quick question, would y'all like me to keep on this meeting and take everyone else out or do a separate meeting?

HYACINTH MCKEE: Mr. Chairman, may I respond to that question? Is it possible, Hannah that, is that Hannah I am hearing? Is it possible we can do like we did with membership and send the executive committee a separate link just to ensure that information is not disclosed on this link by accident. Is that possible to ask right now.

HANNAH JENKINS: No problem. I will do it right now.

>> SPEAKER: So Hannah should be sending a separate link to the executive committee members.

MARY TARVER: Will it come by email.

HYACINTH MCKEE: It will come by email Mary.

(Executive Session)

RANDALL BROWN: Now we have the motion to offer Courtney Ryland the position of interim executive director at a salary of 80,000-dollars for the year. And again, I explained we took that number from the low end of the salary range of the executive director search committee. I have the motion on the floor. It's been seconded. Do I have any abstention to the motion?

SHAWN FLEMING: You need discussion and public comment.

RANDALL BROWN: Sorry. Do I have public comment?

HANNAH JENKINS: Yes. A comment from Rebecca

White. Shouldn't we have someone in place continuously including the weekend should something occur. Y'all are working on the weekend right now.

SHAWN FLEMING: My last day is technically August 9th. There will be no disruption of the position. The paperwork will be filed this coming week.

RANDALL BROWN: That was our intent to move so quickly is we were advised there could be no disruption. One person had to assume the role. That is why the expediency today on that motion. All right. Any other questions or comments? Okay. Hearing none, I am going to move forward with the vote. So do I have any abstentions?

HANNAH JENKINS: You have public comment. Not sure if it was too late for it or not.

RANDALL BROWN: Go ahead.

HANNAH JENKINS: Ms. Corhonda said, can we please have the responsibilities for this position be public so we can get a real response.

RANDALL BROWN: Yes. We can make the job description. I think we have the job description for the executive director already written up for executive director search. We can post that on the website. That is what the person would be expected to do. As I stated this morning, we're going to have to prioritize a lot of things. The essential work of the executive director will be done. And has to be done. So that person will be assuming those roles instantly upon assuming the position. We can certainly post that.

HANNAH JENKINS: Mary was going to talk.

MARY TARVER: I was going to say I don't think what we are working on for the new executive director has been finalized, kind of been processed. So whatever Sandee's job responsibilities are the same ones that Shawn has been doing are the same ones that Courtney will be doing. I don't think there is anything new.

RANDALL BROWN: There will be a fair amount, no matter who took this role, there would be a fair amount of delegation of duties. A person will simply not be able to perform everything Sandee or even Shawn was

doing because we have a tight timeline for all of our deadlines are happening within the next few months of 2020. So we will have to prioritize things that must be done so we can strictly exist. And that will be Courtney's main function is to make sure we are getting everything done that needs to be done so we remain functional. Of course, this chair will work closely with her to do that. Having said that, if there is any other question of the executive committee, Corhonda, I will entertain your comment or question.

CORHONDA CORLEY: Great afternoon Mr. Chairman, and executive committee members, Mr. Fleming, interim director. I think that before the public can actually really give a real sound decision as far as in how we want to take a stand with who would be the next person that actually fills Mr. Fleming's big shoes that he is leaving to be filled that we actually need to really have a real responsibility list so that we can actually look at. Because right now Mr. Fleming has been doing a lot. An extreme lot. And he sits on quite a few committees of councils in addition to being our interim director. And I just don't want to see with everything that has been going on in our disabilities community the last thing I would want to see is that we put somebody in that position that is not capable of actually doing that role. Fulfilling that job duty and obligation. Because right now our council is currently under the federal order that I have mentioned before that is public for everybody to see. And we have so many issues that is plaguing our community, especially during this pandemic, that the DD Council has actually been trying to address. I just don't want to see no any person, even though Mr. Fleming is stepping down, I just don't want to see any random person, even if they are a staffer, jump into that position and be in that position and then put back in the same predicament, again, with that person saying they are stepping down too.

RANDALL BROWN: We essentially agree with you. The problem that we have is that the position cannot go

vacant. And so we would cease to function, cease to exist on every level if we don't have someone to replace him on the day after his retirement. We had a long discussion, as you all were here first this morning know. It's not an easy decision. And I commend Courtney for stepping up to agree to do it. But again, it speaks to trust. This morning I made clear, your executive committee, and we did. We have to make decisions that you as a council and you as a community stand behind. It's essential. Got to have that. We deliberated for what, two hours. This is our best estimation as to who is willing, cause that's very important. Can't put someone in a role they are not willing to serve in. Who is willing and who we believe is able to the best of the ability under all these unique circumstances to temporarily fill the role.

Having said that, we understand, and as I said this morning, say again for those who might not have been here this morning. We will have to do things in a way that puts priority on our very existence. We cannot have a situation where Courtney is expected to immediately fill Shawn's shoes completely. That is not going to be, we're going to lose some of that institutional knowledge certainly and have to prioritize where Ms. Ryland puts in her time as the interim. We definitely feel we have selected a person we're confident in. And I made clear to her, we had an interview with her, I made very clear to her she will have my ear and she will have my input, like it or not, on a host of things. And we have open communication between us. I am confident as chair that Courtney understands that and was agreeable to it. I want to thank both the staff who agreed to be interviewed today. It's a wonderful thing to have that confidence in us in the midst of a pandemic, in the midst of all of the chaos, frankly, that we are enduring as a community. And so this is our best option, we feel, to keep the council going as we also move forward in choosing who that next person to lead us permanently will be. Do I have any other questions or comments?

HANNAH JENKINS: You have a few more comments. Want me to read them?

RANDALL BROWN: You certainly can.

HANNAH JENKINS: Katie Corkin said, thank you chairman and committee members for your diligence securing a well vetted interim director. Congratulations Courtney. Kelly Monroe said, I think it is an excellent choice. Look forward to working with you Courtney. Bambi said, thank you executive committee. I trust your decision and will do everything I can to the success of the council and our DD community. And Liz Gary said, it has been a pleasure working with Courtney when I was in partners. Congratulations Courtney.

RANDALL BROWN: Is that all the public comment we have at this time? It appears to be. So thank you all for your consideration. Thank you Corhonda for your concern. I hope I addressed it well. I know we are not in an ideal space and many things need our attention and do our due diligence they get seen to and addressed. Thank you very much for your concern and your comment there. Hearing no other public comment, I need to move forward with the vote. So do I have any abstention to this vote? And again, that's to make Courtney Ryland interim executive director beginning August 10th, 2020. Hearing no abstentions. Do I have any objections to this motion? Hearing no objections, motion has carried. Thank you.

SHAWN FLEMING: I would like to make a recommendation that the executive committee consider that all the staff have and will continue to have increased responsibilities. And just for the consideration to be given for them to be allowed additional pay to commensurate with those responsibilities. I think it would be good if y'all consider that and gave your feedback officially on that.

RANDALL BROWN: I can tell you from my understanding of just working with everyone as I have done in my role as chair and vice chair for nearly a

year now that I concur with your recommendation, sir. And I would be in favor of that. The executive committee certainly has call to give their input as well.

MARY TARVER: I agree. I am on my phone so I can't see where to raise a hand. But I agree.

RANDALL BROWN: Okay. So is it fair to say we're, let me put it this way. Does anyone object to the consideration to increase staff salary? Anyone on the executive committee object to the increase in staff salary?

MIKE BILLINGS: No objection. Totally concur.

STEVEN NGUYEN: No objections.

RANDALL BROWN: Shawn, you have our permission to move forward with that.

SHAWN FLEMING: Thank you.

RANDALL BROWN: Thank you, sir. And thank you to all the staff for the work you do as we continue to try to move forward together. Now I think that settles the issue of personnel, does it not? As it relates to the agenda today.

SHAWN FLEMING: Sorry. Hold on just a second. So the next thing is consideration of guidance on investigating the accusations against staff relative to council's motion in October and January. I put these three letters on the website. There were sent out in January. January meeting when y'all voted on those letters. I know some of the meetings, Randall you can discuss where y'all are. I think you met with one of these groups. Not aware of the other.

RANDALL BROWN: I did meet with the inspector general after we sent the letter. I think, I don't remember the exact date. February, but it was around Valentine's Day that week, I think it was. April and I met with him. He came to the conference room there at the council. And I met via a secure link on zoom with him and April was present with him. We discussed the letter and he received it and said he would review it. And anything that he had found he would pass onto the other entities. Particularly, I think related to LDH

since we are part of Department of Health. He would be sure to pass on any of his findings to the relevant parties and those agencies. Essentially what he told us. I have no reason to think he has not done so. There was that meeting.

And then we had a meeting scheduled for or had a hearing scheduled with the board of ethics which was for April. And the date of that meeting escapes me, but it was scheduled for April. Due to covid it was postponed. And I have yet to hear officially from the board of ethics on a reschedule of that. I will, and I had intended to reach out before today and I just have not, and I apologize to all, but I have not had the adequate time do that. But I will reach out to see where they are in terms of scheduling their hearings that were scheduled prior to the covid outbreak. I will certainly check into that soon next week and see where we might be at.

The Department of Health indicated that's why we wrote the letter. The human resources director requested it. They said we wrote the letter and sent them a letter that was signed by the chair that they would begin to assemble a team to look into. And she wanted it spelled out in the letter what they were to look into. That's how the letter came about. And the council approved the letter. And directed April and I to send it, at the time I was her vice chair, your vice chair, directed us to send it to all three of these entities. So that is exactly what we did on January 28th, 2020 in accordance with the council directing us to do so. So they had received the letter. Beyond that I have not received any feedback as to when that team will be established. Because again, covid and the shutdown did effect their processes as well, from what I understand. So whenever they, I am going to reach back out again, whenever they are available and able, I have no reason to think they won't continue that work. And I will do everything to assist them in that work. As I have been directed to do by the council.

So that is where we stand on those. Are there any

questions? Okay. Any comments relevant to this item? Hearing none, I thank you for your confidence in me to carry out the work of making sure the initiatives get done appropriately and I pledge to do so. And thank you for bearing with us. All right. So next is consideration of protocols for providing council members equipment to participate in virtual meetings. Shawn, would you like to speak to that.

SHAWN FLEMING: Yes, sir. Sorry, putting my dog outside. Share a different screen. With us having virtual meetings the need to ensure all council members having equipment, y'all passed in the budget additional funds, and I didn't really know how much to include. But I just want to make sure there is a process. Because we never, like whenever the council members request travel there is a process of approvals. That usually goes to the executive committee, you know, for a vote and all this. Because I think the equipment would be much less, we did do a search and we can get a little tablet for 180, max 300 something dollars. And it's not that expensive, but I still think it would be good to have some mechanism of approval. And, of course, all the equipment will be tracked by staff. We're custom to tracking any equipment in any contract. There are already some protocols in place on that end. I am thinking instead of having it all, like just for less than 200-dollar device to go through the executive committee is if y'all agree to just have maybe the executive director and the chairperson approve the purchase. And those will be reported out at the council meeting. But it would not, people would not have to wait for y'all to meet.

RANDALL BROWN: Correct. We already have an issue that I am aware of where a council member has not been able to participate due to not having the technology necessary. And that is unacceptable to me. They are a member of the body, so they need to have the ability to be able to communicate and do the work as we move through this pandemic and zoom world we live in. That, I agree with your assessment there, sir, that I'm more

than willing to be part of the process to sign off on that is needed and will be reported out to the council and the executive committee at the appropriate time.

SHAWN FLEMING: I am just going to ask for a motion to enable, and ensuring the purchases say like, I will say under 300-dollars, that those approvals to be done with the executive director and chairperson's signature.

RANDALL BROWN: With no objection from the executive committee I think that is what I recommend.

SHAWN FLEMING: I would recommend one of y'all making that motion.

MARY TARVER: Would that include, is it just equipment that somebody needs, or is it like hot spot or internet connection? How would that work?

RANDALL BROWN: We haven't run into that issue yet, but it could include it. Again, it would relate to, if someone had that issue, it would relate to their ability to be able to function as the council member that they have been appointed to be. It's incumbent upon me as the chair to make sure all of you have the information and ability now. And it's a unique situation with covid and zoom to make sure that we all have what we need to function in this role through zoom.

MARY TARVER: And then the other question I had is the device, whatever we would have to spend money on, the council would maintain the possession. It would be like a check out? Are we giving the device and they don't have to give it back or just while we are on the council?

RANDALL BROWN: Just while we are under this pandemic where we can't meet publicly during this phase and then surrender the equipment back to the office. We will work out how that best can happen. They would surrender the equipment back to the council office when it's no longer needed to carry out their duty.

MARY TARVER: I would make a motion that we give authority to the executive director and the council chairperson to provide necessary equipment for all

council members that need it to be able to participate by the zoom meeting or however we need to say it.

RANDALL BROWN: Do I have a second to Mary's motion?

MIKE BILLINGS: I will second.

RANDALL BROWN: Thank you Mike. Do I have any comment? Okay. So do I have any abstentions to this motion? Do I have any objections to this motion?

HANNAH JENKINS: A comment from Bambi. She said, to me it's no different than paying travel to participate in meetings. It's a cost of participation and needs to be provided.

RANDALL BROWN: Thank you. So I have no abstentions. Do I have any objections to this motion? Hearing none, the motion is carried. Thank you.

SHAWN FLEMING: A comment that was emailed to me. Wants me to read it. It's from Christy Cormier. It reads, council members thank you for your service. I wish Shawn a happy retirement. May this time make up for all the time he spent working for our families taking for yours. Extreme hardships for you during this time of covid 19 seem to be unfairly placed on the council. It has taken away one of the most dynamic leaders this council has ever had. April planted seeds of hope and passion within the soil of your operation and efforts and I encourage each of you to continue to water those seeds and tend to new growth. In order to sit in awe of what grows in these seedlings I encourage you to look at all options for the future of the council. Your state plan should consider many things, including the design of the council. The way the DD Council is currently designed a way where it operates under or within designated state agency structure established in Louisiana Department of Health, office of secretary of state statute RS28 section 750 to 758. This design is only one option our state has regarding its designation of a DD Council. There are several councils that operate as their own nonprofits. Currently there are 12 DD Councils that are designed designated as their own entity operating outside of

state department as their own designated state agency. Three of these 12 are actually nonprofits. In my 18 years involvement of the DD system and advocacy I have watched the evolution of our community as advocacy systems. I have spent hours listening to families try and make sense of how the DD network operates, how they can be effective outside of these networks, and try and educate themselves on what they should expect from the network. I can attest to this issue not being a new one. These questions have been around since I joined this community over 18 years ago. Optics and perception have never married and eventually lead to where you find yourself today. I believe it is due to the design of operations. I encourage you to take this transition to be a time of transformation. Being unbiased for the community is vital. Please consider other options of design and operation of the council.

Christy Cormier

RANDALL BROWN: Thank you Christy. We certainly acknowledge this is a time to review all of our processes and such. So thank you for that recommendation. Do I have any other comments? Okay. Do I have any other business to discuss? I don't believe we do, do we?

SHAWN FLEMING: No. I think that concludes your agenda.

RANDALL BROWN: I want to take a moment to thank you for your service, sir. You stepped in at a very difficult time. Even if we didn't always agree you were always there for me in terms of what I needed. So I do thank you. And I'm sorry you felt the need to go under these circumstances. I certainly thank you for your service and your time, sir.

SHAWN FLEMING: Thank you, Randall. I will echo your sentiment. I have a high regard for you. I feel there is much healing and work that needs to occur in the DD community. I have faith in this executive committee and the council as a whole that y'all will take the necessary steps to shift focus to what is critical to people with DD in Louisiana. And I am here

for you if you ever need to ask anything, I am available. Y'all all have my cell phone number. And I do appreciate the opportunities that have been afforded to me.

RANDALL BROWN: Thank you, sir. And I want to say to the entire of the staff, everyone on the staff, thank you for your service and your work during this time as well. Please know we will be meeting with you soon as an executive committee to get your feedback on things and make sure you all feel a part of the process too. You won't be left out. And I want to thank Courtney for accepting the position and Marilee who also applied I want to thank you.

COURTNEY RYLAND: Thank you again executive committee.

MIKE BILLINGS: Did we lose Randall?

HANNAH JENKINS: I think we did lose Randall.

SHAWN FLEMING: Hyacinth, you are now in charge. Y'all need a motion to adjourn.

STEVEN NGUYEN: Before we adjourn, I wanted to say thank you Shawn for your service to the council. When I started here a few years ago you were one of the first people that reached out to me and you made sure I was comfortable. So I appreciate that. And congratulations to Courtney. And I look forward to working with you and wish you all the best. And hopefully as a community we can come together and do what is right. Yeah. That's it.

SHAWN FLEMING: Thank you Steven.

MIKE BILLINGS: Shawn, also like to thank you for your leadership and guidance both council and personal. It's been great and enjoyable working with you, and I look forward to staying in touch with you.

SHAWN FLEMING: Thank you Mike. Please do.

HANNAH JENKINS: You do have a few public comments.

HYACINTH MCKEE: Please read the comments Hannah. Thank you.

HANNAH JENKINS: Kathleen Cannino said, thank you Mr. Fleming for all you have done. You will be greatly missed. Congratulations Ms. Courtney.

Corhonda said, Mr. Shawn Fleming, we the developmental disability communities, cannot say thank you enough for your many hours and years of hard work. Our community reached many highs and accomplished many goals due to your hard work. We will never have the words to express our sentiments. I can't stop crying over this decision to retire.

HYACINTH MCKEE: Do I have any other public comment or any other comments from the executive committee?

MIKE BILLINGS: No other comments. I move that we adjourn.

STEVEN NGUYEN: Second.

HYACINTH MCKEE: Thank you. The meeting has been adjourned. Take care. Be safe folks.