



C

S

B

M

i

n

u

t

e

s



community services  
where change is possible

**PRINCE WILLIAM COUNTY  
COMMUNITY MENTAL HEALTH, DEVELOPMENTAL DISABILITIES  
AND SUBSTANCE ABUSE SERVICES BOARD**

**BOARD MEMBERS PRESENT:**

Obediah Baker, Jr., Deanna Bayer, Voneka Bennett, Dr. William Carr, Altonia Garrett, Timothy Oshiki, Patrick Sowers

**BOARD MEMBERS ABSENT:**

Bradley Marshall, John O’Leary

**BOARD MEMBER VACANCY:**

City of Manassas Park

**STAFF PRESENT:**

Lisa Madron, Betsy Strawderman, Melinda Bringham, Janet Hall-Office of the Executive Director

Division Managers: Sara Wheeler, Youth Adult and Family Services; Dr. Kanchan Clark, Medical Services; Elise Madison, Emergency Services; Sherry Bowman, Community Support Services; Mike Goodrich, Administrative Services

Staff Present: Robyn Fontaine, Administrative Services; Jackie Turner, Developmental Disability Services

**GUESTS PRESENT:**

None

**PRESS PRESENT:**

None

\*\*\*\*\*

**OPENING:** The Regular Meeting of the Community Services Board was convened on March 17, 2022, at 6:30 p.m. in the Powell’s Creek Conference Room, James J. McCoart Government Center, 1 County Complex, Woodbridge, Virginia.

**CITIZENS TIME:**

None

---

**STAFF TIME:**

None

---

**PRESENTATION:** Developmental Disabilities Program – Jackie Turner, Program Manager

Jackie Turner presented a review of the Developmental Disabilities Services Program in conjunction with a PowerPoint document that was shared on the screen. Ms. Turner provided a slide of the program organizational chart and noted it is in the process of being updated. Ms. Turner shared that turnover and people leaving were for various reasons. Data shared is for 2021. Some separations were due to positive things in their lives, others were health issues and parents with health issues, cost of childcare and living here, commute, retirements, transfer within CS, and loss of an employee in the program due to a COVID related death. The program was impacted by just about everything you can think of as just as many others have been impacted. DD has been fortunate with the candidate pools when working to fill vacancies. The increase in salary has benefited program.

Ms. Turner provided a brief overview of the DD waivers by type and count, as well as the waiver waitlist by priority and count. Waiver slots were awarded last week, and staff is very busy reaching out to the recipients to explain which waiver they received and what services it includes. Ms. Turner explained that the Department has put in place waiver slot utilization timelines and is strictly checking the timeframe requirements around when people must offer the slot, accept the slot, and activate the slot to ensure that things move along, and the slots are used.

Ms. Turner provided a brief history and overview of the DOJ Settlement Agreement which resulted from Virginia not complying with the requirements that individuals be served in the most integrated settings appropriate to meet their needs consistent with their choice which led to a court action against the state. CSBs now have requirements to meet 200+ measures. The Department has been providing additional trainings and tools to help improve understanding of the compliance factors, and more robust reporting. Our agency has been responding to multiple requests for supporting documentation since some things are in the system and some are not. DD has been working with our QI team which includes a new QI specialist that is dedicated to the DD program, and this has been helpful.

Vice-Chair Oshiki remarked that it never ceases to amaze him what the DD program accomplishes. Ms. Turner said the team still finds ways to celebrate and take care of each other along with supporting and advocating for their clients.

Ms. Madron added that March is DD awareness month. Staff is hopeful that next year they will be able to have in-person events again for caregivers, providers, and staff to celebrate.

---

**RECOGNITION: Betsy Strawderman-Retirement**

Vice-Chair Oshiki read aloud the following Certificate of Appreciation:

**CERTIFICATE OF APPRECIATION**

On behalf of the residents of  
Prince William County and the Cities of Manassas and Manassas Park  
the Prince William County Community Services Board honors

**Betsy Strawderman**

With great respect and sincere appreciation for your more than 27 years of outstanding service with Prince William County Community Services and serving as the Deputy Director since July 2018. Starting as a student intern, you soon joined the Youth, Adult and Family Program as an outpatient Therapist II in 1995. You were promoted 4 years later to a Therapist III. In 2002, you joined the New Horizons Intensive Home-Based Services Program as a Therapist IV. From 2012-2014, you provided clinical and administrative supervision to clinical staff and developed a crisis intervention model in coordination with the Emergency Services Program to expand crisis care available to youth in PWC. In 2014, you moved to the newly created Access Program. In October 2015, you were promoted to PACT as Program Manager and in July 2017 you were promoted to Division Manager over Community Services. You have served in your current role of Deputy Director since July 2018.

Throughout your entire career with Community Services, you have consistently been involved across many programs and divisions, always exceeding what was expected of you. You have served as an exemplary professional, leader, collaborator, problem solver, communicator, and editor. You have been known for being very committed and effective in developing others to reach their potential and have been a valued, engaged, and high performing part of our agency. You have been directly involved in initiatives such as DIVERT, forming Substance Abuse Docket, EBDM MH / SU Subcommittee, ACCESS, and Evidence Based Practices for our region. As a strong clinical resource and mentor, you have coordinated efforts that increased staff knowledge and clinical skills within Community Services.

You embrace the County's and Agency's Mission, Vision, and Values, and as a continual learner have grown and modeled growth for others.

You are a strong and effective leader, mentor and collaborator who has touched and improved the lives of countless individuals and systems in our agency and within our community. You will always be a part of the Community Services family.

Ms. Strawderman shared that it has been a real joy and she feels very blessed to have been an educator, mentor, and senior clinician to the novice clinicians coming out of graduate school earlier in her career as well as those seeking guidance in her supervisory and Deputy Director roles. She said not everyone gets to work in a place filled with such smart, dynamic, and dedicated people. Ms. Strawderman thanked the CS Board for all their support they have given to Community Services and will continue to give to Ms. Madron and the Deputy Director successor.

---

## **APPROVAL OF MINUTES**

### **RESOLUTION 22-03R1-01**

**MOTION:** Baker

**SECOND:** Bayer

The Prince William County Community Services Board does hereby approve the minutes of February 17, 2022.

#### **Vote:**

Ayes--Baker, Bayer, Bennett, Carr, Oshiki

Nays--0

Abstained--Garrett, Sowers

Absent During Vote--0

Absent From Meeting--Marshall, O'Leary

---

## **OPEN ITEM:**

### **VACSB Conference**

Mr. Sowers stated that the VACSB Board has two vacancies for secretary and treasurer. He remarked that we need more voices at the state level. Mr. Oshiki and Mx. Bayer expressed their interest in the secretary position. The next VACSB Development and Training conference will be held May 4 – 6, 2022, at the Hyatt Regency in Reston.

---

## **EXECUTIVE DIRECTOR'S TIME**

--Ms. Madron announced that the retirement celebration for Ms. Strawderman will be held on April 8, 2022, from 12:00pm – 4:00pm at McCoart in Powell's Creek Conference Room.

--Ms. Madron informed the CS Board that she presented information on the Crisis Receiving Center (CRC) to the BOCS on March 8, 2022. The CRC was included in budget proposal which will hopefully be approved at the end of April. The vision was for a 16/16 adult and an 8/8 for youth facility. Since CS has not been awarded ongoing funds, so the request for an 8/8 for adults only was put forward. Ms. Madron is scheduled to present to the Manassas City Council on April 18, 2022.

--Ms. Madron advised that the budget that was put forth is part of the 5-year plan which includes 20 positions for FY23.

--Ms. Madron shared that the workforce shortage continues in the commonwealth and CS has an approximate 13% vacancy rate which is good in comparison to other CSBs. There are heavy regulations that came down from federal, state localities, and COVID restrictions that private providers are not required to do. The prior compensation adjustments did not fully address the pay compression issue within CS and CS is working closely with County HR and CXO offices to address the compression issue and change the entry level salary to be more competitive in order to compete with the surrounding jurisdictions. If a salary adjustment is approved, CS will have to absorb the extra cost within the budget. The plan is to implement the wage adjustment prior to July if approved.

--Ms. Madron shared that she is participating in a workgroup to address workforce issues. In response to Mr. Oshiki's request to know what the board can do to help, Ms. Madron advised that continuing to show up or be on video for the Employee of the Quarter and visiting staff for meetings is important. Staff likes to know that the Board really understands the work they do. She also asked that the CS Board continues to advocate to their county supervisors. We are always happy to give tours to the BOCS. The more they see the more they understand.

---

## **DEPUTY DIRECTOR'S TIME**

--Ms. Strawderman announced that the CSU facility in Chantilly is open and has been for about 3 weeks. They are operating at the reduced capacity of 6 beds due to staffing problems. In the 3 weeks, they reported that they have accepted a total of 21 referrals, with 5 coming from PWC. Of the 21 referrals, 4 were TDOs with 2 that originated in PWC.

--Ms. Strawderman stated that she and our staff Dan Manza, Sara Wheeler, Karen Raymond, have been involved in the establishment of the Drug Treatment Court in Prince William County. A tremendous amount of work has gone into writing the grant application to the state Supreme Court. We are almost done, and the application must be in by April 4. Hopefully by May we will know if we will be accepted to establish the Drug Treatment Court.

## **BOARD MEMBERS' TIME**

**OBEDIAH BAKER, JR.:** Mr. Baker extended his appreciation to Ms. Madron, Ms. Turner, and Ms. Strawderman for their presentations. Mr. Baker shared that he remembers when Ms. Turner was hired at Community Services. Mr. Baker extended his sincere congratulations to Ms. Strawderman on her retirement. Mr. Baker closed as always, thanking staff for what they do here at the CSB.

**ALTONIA GARRETT:** Ms. Garrett congratulated Ms. Strawderman and wished her well in her next chapter. Ms. Garrett thanked Ms. Turner for her presentation and thanked staff for all they do. Ms. Garrett shared that every time she comes to a meeting, she's in awe. Ms. Garrett expressed that CS does phenomenal work and thanked leadership team.

**WILLIAM CARR:** Dr. Carr thanked Ms. Turner for her presentation and shared that it's mind-boggling to him how long Ms. Turner and Ms. Strawderman have been working at the CSB when he thinks about when he came to Manassas and started practicing pediatrics around the same time. Dr. Carr went on to say that with all the changes, regulations, and challenges over the years, they have managed it with excellence. Dr. Carr congratulated Ms. Strawderman and wished her a well in her retirement hopes she will enjoy whatever she pursues. Dr. Carr thanked Ms. Madron and staff for everything they do.

**DEANNA BAYER:** Mx. Bayer thanked Ms. Madron and expressed that being a new member she learns every time she comes to a meeting and knows there is so much more to learn. Mx. Bayer believes letters and emails to the BOCS is something the CS Board members should do to support staff. Mx. Bayer shared she is in awe of Ms. Strawderman and knew she was amazing just by listening to her speak and wished her an enjoyable retirement. Mx. Bayer also shared that she is in awe of Ms. Turner and there are no words for what they are doing even with staffing problems, truly in awe. Mx. Bayer wishes there was more money and more they could do to retain staff. Mx. Bayer asked that the staff be thanked. Mx. Bayer also thanked the other CS Board Members for always being here and helping her out, too.

**VONEKA BENNETT:** Ms. Bennett wished everyone a happy St. Patrick's Day. Ms. Bennett thanked Ms. Madron and the staff for all the incredible, passionate, hard work that they do and the level of excellence they have established. Ms. Bennett shared she is so inspired. Ms. Bennett extended best wishes to Ms. Strawderman on her retirement and hopes she enjoys every second of it.

**TIMOTHY OSHIKI:** Vice-Chair Oshiki shared that in listening to Ms. Turner, he wanted to thank her for the degree of dedication and said she is so passionate and so engaged which speaks to the great leadership within CS. Vice-Chair Oshiki also stated that staff did not walk away from but leaned into the challenges. Vice-Chair Oshiki shared his emotional personal experience with Ms. Strawderman when she was in New Horizons and extended his heartfelt thanks her and let her know he will never forget her and thanked her again from the bottom of his heart.

**PATRICK SOWERS:** Chairman Sowers asked Betsy to find her passion in her retirement and find something that makes her happy. Chairman Sowers spoke about the regulations and requirements

and their effect on the CSBs. Chairman Sowers stated that the pay is less, and the work is more, yet staff stays and does the job. Chairman Sowers said he is amazed at what CS staff are to doing and will never stop being amazed. Chairman Sowers shared that he gets inspiration from CS every day. Chairman Sowers thanked all the staff and asked that staff be reminded that the CS Board is willing to provide any assistance that they can to staff.

---

**ADJOURNMENT**

**RESOLUTION 22-03R1-02**

**MOTION:** Bayer

**SECOND:** Carr

The Prince William County Community Services Board does hereby agree to adjourn the March 17, 2022, Regular Meeting at 8:09 p.m.

**Vote:**

Ayes--Baker, Bayer, Bennett, Carr, Garrett, Oshiki, Sowers

Nays--0

Abstained--0

Absent During Vote--0

Absent From Meeting--Marshall, O'Leary

\*\*\*\*\*