

## **March 2015 ED Report**

### **Shelter:**

We are licensed for 12 kids, ages 12 through 18.

This past two weeks we have had no 18 year olds, all 15 & 16 year olds & one 17. We have new youth every week - as the long timers move on. We have averaged 4-5 youth a night, presently, all youth but 1 are in school.

The newest youth, 16, female - kicked out of where she was staying. Family member reports "she just needs a good beating." Different family members called - all of them refer us to calling another family member. No one is owning up to guardianship - so called OCS.

### **Staff Developments:**

- Really working through finding the balance of just the right amount of employees:
  - Currently 10 staff associated with shelter -
    - Niki - shelter supervisor
    - Michelle, DeOmri & Tim (overnights)
    - James - house parent
    - Part Time workers: Holly, Hannah, Alison, & Sam,
    - Marylee (10-4 shelter duty & usually a 4 or 8 hour shift on the wkend)
    - Laquawna is no longer working as a YES worker, but Volunteer Coordinator and doing a great job. She owns this position and it's so nice to have someone who is just there for the volunteers - following up on their shifts, etc. We have about 20 volunteers presently.
  - We are playing with the scheduling for the summer - reducing some of the hours staff are overlapped. As weather gets nicer - kids come in later - so there is no need to have 2 staff start at 4.
- Sarah Smith - our VISTA for 3 years will be leaving May 10th. It occurred to me it might be nice for her and the board to say a thank you/goodbye in person? But only if board thinks so -
- We've had a very unfortunate occurrence this month. I will keep this as brief as possible but I want you to be aware we had a full-time, overnight employee who resigned just prior to her shift start time on March 9. She would have been with us 2 years this May. She was a very important part of our TEAM, our Kitchen Manager. Ever since our house parent started last April, she brought to our attention anything that he did that she felt was inappropriate.
  - The following events are documented.
    - On July 10th, he attempted to compliment her daughter (in front of her whole family);
    - On July 18th he touched her shoulder (seeing that she was down);
    - December 10th, he rode his bike by her house.
  - Up until recently, these were the complaints that she filed with Niki and myself. We followed up with each of them and asked James to give her space and respect her boundaries. (more recently she has complained that he winked at her)
    - However, what she is saying, through emails and talking to people, "is that FYA is not a safe place to work and The Door is not a safe place for at risk youth due to ongoing grooming behavior toward youth by staff and my experiences of harassment in the workplace. I don't feel safe, and I will not stand by as youth are being exploited. It is not ok to allow someone to go around violating people for nearly a year. It has been my understanding that as a condition of my employment I was required to tolerate sexual harassment and that is illegal."
    - She is also now accusing me as of 3/24.
  - Nicole and I are dumbfounded. The staff are all on cameras at all times. James does not work alone with youth - and under normal routine situations - there are almost always 2 staff present. Youth have a comment box - no one has ever commented about James.

- The board should know that the staff have been told many times that excellence is expected of everyone and if they see something going on that shouldn't be, I need to know. We have a harassment policy, a grievance policy, a whistleblower policy. In this case, none of the steps were taken, except an email to Niki and or myself at the time of the complaints. Though we followed up with each complaint - we felt that under the circumstances, most people would not be offended by the behaviors. We felt that Kathy's complaints at the time - did not seem reasonable - especially when someone else went by her house and she had no complaints about that. We felt at the time - there was an unexplainable reason why she could not tolerate James, but it also should not have been an issue because they did not work together. One thing I know, her pain is her reality. Other staff that witnessed these events have different interpretations.
- I am documenting everything I know to document and will keep the board informed if there are any further developments.

### **Financial Updates:**

- Visa: we were denied, not old enough and not enough income during these economic times
- Pick Click Give - Submitted!
- Tile donors:
  - 2014 list
    - A volunteer has been calling donors to get input on a saying
- The RFP (request for proposal) for the BHAP (Basic Homeless Assistance Program) and ESG (Emergency Solutions Grant) came out last week. It normally has a 3 month turn around, this time it is a renewal application and we have 3 weeks. It is due April 10th.

### **Community:**

- GCI donated 1000 # of items, this translated lots of rice and laundry detergent
- Impromptu tours through the building 2-3 a week;
- Chief of Police came to visit for an hour and got a personal tour.
- March: United Methodist Women
- BIRTHDAY BASH: April 28, Tuesday, noon, Greater Fairbanks Women's Club - Auditorium - & invite the public, over lunch - a year in review - Board is invited as well!