

**PROCEEDINGS OF THE AGING & DISABILITY RESOURCE CENTER OF BROWN COUNTY EXEC & FINANCE COMMITTEE MEETING**

**March 13, 2019**

**PRESENT:** Patricia Finder-Stone, Randy Johnson, Bev Bartlett, Mary Derginer (via phone), Mary Johnson, Megan Borchardt, Dennis Rader, Eileen Littig

**EXCUSED:**

**ABSENT:**

**ALSO PRESENT:** Laurie Ropson, Devon Christianson, Christel Giesen, Kristin Willems, Jeremy Slusarek, Margaret Miller, Catherine Ramsdell

The meeting was called to order by Chairperson, Finder-Stone at 4:00 p.m.

**PLEDGE OF ALLEGIANCE:**

**INTRODUCTIONS:**

**ADOPTIONS OF AGENDA:**

Mr. Johnson/Ms. Bartlett moved to adopt the agenda. **MOTION CARRIED.**

**APPROVAL OF MINUTES OF REGULAR MEETING OF December 13, 2018:**

Ms. Bartlett/Mr. Johnson moved to approve the minutes for the Executive & Finance Committee meeting of June 28, 2018 **MOTION CARRIED.**

**COMMENTS FROM THE PUBLIC:**

Chairperson Finder-Stone recognized Margaret Miller, 830 Winford Ave, Green Bay, WI 54303. Public comment was given regarding concern for disabled population.

Chairperson Finder-Stone recognized Catherine Ramsdell, 2233 Samantha St #54, De Pere, WI 54115. Public Comment was given regarding general ADRC staff respect and behavior.

**ADRC PROGRAMMING CONCERNS:**

**A. CODE OF CONDUCT:**

Ms. Christianson explained that she would like to allow the Programming Coordinator, Jeremy Slusarek to respond to recent concerns brought to the ADRC Board of Directors regarding the discontinuation of the BINGO programming at the ADRC.

Mr. Slusarek referred to a handout outlining concerns, interventions and the history of complaints associated with this program. Mr. Slusarek shared examples of behavior problems demonstrated by the BINGO group over the years. Mr. Slusarek then referred to ADRC departmental complaints, specific to BINGO, including examples of rudeness, verbal abuse and mistreatment of Café' trainees, etc. Mr. Slusarek shared that core BINGO program leaders considered quitting many times due to constant feuding and conflict within the group. Mr. Slusarek explained that challenges were not limited to just one or two individuals but many participants in this program. In addition, Mr. Slusarek explained that there are many community locations that have BINGO programming and a handout of the opportunities has been provided to the participants. Mr. Slusarek explained that this group has not been able to successfully work out conflicts amongst themselves and required constant intervention from him. Mr. Slusarek shared that the culture of the agency became challenged when the ADRC began serving people of all ages and all abilities. The interactions between participants became too contentious including bullying and entitled behavior from the BINGO participants. Therefore he, along with ADRC leadership, decided to discontinue the BINGO program. Mr. Slusarek met with the core leaders of the BINGO group on July 23, 2018 to communicate this intention. On August 3, 2018 Mr. Slusarek along with Ms. Christianson and the Maintenance Assistant Anita Jahnke, together communicated with the larger BINGO group that the BINGO program would be ending on August 27, 2018. Mr. Slusarek then attempted to find a location in the community for this program to continue. "From Above Bakery" was identified as a location willing to have the group play BINGO. In December 2018, the bakery had to close their shop.

Mr. Slusarek shared that as the ADRC and Grounded Café continues to grow, so does the need for ADRC programming that fills a gap in the community rather than duplicating community programming. The requests for the use of the

ADRC space from new, educational and prevention programming has increased beyond capacity. Mr. Slusarek does not feel that BINGO will be a part of ADRC programming in the future.

Ms. Christianson thanked Mr. Slusarek for the kind description of the issues that he faced over the years with this group. Ms. Christianson explained that, in her opinion, the goal is not to determine if BINGO is a viable program, or to debate whether BINGO is important as a program, but rather about respect and dignity. Over the years it has become increasingly difficult to keep the culture of the ADRC inclusive, welcoming and kind. Ms. Christianson shared that staff has expressed that they would need to resign should they be tasked with managing this group again in the future. Ms. Christianson witnessed language and bullying and intervened on occasion when she was at the café. Ms. Christianson believes that the ADRC has a responsibility to “show the way” and not allow bullying within our agency. Ms. Christianson shared that she cannot recommend that the ADRC would reengage with a group that was not kind and did not show dignity or respect to all customers and staff. Ms. Christianson shared that she supports everything that Mr. Slusarek has done over the years to support this group and all of his attempts try to make it work out for all.

Ms. Bartlett believes it is a privilege and an honor to conduct a support group or to teach a class at the ADRC. Ms. Bartlett believes that it is about respect and not about entitlement. Mr. Rader commented and he believes that people that have disabilities need to be provided accommodations but there is no duty to accommodate bullying and disrespectful behavior. Mr. Rader stated he would like the ADRC to take the high road and adopt a “Zero Tolerance” policy in regard to bullying. Ms. Finder-Stone shared her distress to the public criticism by BINGO participants at the Disability Rights Wisconsin listening session Friday March 8<sup>th</sup> without previously bringing complaints directly to the staff in charge so they can be addressed appropriately. Ms. Derginer thanked the public that stepped in to help the ADRC, but explained this does not excuse bad behavior or not following the code of conduct. Additional conversation ensued. Mr. Johnson shared that he has always assumed that opinions of staff shared at the board meetings were shared with staff, but realized through this process, that staff are dealing with difficult, challenging issues and he would like to make sure that staff feel support and connection to the board and that staff understand the appreciation the board has for the work they do.

Ms. Bartlett/Mr. Johnson moved to recommend that the ADRC Board of Directors uphold the decision made by the ADRC to discontinue the BINGO programming. **MOTION CARRIED.**

#### **ANNOUNCEMENTS:**

**NEXT EXECUTIVE & FINANCE COMMITTEE MEETING**– ADRC-300 S. Adams St. June 27, 2019 at 8:30 AM.

#### **ADJOURN:**

Mr. Rader/Supervisor Borchardt moved to adjourn the meeting. **MOTION CARRIED.**

The meeting adjourned at 5:00 p.m.

Respectfully Submitted,  
Kristin Willems,  
Administrative Services Coordinator