HIGHLIGHTS OF EAST MISSOURI ACTION AGENCY, INC.
BOARD OF DIRECTORS MEETING
MONDAY, August 24th, 2026

NOTE: The regularly scheduled meeting of the East Missouri Action Agency Board of Directors was held August 24th, 2026 at 903 E. Chestnut, Desloge, Missouri and via zoom.

The dinner began at approximately 6:25 p.m. and the Board was called to order at approximately 7:00 p.m. A quorum was present at the Board meeting. The following highlights of actions taken by the EMAA Board of Directors during this meeting.

1. **Review of Agenda:** Approved as presented.

3. **Review and Approval of Minutes:** The Board reviewed and approved the June 22nd, 2026 Regular meeting minutes and August 10th, Executive Committee meeting minutes. A motion and a second was heard to approve the June 22nd, 2026 Regular meeting minutes and the August 10th, 2026 Executive Committee meeting minutes. The motion carried.

4. **Executive Director Report:** A verbal overview of the written report was provided from the Board briefing book.

5. **Information Items:** Members reviewed the following:

   A. Enrollment Reductions Head Start
   B. Head Start Change of Scope
   C. Head Start Conditional Award Letter
   D. Head Start Class Review
   E. Head Start 2026 FA2 Review – Final Report
   F. Head Start Family Outcomes Analysis 2025-2026
   G. Head Start PIR Report 2025-2026
   H. Head Start Spring 2026 Aggregation
   I. EMAA Risk Assessment/Summary
   J. Weatherization Technical Monitoring, Results and Corrective Action Plan
   K. SkillUp Monitoring Overview and Results
   L. Executive Committee Approval of the agency Form 990
   M. June Exhibit H – Board Attendance

6. **Consent Calendar Items:**

   1. Proposed Application for Renewal of Missouri Housing Trust Fund
      For the last several years, EMAA has been awarded funds through the Missouri Housing Development Commissions - Missouri Housing Trust Fund program for Emergency Assistance (EA), Housing Assistance (HA), and Operations. EA & HA funds provide us with the ability to provide rental assistance to prevent homelessness, as well as rental assistance to those who are experiencing homelessness. Operations funding helps with the Uplift Day and Winter Emergency Overnight shelter costs.

2. Proposed Approval for 2027 Head Start Continuation Grant
The Administration for Children and Families, Office of Head Start, notified us that our continuation grant is due October 1, 2026. The amount will fund our program from January 1, 2027 through December 31, 2027. This will be the fourth year of our five year continuation grant cycle.

3. Proposed Approval for Center for Disaster Philanthropy
EMAA has reached out to the Center for Disaster Philanthropy for additional funding to continue to support the Disaster Case Manager position as we continue to navigate recovery after the flooding in July and March. We additionally asked for funding to help fund an additional staff member to allow us to partner with South Central Missouri Community Action Agency to serve those in Reynolds County.

4. Proposed Approval for the Community Foundation of the Ozarks Funding
East Missouri Action agency over the last several years has built a relationship with the Community Foundation of the Ozarks as they have been the purse holder for the Cape and Perry Long Term Recovery Committees. Due to this relationship, Community Foundation of the Ozarks reached out to EMAA after the flooding on June 10th/11th to gain and understanding of the need in our communities.

A motion to approve Consent Calendar Items 1-4 was made and a second was heard. The motion carried.

7. Action on Committee Reports: as follows

A. **Personnel / Equal Opportunity Committee:**

1. Personnel Action Reports – June and July 2026. Informational purposes only

2. Proposed Seating of Low-Income Board Representatives for Madison, St Francois, Washington and Cape Counties- The Executive Director recommends that the EMAA Board of Directors seat a low-income representative to the Board of Directors from Cape Girardeau, St. Francois, Madison and Washington Counties. The Personnel Committee presented their recommendations. A motion to approve seating the selected candidates to the Board of Directors was made and a second was heard. The motion carried.

3. Proposed Approval for FY26 COLA (Cost of Living Adjustment) - The Executive Director, Program Directors and CPA recommend the Board of Directors approve a Cost of Living Adjustment retroactive to January 1, 2026. A motion to approve the COLA retroactive to January 1, 2026 was made and a second was heard. The motion carried.

4. Proposed Approval of the Changes to the EMAA Personnel Policy Manual – (revised Salary Chart) The Executive Director, Chairman and Human Resource Coordinator recommend the proposed 2026-2027 salary chart. A motion to approve the revise salary chart was made and a second was heard. The motion carried.

5. Proposed Approval of the Mark I New Position Description and Ratings- Compliance Officer, Facilities/Fleet Manager, MIS Training & Support Specialist, HQS/Special Projects Coordinator. The Executive Director recommends that the Board of Directors approve the positions and ratings as recommended by the Mark I Job Rating Committee for the Compliance Officer, Facilities/Fleet Manager, MIS Training & Support Specialist, HQS/Special Projects Coordinator. A motion to approve the listed positions was made and a second was heard. The motion carried.

B. **Finance Committee:**

1. Travel Report – June and July 2026 - Informational purposes only.

2. Agency Credit Card Statements – June and July 2026- Informational purposes only

3. Financial Reports – Jim Thompson presented the May 30th, 2026 Financial Report to the Board of Directors. A motion to approve the May 30th, 2026 Financials was made and a second was heard. The motion carried.

4. Proposed Approval of the Selection of the Agency Auditor – The Executive Director, Finance Manager and the outsourced CFO recommend the Board of Directors select the CPA Firm WIPFLI for the audits ending September 30, 2026, 2027 and 2028. A motion to approve WIPFLI Auditing firm was made and a second was heard. The motion carried.

5. Proposed Approval to open a Family Wellness Clinic - The Executive Director, Women's Wellness Director and CFO recommend we launch a Family Wellness Clinic. A motion to launch a Family Wellness Clinic was made and a second was heard. The motion carried.

6. New Foundations Discussion – The Board of Directors hear some concerns about the program. This item was tabled until next month for further discussion.

7. Bloomsdale Apartments- This item was addressed in committee and discussed the possible upgrades to Bloomsdale complex.

C. **Program Committee:**

1. Proposed Approval of the FY26 Balance of State Continuum of Care- The Executive Director, Community Services/LIHEAP Program Manager and the Supportive Housing Program Manager recommend the Board of Directors approve the application for the FY2026 Balance of State Continuum of Care Notice of Funding Opportunity. A motion to approve the FY26 Balance of State Continuum of Care was made and a second was heard. The motion carried.

2. Proposed Approval to apply for the Affordable Housing and Supportive Services Grant – The Executive Director the Board of Directors approve the application to the Office of Community Services for the Affordable Housing and Supportive Services Grant. A motion to approve to apply for the Affordable Housing and Supportive Services Grant was made and a second was heard. The motion carried.

3. Proposed Acceptance of the Partners for Rural Impact – Missouri Place Based Partnership – The Executive Director, Family Centered Program Manager and the Development Director recommend that the Board of Directors approve the application for Partners for Rural Impact 2026 Missouri Place Based Partnership Cohort. A motion to approve the application for Partners for Rural Impact 2026 was made and a second was heard. The motion carried.

4. Proposed Acceptance of the Black Rock-Future Builders Funding Opportunity – The Executive Director and the Development Director recommend the Board of Directors approve the Black Rock-Future Builders Funding Opportunity. A motion to approve the Black Rock-Future Builders Funding Opportunity was made and a second was heard. The motion carried.

7. Report by Sarah Thurman, Board Liaison to Head Start/Early Head Start Policy Council:
The policy council met and approved the items presented to the Board of Directors.

8. Old Business:

A. Calendar of Future Board of Directors Decisions for 2026
B. Schedule of Future Board Meetings for 2026 and 2027

9. New Business: It was discussed with the Board of Directors that the Uplift Overnight Shelter may not be open due to lack of funding. It has been difficult to find funds to support it.

10. Open Meeting – Comments: There was nothing discussed.

11. Notice of Closed Session:
The agenda of this meeting includes a possible vote to close part of this meeting pursuant to RSMo. 610.021. (1), (3), provides that Boards may deal in closed meetings with matters that involve "legal actions, causes of action or litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives and its attorneys..." or "leasing, purchase or sale of real estate by a public governmental body where public knowledge of the transaction might adversely affect the legal consideration therefore..." or "firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded..." A motion is needed to go into closed session The purpose of the closed meeting is to be stated in the motion and recorded in the minutes.

12. Report from closed meeting:

13. Adjournment: The meeting adjourned approximately 10:00 pm.

NOTE: A full copy of the Board of Directors meeting minutes are available upon request Monday through Thursday from 7:30 a.m. to 5 p.m. Contact Debbie Myers, Executive Secretary, at 573.431.5191 ext. 1142 or via e-mail at dmyers@eastmoaa.org