

HIGHLIGHTS OF EAST MISSOURI ACTION AGENCY, INC.
BOARD OF DIRECTORS MEETING
MONDAY, February 23rd, 2026

NOTE: The regularly scheduled meeting of the East Missouri Action Agency Board of Directors was held February 23rd, 2026 at 903 E. Chestnut, Desloge, Missouri and via zoom.

The dinner began at approximately 6:40 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.
2. **Review and Approval of Minutes:** The Board reviewed and approved the November 24th, 2025 Regular Meeting Minutes and the February 5th, 2026 Executive Committee meeting minutes. A motion and a second was heard to approve both the November 24th, 2025 and February 5th, 2026 Executive Committee minutes. The motion carried.
3. **Executive Director Report:** A verbal overview of the written report was provided from the Board briefing book.
4. **Information Items:** Members reviewed the following:
 - A. Head Start Enrollment- Screenings- CACFP-Attendance Nov/Dec 2025, January 2026
 - B. Head Start Continuation Grant for 2026 Year
 - C. Head Start Readiness-Child Outcomes Report for Fall of 2025
 - D. Weatherization Technical Monitoring, Corrective Action Plan and Response
 - E. Rotary Funds expended to help the tornado recovery efforts in Des Arc-
5. **Consent Calendar Items:** There were no consent calendar items.
6. **Action on Committee Reports:** as follows
 - A. **Personnel / Equal Opportunity Committee:**
 1. Personnel Action Reports – November, December 2025 and January 2026. Informational purposes only.
 2. Proposed Seating of Low Income Representative for Cape Girardeau County - The Executive Director recommends the Board of Directors seat the low-income representative for Cape Girardeau. A motion to approve the low-income representative for Cape Girardeau was made and a second was heard. The motion carried.
 3. Proposed Seating of Low Income Representative for Ste. Genevieve County - The Executive Director recommends the Board of Directors seat the low-income representative for Ste. Genevieve County. A motion to approve the low-income representative for Ste. Genevieve County was made and a second was heard. The motion carried.

4. Proposed Removal of Bollinger County Public Sector Board Member- The Executive Director recommends the Board of Directors approve removing the current Bollinger County Public Sector Board member due to lack of attendance. A motion to approve removing the Bollinger County Public Sector Board member was made and a second was heard. The motion carried.
5. Proposed Approval to Amend the Agency Bylaws – Board Member attendance (Bylaws attached) The Executive Director recommend the Board of Directors amend its bylaws in Article III, D,1 and Article III, E.3. A motion to amend Article III, D,1 and Article III, E.3 in the EMAA bylaws with requested changes was made and a second was heard. The motion carried.
6. Proposed Approval for a Personnel Policy Revision – (adding HIPAA language) The Executive Director and the HR Coordinator recommends the Board approve revising the Personnel Policy specific to Section XIV Paragraph I to insert required language that includes HIPAA wording. A motion to approve the revision to the EMAA Personnel Policy Section XIV, Paragraph I was made and a second was heard. The motion carried.

B. Finance Committee:

1. Travel Report – November, December 2025 and January 2026. This was for informational purposes only.
2. Agency Credit Card Statements – November, December 2025 and January 2026. Informational purposes only
3. Financial Reports – The December 30th, 2025 Financial Reports were reviewed. A motion to approve the Financial Statements was made and a second was heard. The motion carried.

C. Program Committee:

1. Proposed Acceptance of the Youth Build Program Application- (CS) The Executive Director and the Development Director recommend the Board of Directors approve the application for the Youth Build Program application. A motion to approve the application for the Youth Build Program was made and a second was heard. The motion carried.
2. Proposed Approval to allow EMAA to apply to the Hearst Foundation – (CS) The Executive Director recommends the Board of Directors approve the application to the Hearst Foundation. A motion to approve the application to the Hearst Foundation was made and a second was heard. The motion carried.
3. Proposed Acceptance of the T-Mobile Hometown Grant Program Application – (CS) The Executive Director and the Community Services/LIHEAP Program Manager recommend the Board of Directors approve the application for the T-Mobile Hometown Grant. A motion to was made and a second was heard. The motion carried.
4. Proposed Approval for the Head Start Department to Apply for a Non-Federal Match Waiver for the Grand Funding Year 2025 – The Executive Director, Head Start Director and the Head Start Policy Council recommend the Board of Directors approve for the Head Start Program to apply for a non-federal match waiver for the grant funding year 2025. A motion to approve Head Start Program to apply for a non-federal match waiver for grant funding year 2025 was made and a second was heard. The motion carried.

5. Proposed Approval to Partner with Community Counseling Center out of Cape Girardeau on Two (2) 811 Projects – (Housing) The Executive Director and the Housing Director recommend the Board of Directors authorize EMAA to partner with Community Counseling Center in Cape Girardeau to manage one 811 complex in Cape Girardeau MO and one 811 complex in Fredericktown, MO. A motion to approve EMAA to partner with Community Counseling Center in Cape Girardeau to manage one 811 complex in Cape Girardeau MO and one 811 complex in Fredericktown, MO was made and a second heard. The motion carried.
6. Strategic Plan Work Plan Update – Final FY25 Update – (CS) Informational purposes only.
7. **Report by Sarah Thurman, Board Liaison to Head Start/Early Head Start Policy Council:**
Head Start Policy Council met and approved various reports.
8. **Old Business:**
 - A. Calendar of Future Board of Directors Decisions for 2026
 - B. Schedule of Future Board Meetings for 2026
9. **New Business:** There was no new business
10. **Open Meeting – Comments:** Keri informed the Board that there will be some findings on the recent CSBG monitoring review. This is due to the Public Sector Board member attendance was not compliant. Keri also mentioned the St. Francois County Opioid funding issue. Nicolle addressed the importance of Board member participation in the upcoming Community Needs Assessment. Their input is valuable. There will be a committee formed and asked if a Board member was willing to participate. She further mentioned tax credits for anyone that may be interested and a Homeless Coalition meeting will be held in March.
11. **Notice of Closed Session:**
12. **Report from closed meeting:**
13. **Adjournment:** The meeting adjourned approximately 8:45 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