

August 26, 2025

The Alamance County Social Services Board met for its regular monthly meeting on this date. The meeting was held at HSC Building (1st Floor) 319 N. Graham Hopedale Rd., Burlington NC with the following in attendance were: Mr. Timothy Britt, DSS Board Chair; Mrs. Tyronna Hooker, DSS Board Vice-Chair; Commissioner Ed Priola, DSS Board Member; Dr. Darrell Warner, DSS Board Member; Ms. Candy Snyder, DSS Board Member; Ms. Candice J. Gobble, DSS Director; Ms. Virginia Hunker, DSS Business Officer; Ms. Lynette Wellons, Assistant Director of Services; Ms. Jamie Hamlett, DSS Attorney; Ms. Ayowunmi R. Kuforiji, DSS Attorney; Ms. Heidi York, Alamance County Manager; Ms. Katrina Jackson, Economic Services Program Manager and Ms. Michelle Mendez, Child Care Supervisor were present.

Timothy Britt, DSS Board Chair opened the meeting.

Public Comment:

None

Consent Agenda: Timothy Britt, DSS Board Chair

July 2025 items on the consent agenda approved. Dr. Darrell Warner, DSS Board Member made a motion to approve and seconded by Commissioner Ed Priola, DSS Board Member.

Staff Reports:

Fiscal: Virginia Hunker

	JULY 2025	% OF BUDGET	PRIOR YTD	% OF BUDGET
REVENUES	\$114,147.00	1%	\$31,311.00	0%
EXPENDITURES	\$1,635,983.00	6%	\$1,406,505.00	7%

Ms. Virginia Hunker discussed 13th month 2025 Revenues and Expenditures. At the end of FY25, DSS expended 83% of its budget, reflecting strong cost management. Revenues outperformed projections at 126%, with operational costs remaining below target. Through collaboration with state representatives and internal teams, an additional \$136,581 was secured via the 1571 process, increasing the final 411 drawdown to 104%.

Ms. Hunker reported on the FY25 – 4th Quarter Financial Report:

Revenues		Expenditures	
Federal	\$12,828,007	Staffing	\$16,382,684
State	\$ 1,831,632	Operations	\$ 1,247,072
County	\$ 1,114,792	Services	\$ 5,014,211
Total	\$15,774,431	Total	\$22,643,968

Percentage of County Share -

The 337 report determines how much county money DSS is utilized for services:

FY23	45%
FY24	48%
FY25	46%

Percentage of Revenues by Department -

Economic Services	47%
Child Welfare	33%
Adult Services	9%

Fraud: See report –

Unit	July 2025	July 2024	Current YTD	Prior Fiscal Year
Fraud	\$19,310.00	\$68,713.58	\$19,310.00	\$68,713.58

Services: Lynette Wellons, Assistant Director of Services-

Assistant Director Wellons announced at this year's annual Social Services Institute - Alamance County DSS Child Welfare unit received the Innovations Award for Community Engagement. Assistant Director Wellons reported over the past 4 ½ years that DSS has utilized VAYA funds, DSS has averted using county funds for children who needed placement. Ms. Wellons reported statistical information on breakdown of funds used - \$1.6m to use locally. We have been very blessed to have this partnership with VAYA.

Assistant Director Wellons reported we continue Foster Care Recruitment for potential new foster families. We will host new MAPP (Model Approach to Partnership in Parenting) Training scheduled this month. The class is full.

Question: What determines a full class?

We have 12 families (24 individuals) registered for MAPP course.

Assistant Director Wellons reported we continue to train for PATH NC and prepare for go live in November 2025.

Child Support – (Statistical Report Information) – see report.

Unit	July 2025	July 2024	Current YTD	Prior Fiscal Year
Child Support	\$957,436.09	\$918,218.07	\$957,436.09	\$918,218.07

Assistant Director Wellons reported we are gearing up for Child Support Awareness Month. Ms. Wellons reported Child Support attended CS Conference last week. Child Support Supervisors and Program Manager were asked to present on Quality Leadership. The Child Support unit and DSS hosted a “Back to School” drive for school supplies and partnered with Eastlawn Elementary School to deliver supplies for students.

Economic Support:

Ms. Katrina Jackson – Economic Services Program Manager reported the following:

Ms. Jackson reported DSS is now in Energy Season, and we received ¼ of the funds in June which added up to \$24k. Those funds were allotted within 3 days. We have now received additional funds of \$375k. DSS must process Energy applications within 2 business days. All Economic Services staff continue to process applications. We have currently used about \$50k. The applications are picking up.

Ms. Jackson reported DSS childcare wait list has removed 80 children from the wait list due to Alamance County being under the 95% spending coefficient for childcare.

Ms. Jackson reported DSS hosted Annual Agency Resource Fair on August 5th from 10am-12pm with the following agencies that participated: Vaya Health, RHA, Children’s Developmental Services Agency, ACC, Life Changing Global Center, Alamance Partnership for Children, Women’s Resource Center, Alamance Eldercare, Sustainable Alamance, Crossroads, Authoracare and Health Blue NC. The purpose of the fair is to build staff awareness of available community resources to refer clients to the respective agencies.

Operations – Director Candice J. Gobble

Administrative Support/Personnel: Robert Ring

See Statistical Report – as of July 31, 2025

Vacancies	25
New Hires	4
Interagency Transfers	1
Resignations	4

Mr. Ring reported as of August 26, 2025 - we currently have 29 vacancies. We continue to receive qualified applications. We currently have 14 vacancies in Child Welfare and 11 vacancies in Economic Services.

Director's Report – Candice J. Gobble, Director–

Director Gobble reported on CFSR PIP plan – we must provide plan on feedback from State by 10/15/2025. Director Gobble said there are no current updates on Federal Funding.

Director Gobble reported that North Carolina lawmakers passed a stopgap spending plan also known as a "mini budget" signed by Governor Josh Stein. \$600 million was included to support both the Medicaid rebase and the Medicaid Oversight Fund, however, this appropriation equates to a shortfall of \$319 million for the Medicaid rebase. This shortfall in the state budget and changes to Medicaid policy will mean the state will reduce rates by 3% for all medical providers, as well as cuts of 8% to 10% for inpatient and residential services. All these cuts are effective October 1, 2025. Currently, we have not heard of any cuts to Medicaid Expansion yet.

Despite these challenges, the mission of the North Carolina Department of Health and Human Services remains unchanged – we will continue to work to improve the health and well-being of all North Carolinians.

Director Gobble reported on HB612 for Child Welfare reform. The Fostering Care in NC Act has been signed into law. The bill is the first major legislation to address child welfare reform since Rylan's law in 2017. The bill also directed the state to create a more centralized child welfare system – PATH NC. Alamance County DSS will go live with PATH NC in November 2025.

The new laws give DHHS the authority to review child protective cases, even if they have already been closed by the local agency. Also, when intake reports are not accepted for assessment by a county DSS agency, the individual who filed the report must be notified of the decision in writing. Appeals of a county's decision may now be directed to DHHS for review.

Director Gobble reported on the new laws that will affect Adult Services – Session Law 2025-23 introduced a new model for Adult Protection Multidisciplinary Teams (MDTs). These teams are authorized to share confidential information to investigate, review and coordinate services for active adult protective services cases. The law recognizes the expertise of professionals from various disciplines to promote the safety and well-being of disabled adults and older adults and prevent re-victimization.

Director Gobble announced Robert Ring, DSS HR Director, will retire at the end of September.

Question: What do you think prompted the new policy for Child Welfare?

There are counties who do not always abide by State policies. If the State has taken over Child Welfare section of DSS it's due to rules not being followed and program improvement plans not being followed.

Question: Do we have a policy here in Alamance?

Yes, we have buddy counties, which are our border counties. We receive a lot of conflict cases from Guilford County.

Question: Can you give example of a conflict case?

If Candice Gobble's sister calls to make a report on someone in Candice's household, this would be considered a conflict case. We will send the case to Guilford and/or Orange County for the assessment to

be completed. There are some cases that are “Director Determined” cases, where the DSS Director would make determination if the case would stay internal.

New Business: Work First Family Assistance

Director Gobble introduced Katrina Jackson, Economic Services Program Manager and Michelle Mendez, Child Care Supervisor who presented the following:

Work First Family Assistance:

There are 3 components to Work First Family Assistance:

1. Cash Assistance
2. Employment Services
3. Work First Services

NC Temporary Assistance for Needy Families (TANF) program, called Work First, is based on the premise that all parents have a responsibility to support themselves and their children.

TANF Work First is a program designed to support low-income families by emphasizing the importance of work. It promotes a strengths-based, family-centered approach and aims to help parents become self-sufficient through short-term training and employment services.

Cash Assistance:

Work First Family Assistance provides cash assistance to families with minor children. Other family members and legal guardians caring for children can receive financial services and supportive services.

- **Child Only:** Cases where the caretaker is not included in the assistance unit. Payments are issued at the beginning of the benefit month (grandparents, etc.)
- **Work First Benefits:** Cases in which at least one parent of the child(ren) is included in the assistance unit. Payments are issued after compliance with Employment Services for the benefit month has been verified.

**Monthly cash payment is issued through NCFAST as an electronic payment. The payments are loaded on EBT cards.*

Income and Resources –

All earned and unearned income is counted, except for SSI. Resources are also counted.

III. THE WORK FIRST PAYMENT CALCULATION

The Work First Cash Assistance payment is determined by subtracting the household's total countable earned and unearned income from the Need Standard based on the number in the assistance unit. Subtract the total from the Need Standard for the number in the family unit. The payment is 50% of the difference unless there is recoupment and/or sanction. The recoupment amount is subtracted from the payment. The sanction percentage is taken from the payment. The following chart shows the Need Standard by the number in the budget/assistance unit.

NEED STANDARD BY NUMBER IN THE BUDGET/ASSISTANCE UNIT							
Number in Budget/Household Unit	1	2	3	4	5	6	7
Need Standard	\$362	\$472	\$544	\$594	\$648	\$698	\$746

Number in Budget/Household Unit	8	9	10	11	12	13	14
Need Standard	\$772	\$812	\$860	\$896	\$946	\$992	\$1,042

For each additional person in the budget unit, \$50.00 is added to the Need Standard.

**All applicants must cooperate with Child Support to receive Work First.*

Work First Benefits:

- Working with Employment Services

Outcome Plan and Mutual Responsibility Agreement:

The Outcome Plan is the tool used by employment services staff to develop, in conjunction with the participant, an individualized plan of agreed upon work activities and supportive services. It must include:

- Employment Goals that can be achieved within 24 months
- Required Federal Work activities
- Custom work activities
- Hours, dates, times for scheduled activities
- Services provided by the agency
- Any reasonable accommodations needed by a disabled/incapacitated individual to participate in work activities

The Mutual Responsibility agreement also includes:

- Requirement for the participant to submit verification of all completed activities by the fifth working day of the following month

- An explanation of the participant's responsibility to notify the caseworker of any changes that prevent completion of the required activities.
- An explanation of the Job Quit policy.
- Notification that failure to comply with the MRA without good cause will result in the payment not being issued.

Federal Work Requirements and Activities:

Single Parent Family with child under age six	20 hours/week
Single Parent Family with child age six and above	30 hours/week
Two Parent Family receiving federally funded childcare	50 hours/week
Two Parent Family not receiving federally funded childcare	35 hours/week

Work Activities:

- Employment
- Job Search and Job Readiness
- On-the-Job Training
- Work Experience
- Community Service
- Vocational Training and Post Secondary Training (up to 12 months)
- GED/High School for Teen Heads of Households

*Work First is an “All or None” program.

Supportive Services:

- Transportation Assistance – gas cards for interviews, bus passes
- Child Care Assistance
- Assistance with payment for short-term training
- Job Readiness programs and classes - ACC
- Onsite Computer Lab – Help with resumes and help with referrals (2hr. Orientation)
- Substance Abuse Counseling Referrals
- MH Counseling Referrals
- Referrals to Medicaid, Food & Nutrition Services, housing assistance & domestic violence services

S-Code:

- Single mothers may opt out of working with employment services and take the “S-Code” for a period of 3 months
- This time is for the parents to stay home and bond with their baby
- The child must be under 12 months of age and can be taken for 3 months per child, up to a maximum of 12 months of a lifetime.
- Upon completion of the three months, the parents will begin working with Employment Services.

Job Quit Penalty –

If a participant quits, loses a job, or turns down a reasonable offer of employment without good cause, they will not be eligible to receive Work First Benefits for a period of three months.

Job Bonus –

If a participant gains employment while receiving Work First, they may be offered Job Bonus. This allows them to receive a \$100 Work First Benefit each month, for three months without regard to their income while they transition to their new employment and pay schedule. They may also receive supportive service such as transportation assistance for the duration of the three months, as well as assistance with purchasing uniforms or clothes for their new job.

Job Bonus can only be used one time during a participant's 60-month time clock

Upon closure of the Work First Benefits case, a participant may be eligible for continued supportive services through Work First 200% Services.

Work First Services for Families at or below 200% Federal Poverty Level –

Household Size	Monthly Income
1	\$2,510
2	\$3,407
3	\$4,303
4	\$5,200
5	\$6,097
6	\$6,993
7	\$7,890

- Family cannot receive Work First Cash Assistance Payment
- There must be a child in the household who meets the age, kinship and citizenship/qualified immigrant rules
- The family must need assistance to maintain their employment or begin a new job on a scheduled date
- Services are short term and can include assistance with car repairs and other transportation related expenses, clothes, uniforms, tools, counseling services, job readiness, job training and any other item needed to maintain employment.
- Services provided cannot exceed \$800 in a 12-month period.

Two Ways to Apply –

1. In person at Alamance County DSS
2. Online at: <https://epass.nc.gov/>

Program Staff –

Angelica Wiley – WF Family Assistance Supervisor	336-229-2950
Jakayla Moore – WF Intake	336-513-4329
Michelle Mendez – WF Employment Services and WF 200% Services Supervisor	336-570-6547
Vacant – WF Employment Services Case Worker	336-290-0344

Question: Can you provide a scenario of WF services case?

Michelle Mendez provided case example of mother lost job in May, was evicted in 4 days and will need assistance to help with children. Ms. Mendez provided the services that WF could potentially help with avoiding the eviction, resume resources and help with interview skills and childcare services for children while mom job search.

Announcements:

None

Adjournment -

The next board meeting is 12:00 noon **Tuesday, September 23, 2025**, at DSS – Professional Board Room located on the 1st Floor at 319 N. Graham Hopedale Rd., Burlington NC.

There being no further business, the meeting was adjourned at 1:10pm. Motion was made by Candy Snyder and seconded by Commissioner Ed Priola to adjourn the meeting.

Respectfully Submitted:

Carmen L. Morrow

Date Approved: _____