



# CICS

Supporting Individuals. Strengthening Communities.

## **CICS Governing Board Minutes**

**April 30, 2026**

**Community Resource Center**

**Hampton, IA**

**Board Members Present:** John Cochrane, John Derryberry, Andrea Dickerson, Bill Dodds, Lisa Heddens, Richard Lukensmeyer, Gary Rayhons, Dawn Rudolph, Julie Smith, Jenni Stevenson. **Members Absent:** Dennis Quinn, Deb Schildroth, Brandon Talsma, Christine Timmerman. **Staff Present:** Meghan Freie, Jen Sheehan, Russell Wood, Lisa Hill.

**Motion to approve the April 30, 2026 agenda. Motion by Smith, second by Lukensmeyer. All ayes, motion carried.**

**Russell Wood, CEO presented the updated CICS Table of Organization as well two updated job descriptions.** Wood explained what the roles of each Program Manager would be and how the addition of staff would help further district development. Wood stated that Jen Sheehan is a Program Manager at this time and will be moving into the community development role as Program Manager. The second Program Manager as well as the additional Project Manager will concentrate on client-related activities and services. Wood stated the budget does support the hiring of these positions.

**Motion to hire an additional Program Manager and backfill positions if necessary by Derryberry, second by Stevenson. All ayes, motion carried.**

**Motion to hire an additional Project Manager and backfill if necessary by Smith, second by Cochrane. All ayes, motion carried.**

Wood stated if CICS advertises to backfill any positions then he will also advertise for the SOAR position in that district.

**Motion by Cochrane, second by Smith to adjourn. All ayes, motion carried.**

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Lisa Hill, Recording Secretary

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Lisa Heddens, Board Chair

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