

THE BOARD BULLETIN

A Publication for the Information of the AACS Board of Directors

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“COO” / GRITS MANAGER LEAVING AACS

Rajen Shah Moving to Virginia

Rajen Shah, manager of Audubon Area Community Services Green River Intra-county Transit System and chief of operations and systems, has resigned, effective April 14th, to take a position in Roanoke, Virginia.

“Rajen has been a tremendous asset to this agency,” said Audubon Area executive director Ron Logsdon. “We are sad to see him go, but we wish him well and success.”

Shah joined Audubon Area in July 2000, bringing with him a diverse background in management and information technology. He implemented several cutting-edge software and hardware packages that allowed Audubon Area to run a more efficient transportation system, saving time, enhancing accuracy and reducing paperwork. Due to this increased efficiency, GRITS ridership grew thirty-one percent (31%) from 2003 to 2004 without an increase in funding from the state. He oversaw the implementation of similar efficiencies in the finance and technology departments as chief of operations (COO), a position he has held since July 2005.

During his tenure at Audubon Area, Shah was recognized nationally for his expertise in the field of transportation technology. He was one of only a select few invited to speak at the American Public Transportation Association’s 2004 annual conference in Atlanta, where he joined representatives from federal and state governments, the software industry and other corporate vendors to discuss how technology can increase efficiency and utilization. He also was featured in the November 2004 edition of the national weekly newspaper *Passenger Transport* and has been featured several times in regional newspapers.

“It has been my genuine pleasure and privilege to work for Audubon Area,” Shah said. “I have come to value and appreciate our staff, partners and Board members as we strive to fulfill our mission.”

AUDUBON’S SERVICE AREA

Audubon Area Community Services is one of twenty-three (23) Community Action Agencies in Kentucky. AACS principally serves thirty-four (34) western Kentucky counties in the Green River, Barren River, Pennyriple and Purchase area development districts. One of its programs, the Kentucky Intensive Services Program (KISP), provides statewide services.

INDIRECT STAFFING ADJUSTMENTS

Payroll Back to Finance

Key staff departures, namely the retirement of Human Resources Director Judy Grant and the departure of COO Rajen Shah, have necessitated certain changes in the configuration of AACS’ Indirect (administration) staffing.

First, AACS payroll staff will be returned from the Human Resources Department to Finance, where it has been for all but the past nine months of AACS’ history. Still, coordination with “HR” will be extremely critical. That will be achieved through payroll’s absolute accountability to the Chief Financial Officer (CFO) and the on-going coordination of information and services between the CFO and the new HR director, who will be hired as soon as possible — resumes are now being received. The HR director will now supervise the central office building maintenance as well as HR staff and operations as well as insurance services and disability compliance.

Second, the Information Systems/Technology Department will be under the direction of a new manager hired from among the existing “IT” team. The CFO will at least for the short run exercise a mentoring relationship with the new IT manager.

Third, the public information officer will become a direct-report of the executive director now that the “COO” position is being discontinued.

AACS’s FY2005 Audit Completed, *Finally*.

The Audit Review Committee and the Board will review the FY2005 audit at their March/April meetings. The audit was finally completed Monday, March 27, 2006.

BOARD MEETING-TIME SURVEY

Current Time Preferred?

Most of the respondents to date to the survey regarding AACS Board meeting times seem to prefer the current date and time of 5:15 p.m. (dinner) and 6:00 p.m. (meeting) on the *third* Tuesday of every even-numbered month.

Sixty (60) surveys were sent; but only nine (9) members have thus far responded. Seven of those prefer the current time and date. One prefers the board meet during the day. Another cannot meet in the morning or on any Tuesday.

If you would, please participate in the survey before April 15th. Contact Lydia Johnson, public information and outreach director: (270) 689-1758 or ljohnson@audubon-area.com.

AACS Current Events

30		April 2006					1
2	3 Child and Family Services Committee Meets 11:30 a.m.	4	5	6	7	8 Jack McCasin's Birthday	
9	10	11	12	13	14 Rajen Shah's Last Day Good Friday	15	
16 Happy Easter!	17	18 AACS Board Meeting 5:30 p.m.	19	20	21	22	
23	24	25	26 Chip William's Birthday	27	28	29 Early Childhood Field Day	

Sarbanes-Oxley Implications for NonProfits

In 2002, Congress signed into law the Sarbanes-Oxley Act as a way to enhance oversight of publicly traded companies' board of directors, a result of corporate scandals. While most of the act applies to the for-profit sector only, emphasis on nonprofit organizations is growing. Some states already have adopted similar legislation to increase board oversight of nonprofits. Nonprofits that voluntarily adopt the guidelines contained in the act will be well prepared if and when they are mandated.

Summary of key Sarbanes-Oxley provisions affecting nonprofits:

- Nonprofits should maintain an independent, volunteer audit committee to ensure the auditor's skills and reports are adequate and accurate.
 - Nonprofits should adopt policies to protect whistle-blowers. Policies are needed to deal with employee complaints and to prevent retaliation against the complainant, including demotion, suspension or harassment.
 - Chief executive and financial officers should be thoroughly versed in financial statements to ensure their accuracy.
- More on Sarbanes-Oxley at www.boardsource.org

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