



**Gulf Coast Community Services Association, Inc.**  
**Board of Directors In-Person Board Meeting**  
**9320 Kirby Drive | Tuesday | September 29, 2026 | 6:30 PM**  
**Zoom | Meeting ID: 813 0528 4304 | Passcode: 56400**  
**The member presiding over the meeting will be physically present at**  
**9320 Kirby Drive, Houston, TX 77054**

## **REVISED AGENDA**

**State of Texas}**  
**Counties of Brazoria,**  
**Galveston & Harris}**

NOTICE is hereby given for a meeting of the Gulf Coast Community Services Association, Inc. ("GCCSA") Board of Directors, Harris County, and State of Texas, to be held on Tuesday, September 29, 2026, for acting on the following:

- 1. Call to Order:**
- 2. Period of Silence:**
- 3. Roll Call & Confirmation of Quorum:** (OS 2.4, 5.5)
- 4. Adoption of Agenda:**
- 5. Comments from Public Speaker(s):**
- 6. Approval of Previous Minutes:** Board of Directors Meeting (August 25, 2026), Board of Directors Executive Committee Meeting (September 8, 2026)
- 7. Presentations:**
  - ❖ GCCSA's 2025-2026 Customer Satisfaction Survey Analysis and Report Presented by Tavis Thomas, Community Services Assistant Director (OS 1.3)
  - ❖ Analysis of GCCSA's Strategic Plan, Community Action Plan Outcome Goals and Targets, and Organization Wide Comprehensive Risk Assessment, Presented by Debra Fisher, Interim Chief Executive Officer (OS 6.5,9.3)
- 8. Interim CEO and Senior Management's Organizational, Programmatic, Operational, Governance, Human Resources Management, Community Engagement & Fiscal Updates** in accordance with *Improving Head Start Readiness Act Performance Standards* and Community Services Block Grant (OS 4.4, 5.9 & 8.7)
  - ❖ Financial & Credit Card Statements, Periods Ending August 31, 2026 (OS 8.7) facilitated by the Interim Chief Financial Officer, Angela Stephens
- 9. Discussion:**
  - ❖ GCCSA's Corporate Bylaws Bi-Annually Review (OS 5.5)
- 10. Action Items:**
  - A. Approval to Modify or Not Modify GCCSA's Strategic Plan and Community Action Plan Outcome Goals and Targets. (OS 6.5,9.3)
  - B. Approval of GCCSA's 2026 Organization Wide Comprehensive Risk Assessment (OS 4.6)
  - C. Approval of LanceSoft Inc. to Provide Temporary Center-Based Staffing Services at GCCSA'S HS/EHS Center
  - D. Approval of GCCSA's 2026-2027 Agency-wide Budget (OS 8.9)
  - E. Approval of 2026 Community Services Block Grant Budget Amendment
  - F. Approval of Two Additional Food Pantry Associate Positions to Replace Food Pantry Specialist Position
  - G. Approval of One Additional Human Resources Recruiter to Replace to Human Resources Specialist Position
  - H. Approval of Reserve Source International, LLC to Provide Executive Search Services for GCCSA's Chief Executive Officer Role



**11. Executive Session:** (Pursuant to Sections 551.071 and 551.074 of the Texas Government Code) Potential Legal & Personnel Matters:

- ❖ Legal: Early Head Start Slot Conversion Forecasting & Planning Update
- ❖ Legal: Gulf Coast Community Services Association, Inc. vs Moran Group: Contract Breach Update
- ❖ U.S. Equal Employment Opportunity Commission (EEOC) Charge of Discrimination by Achille Varricchio Former Contracted Temporary Staff (PrideStaff Staffing Company) Update
- ❖ Personnel Interim CEO's Annual Performance Appraisal and Compensation Review (OS 7.4 & 7.5)

**12. Action Items (continued)**

- F. Approval of Interim CEO's Annual Performance Appraisal (OS 7.4) and Compensation (OS 7.5)

**13. Comments from Board:**

**14. Adjournment:**