GULF COAST WORKFORCE BOARD, INC.
d/b/a CareerSource Gulf Coast
GENERAL MEETING
January 13, 2026

CareerSource Gulf Coast held an in-person and Zoom meeting / General Meeting at 10:00 a.m. (CST) on Tuesday, January 13, 2026.

Members Present:		Members NOT present:
Mr. Fred Croon	Mr. Jim McKnight	Mrs. Sheila Hauser
Mr. John Deegins	Mr. Ted Mosteller	Mr. Christian Johnson
Mr. Joey Ginn, Chair	Ms. Elinor Mount-Simmons (V)	Mr. Andy Hicks
Mr. Derrick Henderson	Ms. Rebekah Vassar	Ms. Alexis Underwood
Mr. Andy Hicks	Mrs. Alex Murphy (V)	Ms. Becca Hardin
Mr. Christian Karagiannis (V)	Mrs. Denise Kelley	
Dr. Cheryl Flax-Hyman		

Others in attendance in-person was Meghan Upfold and via zoom were Deborah Carty; and Florida Commerce Staff: Tameka Thomas & Tameka Austin.

CareerSource Gulf Coast board staff present: Mrs. Kim Bodine, Executive Director; Ms. Janine Dexter; Mrs. Maria Goodwin; Mrs. Angela McLane via zoom; Mrs. Becky Samarripa; Mrs. Shannon Walding; Mr. Corbett Hines; and Ms. Jessica Strickland.

The purpose of the meeting was to review/take action on the following items:

- **Consent Agenda Approval**
  - **Acceptance/Recission of Funds for PY 2025-2026**
  - **Approval of Budget Modification #3 for PY 2025-2026**
  - Financial Report ending 11.30.2025
  - **Approval of the November 13, 2025 Executive Committee & General Board Meeting minutes**
  - **Approval of the November 21, 2025 Executive Committee Teleconference Meeting minutes**
- **New Business**
  - **Approval of Direct Provider of Services Extension Request**
  - **Revision to Board Policies (BP: 25, 49, and 52)**

Old Business

- Marketing & Communication Report
- One Stop Services Report
- Regional Performance Report

- Acknowledgement of Form 8 Memorandum of Voting Conflict for County, Municipal, and Other Local Public Officers- There were none.
- Chair/Executive Director Report
- Public Comments

CALL TO ORDER: Chair Joey Ginn, Board Chair, called the meeting to order at 10:00am CST and it was confirmed there was a quorum by those in attendance at the meeting either in-person or via zoom.

INVOCATION AND PLEDGE OF ALLEGIANCE:

Mrs. Denise Kelley gave the Invocation and Chair Joey Ginn led the Pledge of Allegiance.

Approval of Consent Agenda:

Chair, Joey Ginn, inquired if there were any questions from the Board regarding the Consent Agenda and asked if any member wanted to pull any item from the Consent Agenda for discussion. No one requested an item for removal or discussion; he asked for a motion to approve the Consent Agenda as presented and approved by the Executive/Finance Committee.

A motion was made by Mr. Jim McKnight to approve the consent agenda as presented.
Ms. Rebekah Vassar seconded, and the motion passed unanimously.

NEW BUSINESS:

Approval of Direct Provider Services Extension Request

Chair Joey Ginn asked Mrs. Bodine to present this first agenda item: Approval of Direct Provider of Services Extension Request. Mrs. Bodine explained that CareerSource Gulf Coast is required to request an extension to act as a provider of direct services every 3 years, which would start July 1, 2026 and end June 30, 2029. She detailed that the requirements in order to obtain approval are: 1) provide a review of how directly providing services fits the board's business model and if any changes have been made 2) a review of the reasons for deciding to become a direct provider of services 3) a description of the firewall 4) identification of the grants from which the direct services will be funded, 5) a cost savings analysis and 6) a review and documentation of performance monitoring. The application/request must be approved by the local board, the region's chief local officials, and the governor through the State Workforce Board's approval.
Mrs. Bodine requested board approval of the item so she begin the approval process by the three county commissions. She explained that it is due in March, even though it's not in effect until July 1st. Since the state policy that guides this process is being approved in January, Mrs. Bodine indicated that there may be a request for changes by FL COMM or CareerSource Florida following their review and it will go to the state workforce board in June. Mrs. Bodine indicated that she would ask the board to agree to approval, understanding that unless substantial changes are made to the application it will not come back to the board.

Chairman Ginn noted that it seems like a recurring approval process and expressed hope that the process will move forward as planned; however, if the policy needs modifying, then it can be brought back in the Executive Committee for any substantial change. Mrs. Bodine offered to entertain any questions. There were none.

A motion was made by Mr. Ted Mosteller to approve the Direct Provider Services Extension Request as presented.
Mr. John Deegins seconded, and the motion passed unanimously.

Revision to Board Policies: BP 25, BP 49, BP 52

Chair Joey Ginn asked Mrs. Bodine to present the next agenda item: Revisions to Board Policies 25, 49, and 52. Mrs. Bodine explained that board staff are continuing to review policies one by one and updating them as needed as it is vital to keep up to date to ensure that they are aligned in compliance with state policy as state policies get revised, amended, and implemented. She also indicated that staff are struggling to keep up with new policies passed by the state, with approximately 16 policies passed over the past 12 months. She further explained that the policies coming forward today are required by WIOA funding and there is a need to differentiate WIOA funding from General Revenue, special grants, or other program funds. There have been small changes made to each of these policies to assure that it is understood the policies were originally approved for the use of WIOA funds, and the new language clarifies that when funded with other dollars, the eligibility and other portions of the policies do not apply and will be detailed in program guides specific to the funding used. She noted that each of these revised policies (BP 25: Self-Sufficiency Definitions; BP 49: WIOA Incumbent Worker; and BP 52: Customized Training) located within the agenda packet clearly highlight the changes that have been made on each policy in order to better clarify to ensure CareerSource Gulf Coast are aligned in compliance required by WIOA and state policies.

With there being no questions for Mrs. Bodine on this agenda item, Mr. Joey Ginn asked for a motion to approve revisions to Board Policies: BP 25; BP 49; and BP 52 as presented.

A motion was made by Mr. Jim McKnight to approve Revisions to Board Policies: BP 25; BP 49; and BP 52 as presented above by Mrs. Kim Bodine. Mr. Ted Mosteller seconded, and the motion passed unanimously.

OLD BUSINESS:

Marketing and Communications Report

Mrs. Becky Samarripa, Communications Manager, highlighted marketing efforts, which included involvement in community events as well as numerous hiring events and job fairs that were held October through December 2025. She highlighted the continued involvement in community events, like the ongoing Food Pantry distributions in Gulf County and the Tyndall AFB Checkertail Airman and Family welcome orientations; and in November, there was the Military Family Appreciation Day at Tyndall Air Force Base and Rebuild Bay County Holiday Services Fair. There were numerous promotions for Veteran Services, which she noted that the state of Florida was recognized as number one for the state with sharing available Veterans services with the community via social media. She noted that CareerSource Gulf Coast uses Veterans and Employment stats for the State and National Veterans Military activities, which they provide to ensure that the community's Veterans and military families are aware of the services available to support them.

She noted that CareerSource Gulf Coast is also involved with the Florida High School High Tech program in Gulf County and that they had their staff member, Kodi Linton receive the 2025 Rook Day of the year award from the ABLE Trust , which they highlighted to let the community know about the good work she's doing for the teens in Gulf County. She also noted that The Able Trust also did a feature on student, Zoe's career mission journey.

During this time frame, Mrs. Samarripa explained that CareerSource Gulf Coast promoted their two new Bay County locations at Haney Technical College and at Gulf Coast State College. CSGC also had success with their Paychecks for Patriots Job Fair in December, where 23 employers participated and they had a total of 223 job seekers of which 81 were military-affiliated, including 58 Veterans, 15 Military spouses, one dependent, and 7 who were transitioning. She also announced that the event, the 39th Annual Bay County Job Fair is coming up in early March. Mrs. Samarripa also encouraged members to read the November edition of Good of the Order, provided to them, where they can read all articles and publications.

Chair Joey Ginn thanked Mrs. Samarripa for her detailed Marketing and Communications report.

One-Stop Services Report

Mrs. Maria Goodwin gave an overview of the One Stop Services report in the agenda packet. In November 2025, there were 629 total One Stop visitors, with 2,125 total services provided and 562 job referrals issued. On the employer side, staff provided 441 employer services to 119 unique employers/businesses in the region.

Regional Performance Report

Mrs. Goodwin presented performance reports for their WIOA program, noting that they have 69 enrollments across different customer types. She detailed that of that number, there are 60 adults, 6 enrollments for youth, and 3 under fostering opioid recovery.

She noted that they have multiple different special projects or WIOA grants going on, and they've been getting encouraged/pushed to co-enroll eligible customers as much as possible. She explained that they may have one customer, but they may be serving them in multiple different programs in order to try to piece different things together for a client that will provide as much services as possible in an effort to make the client more successful. Mrs. Goodwin noted that they try to do that as much as possible; however, she emphasized the administrative burden that it puts on the case managers and finance team making sure that they are always in compliance because co-enrollment is more complex. Mrs. Goodwin noted that about 10 of those 69 current participants are co-enrolled in multiple grants as they are trying to provide everything that they can that the clients might be eligible for in order to comply with the state agency's request and hopes for better overall success for each client.

Chair Joey Ginn thanked Mrs. Goodwin for her well-detailed reports.

Acknowledgement of Form 8 Memorandum of Voting Conflict for County, Municipal, and Other Public Officers

Chair Joey Ginn noted to Board Members that there was no Acknowledgement of Form 8 Memorandum of Voting Conflict for County, Municipal, and other Local Public Officers

CHAIR / EXECUTIVE DIRECTOR REPORT

Executive Director, Mrs. Kim Bodine, explained that she wanted to briefly update for some of the newer attendees that CareerSource Gulf Coast had a security breach back in June of last year, where they were hacked and had almost all of the servers were encrypted for ransom. She explained that they have been working on figuring out how to best develop a new system/network in the most cost-efficient and most safety-conscious way. Mrs. Bodine then introduced their IT manager, Corbett Hines, to share his roughed-out plans of what CareerSource Gulf Coast plans to do.

Mr. Hines presented a PowerPoint presentation and explained that prior to the security breach event, CareerSource Gulf Coast had limited multi-factor authentication in the system and mostly had them for administrators like himself. He further explained that they weren't getting prompts frequently to authenticate as far as multi-factor prompts go. Currently staff have multi-factor authentication daily when logging into Microsoft utilizing Microsoft Authenticator or a text code to another device. A second goal is to reduce the attack surface in the network. He explained that prior to the security breach CareerSource Gulf Coast had centralized everything to their data center in Jacksonville, but that set up also creates an issue where a bad actor gets in and everything is linked in one space. He emphasized that it would be important going forward to segment the network and isolate it so not everyone is connected to one major hub. He explained that segmenting locations reduces the chance of a hacker getting into the entire system and isolates the threat to the site they infiltrate to some degree.

Mr. Hines also explained that another thing that CareerSource Gulf Coast is looking to do is replace some of their firewalls. He explained that they have had their current firewalls for about 5 years, which he emphasized from a technological perspective is old and he said while they are currently still supported, later this year they will be dropped and no longer covered by tech support or updates. He explained that this is why they are getting quotes for some modern replacement firewalls to get those in place.

Mr. Hines noted that all of these will help with trying to prevent outside people from getting in, like botnets or other foreign entities, but another priority for them is to revise their backup strategy protocol to make it more secure.

Mrs. Bodine thanked Mr. Hines for detailing out the rough plan that they have created. She explained that they are still hoping to make a recovery soon with some programs that they were locked out of because of the breach, including the state financial system. Since the breach, state staff have had to enter CSGC financial data (for purchasing) into the state management system. She noted that this has been a long process of learning how best to recover following the incident and they continue to work on it diligently and are close to having something that is both effective and efficient that will work well for the organization.

Chair Joey Ginn thanked Mrs. Bodine and Mr. Hines for their updates. Mr. Ginn then noted that in the next Board meeting, they are going to pass the slate of officers, but he announced that one of their Executive Committee members is attending his last meeting today and moving into retirement. Mr. John Deegins has been on the CareerSource Gulf Coast's Board since 2016 and had been on their executive/Finance Committee for five years now. He addressed Mr. Deegins with gratitude for his service to the board and to the Veterans and expressed he will be missed but blessed him with well wishes in his much-deserved retirement. He then presented Mr. John Deegins with a commemorative plaque thanking him for his service.

Mr. Ginn noted that they have two seats to fill on the Executive Committee since Mr. Deegins is retiring and also a vice-chair position open for a board member in the private sector to fill. He then asked Rebekah Vassar, Alex Murphy, and Jim McKnight if they will serve on the committee with him to appoint those individuals ready to present at the next meeting on February 17th.

GOOD OF THE ORDER

Articles to read are available in the shared agenda packet folder provided to the board and to others in attendance.

OPPORTUNITY FOR PUBLIC COMMENT

Chair Joey Ginn invited any public comment at this time. However, no public comments were made.

ADJOURNMENT

There being no additional business, Chair Joey Ginn adjourned the meeting at 11:03 am.