

## LCMH Board of Directors Meeting Minutes

Date: 06/15/2022

Start time: 5:05p.m.

Adjourned: 6:36p.m.

Board Members: Luke Jandreau, Mary Anne Lewis, Michael Feulner, Cindy Morin, Fred Ober, Chip Troiano, Sharon Menard, Saudia LaMont, Polly Manosh

Absent: Zach Williams

Staff: Michael Hartman, Jennifer Stratton, Bryanne Castle

Guests: n/a

Notes: Luciana Soares

Topic	Discussion	Action	Person Responsible
Approval of minutes	Mr. Troiano made the motion to approve the minutes from May. Ms. Menard seconded the motion with the correction of Michael's last name spelling. All approved.	<b>By unanimous vote the minutes from the May meeting were approved with the noted amendment.</b>	
Nominations of new board member	<p>Mr. Jandreau asked Mr. Feulner to present the new board nomination.</p> <p>Mr. Feulner said that Mr. Kirkpatrick was nominated by Ms. Menard then gave a quick overview of the board candidate's background. The group discussed the nominee's nomination.</p> <p>Mr. Feulner made the motion to approve Mr. Kirkpatrick to join the board of directors. Mr. Ober seconded the motion. All approved.</p>	<b>By unanimous vote Mr. Scott Kirkpatrick has been approved as a board member.</b>	
CEO Report	<p>Mr. Hartman said that he is thrilled to have Mr. Scott Kirkpatrick join the board of directors and to keep the connection of the agency with law enforcement. He also thanked the board for their ongoing support, including with the challenges of communications/meetings happening virtually.</p> <p>Mr. Hartman shared the CEO report.</p> <p>He said that grievance and appeals have been low. The grievances have been primarily for requests of services that we are not able to provide this time. He feels, however, that things are going to the right direction in many areas after 2 years of pandemic. He said that Ms. Stratton is working on revising the hybrid work policy, with clearer expectations of staff, thus maintaining a level of</p>		

flexibility now that we feel more comfortable with in person activities.

We are working toward having the buildings in better shape.

June has been showing a higher number of new hire orientation, an increase from past meetings, showing that we are coming out of the situation of staffing.

Mr. Hartman and Mr. Jandreau have joined a group from Vermont Care Partners, working toward wellness incentives/activities, bringing in a group called Lamoille Health Collaborative. The group expect to pick up the threads around substance use and mental health crisis, providing services for individuals that have been difficult to serve in the past. Part of that has been Copley Hospital and the interest of having a liaison member. The hospital said that they would be able to have one of their board members to be the connecting individual, if LCMHS did not have a member put forward. Mr. Hartman believes that we currently have a great relationship foundation with the hospital, and we can improve our services with this connection.

As of today, we have not heard from the grants we have applied for, we expect it will take an additional 6-8 weeks. We have heard from the state on the grant for construction and air conditioning for both group homes. Ms. Judy Rex (Sr Grant Manager) is also working on a grant that will help us re-stock our food shelf.

The Intensive Transition Supports (ITS) home being finalized in Johnson is still pending the sprinkler system permit, hopefully 10 days at most to have that inspection finalized. We have ordered materials and need to hire a few more crisis staff to be able to starts operations.

The annual point in time count of homelessness is listed on the CEO report. We still have approximately 50 adults and 15 children living in hotels, a number that went down from Covid numbers of 150 people (75 originally from Lamoille County). We are still able to continue to serve this population and we continue to try to provide the stability we were able to provide to

	<p>them during the pandemic. This program started in June 2020 for hotel rooms, but no services were originally provided. We were able to get services into hotels (with support of community partners) and be able to get individuals in a better health situation, both physical and mental health.</p> <p>Mr. Jandreau asked if the Copley Hospital board had an individual lined up for the liaison position. Mr. Hartman said that they had 2 individuals in mind to be able to do it. Mr. Feulner said he would like to discuss the liaison position with Mr. Jandreau and Mr. Hartman.</p> <p>Ms. Menard asked how soon the ITS home will have a resident. Mr. Hartman said that we expect to fill the house with soon after opening the units and clarified that the home is a post-crisis transition home, not a long term residence.</p>		
<p>Finance committee</p>	<p>Mr. Jandreau asked Mr. Hartman to present the financials.</p> <p>Mr. Hartman said that we are in a serious financial situation – not by doing anything wrong or illegal, and that he would be happy to describe it in detail if needed.</p> <p>We have been working with less staff each quarter since 2019 and now we have 20-25% less employees than back then. The payment structures in place were beneficial to us to be able to get close to our targets, however in the beginning of FY21 we started having additional challenges through now.</p> <p>We had services that we were not able to provide caught up with us, and the school contracts and ability to make the dollars we were able to make in the past decreased drastically. We came up short on about 60 adult contacts (4 or 5 adults short per month and 15 children per month during this calendar year) which caused DMH to collect the moneys we did not provide services.</p> <p>We are now working toward monitoring all billing processes and finding situations in which we might have done the services but billing being denied and not reposted by the system. We have contracted a consultant that has been helping us audit the system, dig through services provided,</p>		

	<p>and trace what kept us from collect on these services. At this point, we can only claim services from July and forward (6-month grace period).</p> <p>In addition, the staff pay raises that we put forward will not be covered in full (not retroactive from March) by the 8% state budget raise.</p> <p>We have the Paycheck Protection Program (PPP) loan dollars to cover the deficit, but we need to minimize the billing issues to be able to keep some of those dollars.</p> <p>Ms. Kimmerly asked if we have school contracts moving forward. Mr. Hartman said that yes, we have already recruited more behavior interventionists to cover some of the contracts we were not able to cover last year. We have also raised those school contracts \$ to cover the pay increase, and the school have complied.</p> <p>We expect to have the changes for this calendar year revised and show a better outcome for FY23.</p>		
Committees' reports	<p>Re: Adult Behavioral Health Standing Committee Ms. Castle said that it was nice to have a larger participation with a hybrid meeting, which was very productive and positive. We will continue with that format going forward.</p> <p>Re: Developmental Services Standing Committee Ms. Stratton said that Developmental Services did not meet.</p> <p>Re: Equity and Diversity Committee Ms. LaMont said that the E&amp;D committee met yesterday and discussed the survey being created for staff and to be distributed on staff day (July 15). The goal of the survey is to identify feeling of inclusiveness within staff and how to help the committee move forward with future actions. She also said that she will meet with Ms. Lewis and Mr. Jandreau regarding the upcoming training for the board and SLT.</p>		
New business	<p>Mr. Jandreau asked if there were any new or old business to be discussed. No other businesses were discussed.</p>		

	<p>Mr. Jandreau thanked for the information being provided by Mr. Hartman. He feels optimistic with the future outcomes of the agency.</p> <p>Mr. Jandreau asked about Staff Day. Mr. Hartman said that all board members are welcome to join employees on staff day, July 15<sup>th</sup> starting at 8:30am. Lunch will be served at 11:30am.</p> <p>Mr. Ober made the motion to adjourn the meeting. Mr. Feulner seconded the motion. All approved.</p>	<p><b>By unanimous vote the meeting was adjourned at 6:36p.m.</b></p>	
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