

LCMH Board of Directors Meeting Minutes

Date: 05/18/2022

Start time: 5:02p.m.

Adjourned: 6:39p.m.

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

Absent: Polly Manosh

Staff: Michael Hartman, Jim Heath, Jennifer Stratton, Bryanne Castle, Anne Paumgarten

Guests: Brittany Rhoads

Notes: Luciana Soares

Topic	Discussion	Action	Person Responsible
Nominations of new board members	<p>Mr. Jandreau asked Mr. Feulner to present the new board nominations.</p> <p>Mr. Feulner said that Ms. Kimmerly was nominated by Mr. Ober and Ms. Madden was nominated by Mr. Jandreau. The group discussed the nominees' experiences.</p> <p>Mr. Feulner made the motion to approve Ms. Kimmerly to join the board of directors. Mr. Ober seconded the motion. The group discussed the nomination of Ms. Susan Kimmerly. All approved.</p> <p>Mr. Feulner made the motion to approve Ms. Madden to join the board of directors. Ms. Lewis seconded the motion. The group discussed the nomination of Ms. Stacey Madden. All approved.</p>	<p>By unanimous vote Ms. Susan Kimmerly has been approved as a board member.</p> <p>By unanimous vote Ms. Stacey Madden has been approved as a board member.</p>	
Approval of minutes	<p>Mr. Williams made the motion to approve the minutes from April. Ms. Lewis seconded the motion with the following corrections:</p> <ol style="list-style-type: none"> 1) LCMHS Board members serve a maximum of 9 years 2) The grant received for the board training is \$4,500 <p>Mr. Feulner said that it should state "LCMHS Board members serve a maximum of 9 consecutive years".</p> <p>Mr. Ober also said that there was no committee created for new board nominations. Mr. Feulner said that a committee of one can be created if the board chooses so.</p> <p>There were discussions on rules on how a motion should be presented and discussions occur. It was agreed that members make motions, second it,</p>		

	<p>followed by any discussions, then finally the motion can be voted on and approved (or not).</p> <p>Mr. Troiano moved to accept the April meeting notes as amended above. Ms. Lewis seconded the motion. All approved.</p>	<p>By unanimous vote the minutes from the April meeting were approved with the noted amendments.</p>	
Introductions	<p>Ms. Madden and Ms. Kimmerly joined the conference. Introductions were made.</p>		
Presentation by Anne Paumgarten	<p>Ms. Paumgarten shared information on turnover data.</p> <p>Mr. Troiano asked if there was any data on new hires. Mr. Hartman said that we are seeing the return of employees due to the shift on pay rate, and other DA staff are interested in joining us. This is a change on shift from 2 years. We've had as many as 70 openings in the past without hiring new staff, only losing. In the last quarter we stayed even with the loss and hiring of staff. Recruitment has been improving.</p> <p>Mr. Feulner asked if older employees were retiring. Mr. Hartman said that only two that he could think of went from the agency straight to retirement during this period. However, others in retirement age chose to stay and work during the pandemic.</p>		
CEO Report	<p>Mr. Hartman shared the CEO report.</p> <p>Hartman said that we still have 10 days of May Mental Health Awareness month. We have employees join WLVB on Tuesdays to talk about our services. We will offer a mental health first aid (MHFA) training open to public and the Umatter training exclusive to our staff. Earlier this month we had a documentary screening on bullying called "The Upstanders".</p> <p>Study showed that people between 15 and 25 years old have the highest rates of anxiety and depression the past years. Patterns are that they don't recognize that they have symptoms of these conditions (ie. Bad sleep – depression symptom; felt anxiety with covid but were not aware that they might have had anxiety previously). Top five reasons they have not sought care include they state don't know where to go. Also showing fear</p>		

of being forced to take medication or being committed.

We are seeing therapists returning from private practice to the agency (3 individuals) with a sense of being part of a team versus the lone practice.

Hartman thanked Annie and other members of SLT members for the tremendous help with the grant sent yesterday. A Grant of \$2MM and \$4MM from SAMHSA, both if awarded would be available to the agency for 4 years. We are also working with other agencies to establish programs to take care of community that need inpatient care for children. This program should start in the fall in our building and serve 50 children.

The Intensive Transitional Support (ITS) home is 6 months behind schedule due to permits, delays, service. The building is almost ready. We have one third of the staff hired for the program.

We are also transitioning from Julia Sullivan, psychiatric nurse that is retiring - has been with LCMHS for 6 years - to Sarah Morse, that was practicing in Chittenden County. Morse starts regularly this week, 3 days a week. We are also going to take a part time nurse practitioner due to the volume of work needed. Also retired was Mimi Bernier, Nurse Director, but we were able to hire a replacement, Jo Oliver, who is starting in the end of May. These are usually challenging positions to hire, and we have been very lucky to hire these talents. We also had new hires joining our crisis team that has two upcoming retirees.

Hartman said that conversations continue with Copley Hospital on having a shared board member. He's been receiving some gently push from the hospital to move forward in the matter.

Covid has been still around as we see two to three employees or clients with a positive result daily, some for the second time. We are not out of the woods yet.

We are having challenging financial moments that will be shared by Mr. Heath. Some were expected due to raised salaries. We had an 8% increase on Medicaid rates – a historical approval by legislature – but that will keep us 11% behind of

	<p>our budget due to salaries. We will be using our PPP dollars to help cover the deficit.</p> <p>We have hired a billing expert to help us with our processes and to improve our performance.</p>		
Finance committee	<p>Mr. Heath said that we gave significant raises to support employees with the additional work of being short staffed, doing double duty, and to align the pay rates to the market. We are currently at \$687K in deficit.</p> <p>We are working in filling out open positions, and we believe it will get better. The vacancies help alleviate some of the financial situation.</p> <p>We are working on billing. A new software has been introduced by the government, and it has been challenging to produce the required reports. There are other unexpected expenses and initiatives such as the ITS home that is not generating any dollars while getting built and while we staff for the program.</p> <p>Success Beyond Six program is getting ready to receive the contracts for the year but we are short 12 Behavioral Interventionists for the full potential revenue from this program.</p> <p>If we fill the open positions, we will be able to bring the additional revenue from some of these programs to the agency.</p> <p>Mr. Jandreau thanked Mr. Heat for the clarity and narratives from the report provided.</p> <p>Mr. Troiano said that the years of negotiations and allocations from Medicaid have reached the top the legislature could provide but there may be options with additional substance abuse funds.</p>		
Equity and Diversity training	<p>Ms. Lewis said that she has interviewed the different presenters for the equity training and decided to go with Empower. Ms. Rex is moving forward with the process to secure the awarded grant.</p>		
Committee reports	<p>Mr. Jandreau asked if anyone would like to make any comments on the committee reports.</p> <p>Ms. LaMont said that the CYFS standing committee is trying to expand the number of members. If anyone knows of anybody that could join the committee, please let the CYFS Director</p>		

	<p>Robyn Daley know. It is very important to get more representation.</p> <p>Ms. LaMont also said she highly recommends the Mental Health First Aid training. It has a different format; the material is better presented. The training helps everyone understand people around us better. It gives people the tools to identify behaviors and how to engage or not to such behaviors.</p>		
<p>New business</p>	<p>Mr. Jandreau asked if there were any additional new or old businesses.</p> <p>Mr. Feulner asked if there was any update on the land in Hyde Park. Mr. Heath said that Luce Hill Appraisals reached out and he will move forward with the process.</p> <p>Mr. Feulner made the motion to adjourn the meeting. Ms. Lewis seconded the motion. All approved.</p>	<p>By unanimous vote the meeting was adjourned at 6:39p.m.</p>	