

## LCMH Board of Directors Meeting Minutes

Date: 01/19/2022

Start time: 5:00p.m.

Adjourned: 6:37p.m.

Board Members: Luke Jandreau, Fred Ober, Mary Anne Lewis, Sharon Menard, Michael Feulner, Cindy Morin, Saudia Lamont

Absent: Zach Williams, Chip Troiano, Polly Manosh

Staff: Michael Hartman, Bryanne Castle, Judy Rex, Jennifer Stratton, Jim Heath

Guests: Brittany Rhoads

Notes: Luciana Soares

Topic	Discussion	Action	Person Responsible
Approval of minutes	<p>Mr. Jandreau asked that the date on the meeting notes is fixed.</p> <p>Mr. Ober made the motion to approve minutes. Ms. Lewis seconded the motion. All approved.</p>	<p><b>By unanimous vote the minutes from the December meeting was approved.</b></p>	
Presentation by Judy Rex	<p>Ms. Rex presented the overview of the CCBHC grant application: goals, opportunities and challenges.</p>		
CEO Report	<p>Mr. Hartman shared the CEO report.</p> <p>The final pieces of re-designation are in motion and consist of meetings with each division's standing committees. The agency managed to come through the process quite well with few adjustments. We received an extremely positive report from community partners. We don't expect concerns coming forward and will be re-designated for another 4 years, with a review in 2 years. A final letter from the state should be available by the end of March.</p> <p>Mr. Jandreau said he had a very good impression of that the call that Mr. Hartman hosted for staff.</p> <p>Re: Covid Mr. Hartman said that the past 2 weeks we have a high number of staff out due to positive or exposure cases, many in residential facilities. Some BIs went to help covering shifts for residential staff. We have reasonable hope that we 'could' be over the hump of this challenge. Staff is definitely exhausted with the situation.</p>		

	<p>We were able to offer staff an end of the year bonus to staff with some state money, while 2/3 of the bonus came from the agency.</p> <p>There has been a strong movement from the state with possible gain of additional dollars to payout staff for the remainder of the year. We still can't say what the figure would be but we have solid support from our county delegation. DAIL and DMH to support the bills that are moving within the house.</p> <p>Recruitment has been very difficult but the numbers are very slim. Yesterday we had a Crisis Specialist accept the job for our liaison position with Howard Center and with law enforcement.</p> <p>Next month Annie Paumgarten will present the results of the staff satisfaction survey. The biggest problem shown is the salary. In general, staff feel good about their jobs and their performance.</p> <p>He said that he is thankful for the senior leadership team, Brittany, Luciana and all staff for the hard work for the past 24 months. We continue to do services, managers and staff really stepped up, and he feels it's time to give back to employees.</p>		
<p>Finance committee</p>	<p>Mr. Heath said that the Finance committee met yesterday (1/18/22)</p> <p>Gain for October/November was Down to \$87K from over 250K in QA1. Staff are entering their notes late and billing is being delayed. He is working with Annie Paumgarten to make sure those notes are done in time.</p> <p>Due to the fatigue and shortage of staff there is not enough staff to do all the possible billing as they are stretched thin to perform at full staff level.</p> <p>Those factors are affecting our financials, even with all challenges and the ability of staff to support each other, we are still in a good place.</p> <p>Mr. Heath shared a report on investments with the finance committee, he is checking the funds 3x a week. The goal is to invest funds in staff's education.</p>		

	<p>Mr. Jandreau asked board members to start thinking about how we can be more attractive to bring more employees, what we could do to take care of our staff. He would like to get this conversation started and get processes in place. Mr. Feulner seconded Mr. Jandreau in this effort and how the board can help put some action to support these efforts.</p>		
Equity and Diversity Committee	<p>Ms. Lamont said that the committee had a good conversation about self-care and how the group can be creative to support people in the agency and within the community. How to help people prioritize their care to be able to help others.</p> <p>Ms. Soares said that this was brought up at the first Wellness committee meeting and will work on connecting the groups to work on self-care opportunities and challenges together.</p> <p>Ms. Lewis said that she connected with Ms. Rex to look into grants to cover the Equity training for the board. Ms. Rex said that she found one grant that might be an option and will follow up.</p>		
Standing committee meetings	<p>Mr. Hartman said the CYFS services have been gone up, and the number of BIs are still short, not covering the need in the community.</p> <p>We've been trying to be creative and maximize the staff we have and serve the community.</p>		
New business	<p>Mr. Jandreau said that the board sub-committees should be revisited. We should consider bringing back the Governance and the Community Engagement committees and bring participation in that. He plans on participating more on the other committees to be able to educate himself.</p> <p>Ms. Soares gave a quick overview of the Board Intranet that she has been working on. All documents from the current Board Portal are being migrated. Once the intranet is ready, she will send an email on how to access. It should be ready in a couple of weeks.</p> <p>Mr. Feulner asked for a motion to be appointed to the finance committee. Mr. Ober moved the motion to have Mike Feulner as a member of the</p>	<p><b>By unanimous vote Mr. Feulner was approved as a member of the finance committee</b></p>	

	<p>Finance Committee. Ms. Lewis seconded the motion. All approved.</p> <p>Mr. Feulner said that Ms. Lamont was recognized on the News and Citizen and he wanted to bring that up to the group.</p> <p>Ms. Ober made the motion to adjourn. Ms. Lewis seconded the motion. All approved.</p>	<p><b>By unanimous vote the meeting was adjourned at 6:37pm.</b></p>	
--	---	--	--