

LCMHS Board of Directors Meeting Minutes

Date: April 21, 2021

Start time: 5:00pm
Adjourned: 6:26pm

Board Members: Mike Feulner, MaryAnne Lewis, Luke Jandreau, Fred Ober, Sharon Menard, Polly Manosh, Zach Williams, Sadia Lamont

Absent: Chip Troiano

Staff: Michael Hartman, Jennifer Stratton, Jim Heath, Sherry Jones

Notes: Luciana Swenson

Topic	Discussion	Action	Person Responsible
Introductions	Mr. Feulner commended Saudia Lamont and Sherry Marcelino for their presentations the previous month.		
Approval of minutes	Mr. Ober made the motion to accept the minutes from March 2021 as presented. Mr. Williams seconded the motion. All approved.	By unanimous vote the minutes of March were approved.	
Supported Employment by Sherry Jones	Ms. Jones gave an overview of LCMHS Developmental Services Supported Employment Program. Video: https://www.necn.com/news/local/famous-vermont-brewery-praised-for-hiring-workers-with-disabilities/2403524/		
CEO Report	<p>Mr. Hartman asked if there were any question regarding the CEO report.</p> <p>We still don't have the final numbers but we were able to serve more clients in March than in the recent past.</p> <p>We had several challenges with children's services as schools would move from in person to online to hybrid. Currently, we can start discussing a post-pandemic plan.</p> <p>We are looking at structural changes as we expect increase of services even with funding being available through the American Rescue Plan Act, and we are still challenged with recruiting.</p> <p>We have been discussing with police departments on how to provide more support on calls that involve</p>		

	<p>substance use (or misuse) as these situations have increased since the beginning of the pandemic.</p> <p>We will start having a small ad on News & Citizen with our crisis contact number.</p> <p>We are working with other DAs around the idea of creating a residential program for Developmental Services to support crisis. Currently there are only 2 crisis beds for DS in the whole state.</p> <p>We continue to have a successful collaboration with the homeless in motels. Unfortunately, with the suspension of Johnson & Johnson Covid-19 vaccine we were not able to provide vaccines to this population yet, as the J&J was approved to be used by Genoa Pharmacy.</p> <p>Staffing recruiting and/or replacement continues to be a challenge.</p>		
<p>Finance Update</p>	<p>Mr. Heath said that he feels very confident with how the budget to actual numbers are very close. Programs are doing well and the only one in the red is Alcohol and Substance Abuse Prevention (ASAP).</p> <p>We expect to present a budget for the next fiscal year FY22 to the board next meeting.</p> <p>Children’s department revenue continues to improve.</p> <p>Mr. Feulner spoke to the annual discussion at the end of each fiscal year regarding allocation and/or distribution of any appropriate bonuses for staff. Mr. Williams said they would like to have this dialog at the next Finance Committee meeting. Recommendations are to fund by tiers. Mr. Hartman said that the PPP load fund is still available but we are waiting for resolution on if the loan will or will not be forgiven. The union negotiations are still ongoing but one of the proposals is a one-time adjustment in comparison to market pay, that will also include managers, and consider years of service and experience.</p> <p>Mr. Ober made the motion to give the authority to the Finance Committee to, when the committee has sufficient knowledge of how the agency is doing financially, and if the union negotiations allows them, to make the decisions of dispersing funds and authorizing bonuses for staff, if it feels financially</p>	<p>By unanimous vote the motion was approved as noted.</p>	

	responsible to the committee. Ms. Lewis seconded the motion. All approved.		
Racial Equity & Diversity Committee	Mr. Feulner said that Ms. Lewis agreed to lead a sub-committee for Racial Equity and Diversity with the participation of Ms. Lamont. Mr. Hartman suggested that they join the agency's committee and streamline the work already being done.		Ms. Swenson will invite Ms. Lewis and Ms. Lamont the next time the committee meets
Golf Tournament Update	Ms. Manosh said that the Tournament set for August 7 th has 10 sponsors. Need 28 more players. She will be sending out calling for more sponsors by June 1 st . In June will start contacting sponsors to send the donations.		
New Business	Mr. Feulner asked board members regarding the return (date still not determined) to in person meetings. Ms. Manosh said that is important to connect and meet in person when is safe for all.		
Adjourn	Ms. Lewis made the motion to adjourn the meeting, seconded by Ms. Menard. Motion passed.	By unanimous vote, the meeting was adjourned at 6:26pm.	