

LCMH Board of Directors Meeting Minutes

Date: 04/20/2022

Start time: 5:02p.m.

Adjourned: 6:44p.m.

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

Absent: Chip Troiano, Zach Williams

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

Guests: Brittany Rhoads

Notes: Luciana Soares

| Topic | Discussion | Action | Person Responsible |
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| Presentation by Anne Paumgarten | Ms. Paumgarten shared additional information on client, services, and staff data. | | |
| Approval of minutes | Mr. Ober made the motion to approve minutes from March. Ms. Lewis seconded the motion. All approved. No discussions. | By unanimous vote the minutes from the March meeting were approved. | |
| CEO Report | Mr. Hartman shared the CEO report. May is Mental Health Awareness Month and we will have a variety of activities coming up, including a job fair. Miranda Young (CYFS Outpatient Director), Bryanne Castle (Adult Behavioral Health Director), Anne Paumgarten (Quality Director) and Michael Hartman attended the National Conference in Washington DC. Usually there are several topics during this conference but this year there were several conversations involving how to help staff recover from Covid (trauma, burnout, exhaustion), as well as clients, parents, families, etc. Also discussed was the economical situation of staff, funding for services. Copley Hospital is ready to have one of our board members serving in their board as the liaison between the boards. Ms. Menard said that her term is coming to an end soon and she would not be eligible for the position. Mr. Feulner said that we are in need of recruiting new members as Ms. Menard will be done this year, Mr. Ober next year. LCMHS Board members serve for 9 years. Members asked Mr. Hartman to approach Copley | | |

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| | <p>Hospital's board members to possible have the liaison come from their group. Mr. Jandreau said that Ms. Stacey Madden is interested in returning to the LCMHS Board.</p> <p>We have sent the HRSA grant (\$500K/year for 4 years) last night. Our Grant Manager Ms. Judy Rex is also working on the CCBHC grant due mid-May. And also working on a grant from Sen. Sander's office for children support. The HRSA grant is bringing together various partners to play a role in the services that will address opioid use.</p> <p>We will have our annual staff appreciation day on July 15th and the invitation is extended to the board.</p> | | |
| Finance committee | <p>Mr. Jandreau asked Mr. Heath to present the financial report.</p> <p>Mr. Heath provided a document with an overview of the \$400+ deficit, affected by the staff pay increase and the shortage of services in CYFS. He said that March is being closed and he expects to see an improvement on the finances.</p> <p>Mr. Heath did an analysis comparing last year and this year and noticed an increase of benefits expenditure and he believes it might be associated with staff health care. He will do some additional analysis and report later.</p> <p>The budget to actual is showing the expected, and Mr. Heath expects to end up the year in the black.</p> <p>The investment account is showing a slight loss of \$20K, which is following the current market trends.</p> <p>We have been working with grants and figures for the upcoming application.</p> <p>Mr. Heath is also working on next year's budget and reviewing school contracts for the upcoming year.</p> | | |
| Standing committee meetings | <p>Ms. Lewis said that thanks to Ms. Rex' help we received a \$4,400 grant for equity and diversity training.</p> <p>Ms. Lewis has received a proposal from Creative Discourse for a 3hr Equity Workshop in late</p> | | |

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| | <p>summer or early fall. Two other companies, Tangible Development and Empower were also requested to send their proposal.</p> <p>Mr. Jandreau said that the training would include the board and SLT, and hopefully find a format to accommodate the whole group.</p> <p>Mr. Feulner asked if the topic of gender identity can be included to the workshop.</p> <p>Ms. LaMont said that she has contacts on LGBTQAI+ trainings and will forward to Ms. Lewis. She does work with WCC and they recently worked on a project around the Power and Privilege Wheel (self-assessment).</p> | | |
| <p>New business</p> | <p>Mr. Jandreau asked if there were any new businesses.</p> <p>Mr. Jandreau will request Ms. Madden to share her resume or bio to be shared with the board. She will also be invited to the next board meeting.</p> <p>Mr. Jandreau asked the group if they would be interested in meeting in person. Mr. Hartman said that we are working on sound proofing the conference room. It should be ready for the June meeting. If the room is ready in time for the May 18th meeting, Ms. Soares will let the group know.</p> <p>Mr. Jandreau said that the presence of the agency on social meeting is great to see and maybe we should consider recruiting for the board of directors. Mr. Feulner said that the screening of individuals would be key. Ms. Lewis said that meeting with the CEO was helpful in making her decision to join.</p> <p>Ms. Lewis suggested to create a nominating committee. She also said that she would like to consider an ex-employee to join the board but was not sure if that would be acceptable or too soon. Mr. Hartman supported the idea.</p> <p>Mr. Feulner suggested that he would move from the Finance Committee to the Nomination Committee. His role would be to screen, meet with and make recommendations of future board members. The board would make the final decision on the acceptance of new members. Ms. Morin volunteered to help.</p> | | |

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| | <p>Mr. Jandreau ask each board members to bring one person of interest to approach for the board by next meeting.</p> <p>Mr. Hartman said that it is a pleasure to work with this board and the support they give to the agency. Since January we have turned around in staffing. We had 9 people left the agency and we have hired 19 individuals.</p> <p>Ms. Morin made the motion to adjourn the meeting. Mr. Feulner seconded. All approved.</p> | <p>Board members will bring one recommendation of future board member.</p> <p>By unanimous vote the meeting was adjourned at 6:44p.m.</p> | <p>All Board of Directors</p> |
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