



**BOARD OF DIRECTORS REGULAR MEETING MINUTES
October 23, 2024**

Present: Michael Humphries, Chairperson; Susan Fortney, Vice Chairperson; Rebecca Pasko; John Burkardt; Pam Ray; LaMar Frederick; Becca Curley; Dawn Asper; Naomi Stoner; Ken Papenhagen; and Deb Staelgraeve

Excused: Catherine Bernhold, Secretary

Absent:

Staff: Lisa Graham

Guests: 7 guests were present

I. CALL TO ORDER

The Board Chair, Mike Humphries, called the meeting to order at 6:00 p.m.

II. ROLL CALL

Roll Call confirmed a quorum existed.

III. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Mike Humphries.

IV. CONSIDERATION TO ADOPT THE DRAFT AGENDA AS PRESENTED

Mike Humphries requested to add Board Member Announcements prior to adjournment.

Ken Papenhagen moved to adopt the draft amended agenda as presented. Becca Curley supported. Motion carried unanimously.

V. CONSIDERATION TO APPROVE THE MINUTES FROM THE OCTOBER 16, 2024 BOARD MEETING AND WAIVE THE READING THEREOF

John Burkardt moved to approve the minutes for the October 16, 2024 Board Meeting with an amendment to the Board Member Announcements and waive the reading thereof. Pam supported. Motion carried unanimously.

VI. BOARD MEETING EVALUATION REPORT

Pam Ray explained how the Board Evaluation tool is scored using the Likert scale. A paper copy will be provided at the Board table for anyone that wants to complete the evaluation and submit following the board meeting. For others, an evaluation can be completed electronically and to remain anonymous do not click on "reply all" when submitting your evaluation.

VII. PUBLIC COMMENTS

There were no citizen comments.

VIII. PRESENTATIONS, RECOGNITION, AND CELEBRATIONS

- a. Human Resources Report – Jim Brown, Chief Human Resources Officer, presented FY2024 indicators that included data for new hires, terminations, staff retention rate, current vacancies, grievances, exit interviews, corporate training, and community outreach.

Jim Brown provided a brief overview of the exit interview process and data from February 17, 2023 to October 8, 2024. When a staff leaves the organization for any reason they are put in contact with HSD Metrics, a third party, who conducts an exit interview directly with staff. HSD Metrics conducted 24 exit interviews during the timeframe. In review of the data, Jim commented that there weren't any data trends and highlighted that most of the staff departed were due to personal reasons that are not identified and that 83% of those departed would recommend MCMHA to others for employment. Jim commented that we have been working with our staff on employee wellness and having an environment for work life balance. What we have put in place speaks to what is shown in the data. Overall, the feedback and information received from HSD Metrics is that we are doing well with retention.

Rebecca Pasko commented that these are great numbers.

Mike Humphries commented that the most important statement is departing staff recommending MCMHA to others for employment.

IX. BOARD COMMITTEE REPORTS

a. Committee Chair Reports

- i. Bylaws and Policy – Pam Ray commented that the minutes were written well and contained the process for both the monthly evaluations and annual evaluation. A workshop will be held in February to discuss the annual evaluation.
- ii. Community Relations – Rebecca Pasko commented on Revel's presentation to the committee. Revel covered what they have done and suggested items to consider. Once the committee has reviewed, the items will be brought to the Board for consideration.

Lisa Graham approved a three-month community awareness campaign that will go from October through December of this year. The intent is to bring community awareness now that we are a CCBHC, have a crisis mobile unit, and an updated agency website. There are great things happening and we want the community be aware. There will be a billboard, digital ads, posters, and yard signs. These are just some of the things the campaign will focus on.

LaMar Frederick asked what the 800 number was in case of an emergency. Board members commented it is located on the agency website and is 1-800-273-8255.

- iii. Performance Evaluation – Mike Humphries commented that the committee met with Lisa Graham and listened to her quarterly self-evaluation. The committee feels we are on time and prepared for the CEO evaluation.

b. Motion to Place on File All Written Committee Reports

Pam Ray moved to place on file all written committee reports with an amendment to the Bylaws & Policy Committee minute attendance. John Burkardt supported. Motion carried unanimously.

Written reports placed on file were Bylaws & Policy; Community Relations; and Performance Evaluation.

Mike Humphries appointed Deb Staelgraeve as the Secretary Pro Tem.

X. ITEMS FOR BOARD CONSIDERATION

- a. **Motion to Approve the Consent Agenda Less Item _____.**
- i. Service Contracts as Presented
 - ii. Administrative Contracts as Presented

LaMar Frederick moved to approve the Consent Agenda as presented. Ken Papenhagen supported. Discussion followed. Roll call: In favor: Staelgraeve, Papenhagen, Stoner, Asper, Pasko, Fortney, Humphries, Burkardt, Frederick, Curley, and Ray; opposed: none; motion carried unanimously.

- b. **Motion to Approve the Provider Stabilization Pass-Through from the PIHP for Quarters 3 and 4**

Becca Curley moved to approve the provider stabilization pass-through from the PIHP for quarters 3 and 4. LaMar Frederick supported. Discussion followed. Roll call: In favor: Staelgraeve, Papenhagen, Stoner, Asper, Pasko, Fortney, Humphries, Burkardt, Frederick, Curley, and Ray; opposed: none; motion carried unanimously.

- c. **Motion to Approve a 10-Year Lease Agreement Between MCMHA and Monroe Center LLC for the Property Located at 393 North Telegraph Road, Monroe, MI 48162**

Pam Ray moved to approve a 10-year lease agreement between MCMHA and Monroe Center LLC for the property located at 393 North Telegraph Road, Monroe, MI 48162 with a rent starting January 1, 2025. John Burkardt supported. Discussion followed. Roll call: In favor: Staelgraeve, Papenhagen, Stoner, Asper, Pasko, Fortney, Humphries, Burkardt, Frederick, Curley, and Ray; opposed: none; motion carried unanimously.

- d. **Motion to Approve the Purchase of Property Located at 2867 2nd Street, Monroe, MI 48162 in the Amount of \$220,000 with the Option to Finance at a Later Date**

The motion was withdrawn from the agenda.

Lisa Graham commented that the inspection for the property outlined a number of issues. Leadership and the maintenance supervisor reached out to Dave Swartout to review the inspection report for guidance and feedback. There were a number of issues remediated on this home. A counteroffer was submitted and as predicted the offer was not accepted. Paperwork to receive earnest money has already been signed as we will not be pursuing this home.

Lisa Graham commented that Dave Swartout asked to attend reviewing future potential group homes and would be interested in any ad-hoc committees to assist with finding a home.

XI. AUTHORITY AND REGIONAL POLICY REVIEW/APPROVAL

- a. **Motion to Approve the Authority Policy, Procedure, and Exhibits as Presented**

- i. Policy: N/A
- ii. Procedure: N/A
- iii. Exhibit: N/A
- iv. Rescind: N/A
- v. Relocate: N/A

There was no Authority policy, procedure, or exhibits to approve.

- b. **Motion to Approve the Regional Policy, Procedure, and Exhibits as Presented**

- i. Policy: POC7058 Advance Directives DNR Orders Policy
POC7086 Consumer Employment Policy
POC7067 Diagnosis and Clinical Formulation Policy
POC7067 Access System Policy
- ii. Exhibit: N/A

Pam Ray moved to approve the Regional Policy, Procedure, and Exhibits as presented. Susan Fortney supported. Motion carried unanimously.

XII. RELATIONSHIP WITH REGION, COUNTY, AND OTHERS

- a. Regional PIHP Board Meeting – Minutes from the October 9, 2024 meeting were included in the Board Packet.
- b. CMHAM Policy and Legislation Committee Report – Did not meet.

Mike Humphries attended the CMHAM Fall Conference this week and commented that a takeaway was that money is going to be tight.

Lisa Graham commented that Alan Bolter spoke at the MCMHA Town Hall and said that as well. There is a shortfall with Medicaid and the number of eligibles and those eligibles that are in the Medicaid Plan First bucket. Depending on who is in what Medicaid bucket is how much you get. If they are in the Medicaid Plan First bucket, then we get no funds but still must provide services. It is meticulous to run reports and help a person file for an appeal with Medicaid. This was discussed at the conference. The action alert at the Town Hall was to reach out to your legislature to fix this issue. It is a huge administrative burden that MDHHS could fix quickly for CMHs. We are not asking for more money, the funds are there, it is that people getting back onto Medicaid have been put into the incorrect Medicaid Plan.

Pam Ray suggested for Lisa Graham to follow up with Alan Bolter. The amount of people that have lost their ability to get services is a terrible and extremely concerning.

Mike Humphries suggested to send a letter to SAMSHA as that is who MDHHS reports to.

VIII. ITEMS FROM THE CHIEF EXECUTIVE OFFICER

- a. Chief Executive Officer's Report Included an Update on: Employee morale, contract negotiations, finance staff, Bridgitte gates as the new Chief Operations Officer, River Raisin Clubhouse, Behavioral Health Urgent Care, CMHPSM cost settlement, community events, new leadership at Oaks of Righteousness, I See Grey with Class and the Community Coalition collaboration, and giving back with an agency food drive.

Becca Curley asked for an update on the MDHHS Contract. Lisa Graham commented that she is continuing to work with Linda Needham, and they have not yet been able to meet.

XIII. NEW BUSINESS

There was no new business.

XIV. PUBLIC COMMENTS

There were no citizen comments.

XV. BOARD MEMBER ANNOUNCEMENTS

Pam Ray commented on being available for one Board Meeting in December and that the Town Hall was a wonderful event. There was a good mix of people, and the positivity of the group was enjoyable. Pam thanked the staff that pulled the Town Hall event together and to those that recognized consumers with awards.

Becca Curley concurred with Pam's comments on the Town Hall. It was nice to have all the different areas engaged with staff. It was awesome.

LaMar Frederick shared his concerns with the comments on the September 25, 2024 Board Meeting Evaluation Report. We as a Board have to do better. LaMar also commented that when reviewing contracts that we need to separate internal operations from our duty as a Board member.

John Burkardt shared his disappointment with the comments from the September 25, 2024 Board Meeting Evaluation Report. There were only 8 of 12 responses. John commented on being pleased with how productive the meeting with Oaks of Righteousness went.

Susan Fortney commented that the Executive Committee did not have the opportunity to review the September 25th Board Meeting Evaluation Report. Susan also apologized for not being able to attend the Town Hall due to a funeral and reminded everyone that November 5th will be here soon.

Rebecca Pasko commented that she thought there was to be a review of clinical documentation at today's Board Meeting and that if we are going to get an evaluation report then she would like to see them.

Lisa Graham commented that the first Board Meeting is focused on finance and any anything else that would be for board consideration. The second Board Meeting is to have quarterly reports for Human Resources, Clinical, Operations, and the Strategic Plan. Rebecca commented that she did not get that information during the vote.

Dawn Asper commented on not being able to make the Town Hall. Dawn mentioned that when the Board voted that we were told that finance and clinical would happen every month. Those are the two most important to me. This is not good that we voted on something again and it is not what people thought it would be. Dawn feels there is an issue with not having a consensus. Dawn commented that Community Relations talked about utilizing the agency Facebook page when there is an event and to pin it at the top of the feed.

Naomi Stoner requested that a time limit be implemented for Board Member Announcements.

Deb Staelgraeve commented that the Town Hall was amazing. The first gentleman that spoke did a phenomenal job. It was great event and Aaron Lavender did a great job. Kudos to those that received awards.

Lisa Graham commented that the Town Hall is her favorite part of the year.

Mike Humphries commented on the review of the Board Meeting agendas for the next three months. Mike was happy to hear how well the Town Hall went. Mike also commented that there have been some issues with receiving mailed Board Packets prior to a meeting. Due to timeliness, the Board Packets will be posted electronically on the agency website as normal, and packets will no longer be mailed. Board Packets will be made available at the Board table for each meeting.

XVI. ADJOURNMENT

Mike Humphries adjourned the meeting at 7:31pm.

Submitted by,


Deb Staelgraeve
Board Secretary Pro Tem

LG/dp
10/31/24

