Counseling Services of Addison County, Inc.

Board of Directors Minutes

October 8, 2015

Board Attending: Beth Davis; Barbara Doyle-Wilch; Mike Furey; David Hallam; Lewis Holmes; Gary Margolis; Len Rowell; Joanne Scott; Ted Tighe

Staff Attending: Bob Thorn; Bill Claessens; Alexa Euler; Ann Kensek, recorder

Barbara called the meeting to order at 4:35.

Bob: Happy Minute- Shared the letter of commendation from the State Quality Review for CSAC program Community Associates, Greg and his management group. “Community Associates has a history of providing person centered and quality services.”

Approval of the minutes of the September 10 meeting – Gary moved and Len seconded. Vote called and passed.

As a part of communications with the auditors, changes to the Executive Director’s Employment Agreement were made, with the intent and number being the same and the timing different. “The Board directs CSAC to establish a $20,000 payable in FY 15 to partially fund a $50,000 ‘Executive Director’s Employment Agreement’ for Bob Thorn, and to establish additional payables totaling $30,000 over the next two fiscal years to fund the balance of $50,000 Employment Agreement. The Board also authorizes CSAC to set-up a separate bank account to hold funds for the $50,000 Employment Agreement until paid out to Bob Thorn.” Gary moved to accept the changes and David seconded, vote called and passed. Gary moved to accept the changes and David seconded, vote called and passed.

Announcements:

Bob passed around information on the George Bellerose Exhibit at the Vermont Folklife Center, with an opening reception on September 11th. George has been a huge support for CSAC programs and it was recommended that some Board members attend.

Len talked about the plan for the Annual Meeting scheduled for November 12th. CSAC is moving away from the typical, formal annual meeting to one that is joyous and programmatic. He outlined the program plan and talked about the storytelling aspect of the meeting.

The Board retreat will be January 14th at the Middlebury Inn from 9:00 AM to 3:00 PM.

Barbara talked about her experience at the Common Good Vermont meeting for non-profit boards at Carol’s Hungry Mind Cafe. It was an excellent time to talk with other boards about recruitment of new board members and assessment of board performance.

Bill explained the Certified Community Behavioral Health Clinics grants. Vermont was chosen but then declined because the amount offered was far below the original amount.

The Vermont Health Care Innovation Project, which also has grant funding is still going and can help. The grants are to come up with alternative funding for adults, similar to IFS. CSAC is looking at goals and partnering with the state. Bob praised Bill’s initiative in working on this.

Bob described the re-designation process that will begin in December of this year. Barbara led the board through the survey of board members for re-designation process. The CSAC board will forward an aggregated summary of responses to the re-designation committee.

Louise noted that we need to find a way to discuss the integration of primary care health service and CSAC service notably the sharing of health information. Discussion of the issues followed.

Financials: Bill showed the Board the dashboard, Operating Statement and Balance Sheets for July and August and reviewed them.

Brief discussion on the audit- it went well and the audit team will present their findings at the December Board meeting.

Alexa: HR announced changes in insurance and wages. Cigna came to talk to staff. Some people are unhappy, but most are happy with the changes. Barbara complemented Alexa on the great detail and work that went into this change.

Committee reports: FAC: Beth Davis reported that Keith Grier attended the last meeting and discussed outcomes and process of creating indicators of success. They’ve put together a survey they’d like to use; - it’s tough to measure outcomes for people with developmental disabilities.

Executive Director’s Remarks: Bob showed the Board an article about integrated care and how it’s changing. Focus on advocating for wellness and integrated care. Discussion on how we measure the health of consumers and the “My Health” software. Lots of issues to discuss- cost, getting people engaged, etc. Alexa is excited about using it as a staff benefit. Discussion on using it with clients and whether clinicians would be interested in using it.

The board voted on whether to disclose the names of the Consumer/Family Representatives.

Gary moved not to disclose the names, Ted seconded. 8 voted “aye” and one member abstained. Vote called and passed.

The meeting was adjourned at 6:17