

Counseling Service of Addison County, Inc.  
Board of Directors Meeting Minutes  
**October 14, 2021**

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**Board members attending:** Sarah McGowen Audet, Vice President; David Roberts, Secretary; Joanne Scott, Treasurer. Members at large: Suzanne Aldana; David Andrews; Matt Birong; Bill Cunningham; Barbara Doyle-Wilch; Marc Gwinn; Gary Margolis; Kerianne Severy; Jane Spencer. Absent: David Hallam; Len Rowell; Louise Sandberg.

**Staff attending:** Rachel Cummings, Executive Director; Bill Claessens, CFO; Alexa Euler, HR Director; Jenn Staats, Executive Coordinator and recorder.

**Guests:** Bob Doran and Caroline Nickerson, CSAC Adult Outpatient Clinicians; Dr. Joe Lasek, CSAC Medical Director.

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Sarah M. Audet called the meeting to order at 4:31 PM. Correction to agenda: Bob Doran is an Adult Outpatient Clinician.

**Guest speakers:**

Bob Doran: Bob is part of a group pursuing service expansion funding/support through federal funding to increase: salaries; hiring; office space with on-going financial support to maintain; training; “solution focused therapy”, and; innovative program development. They are examining the CCBHC (Certified Community Behavioral Health Clinic) program at Clara Martin Center. SAMHSA (Substance Abuse and Mental Health Services Administration) and others working to create behavioral health care model similar to the nationally standardized FQHC (Federal Qualified Health Center) system. However, the payment reform model is at odds with that: engagement with Department of Mental Health (DMH) and the Agency of Human Services (AMS) is required. Vermont Care Partners is investigating where community mental health stands in comparison to other sectors.

Dr. Joe Lasek: Presented his vision for psychiatry at CSAC, including that CSAC psychiatry be viewed as a public health resource, accessible, financially sound, of high quality, and innovative. Dr. Lasek detailed changes/adjustments, education and quality, challenges, and the future direction of psychiatric services and the department.

Lastly, Dr. Lasek praised the work of CSAC’s Emergency Team during these challenging times. The team’s commitment to community health is, in his experience, incomparable.

**Decision/Review items**

Minutes of September 9, 2021: Marc Gwinn moved to accept the minutes from September 9, 2021. Barbara Doyle-Wilch seconded the motion. Vote was called and passed unanimously.

**Announcements/Updates**

President’s Remarks: Committee leaders are asked to submit goals by December 10. Because the next board meeting falls on Veterans Day, David Roberts made a motion to hold the November meeting on Wednesday, November 10, 2021. Marc seconded the motion. The vote was taken and passed unanimously.

**Committee Report:**

Executive Committee, reported by Sarah: Nothing to report beyond what is in the committee report.

Ad-hoc Annual Meeting Committee, reported by Sarah: Possible components includes election of officers, a keynote speaker/presentation with Q&A, a mindfulness activity, tributes to outgoing board members, a musical element, and poem by Gary Margolis. Via Zoom.

Development Committee, reported by Jane Spencer, chair: Please refer to committee report. Jenn Staats has annual appeal letters ready to be individualized. Pick up letters next week and return promptly.

Nominating and Governance Committee, reported by Sarah, chair: Discussed upcoming board survey, self-assessments, and board assessments. New members will be asked to assess recruitment and orientation. Board president will have 1-1 meetings with every member to establish goals. Presenting drafts in November.

LPSC CRT (MH), reported by David Andrews: Discussed homeless encampment near Evergreen.

Anti-Bias Committee, reported by DAndrews and Marc: Shared and discussed draft anti-racism statement.

Quality and Compliance Committee, reported by DRoberts: Shared committee goals.

Finance Committee, reported by Joanne Scott: Audit is clean. A motion was made by DRoberts to accept the following resolution: Be it resolved: the Board authorizes up to \$130,000 of the fiscal year 2021 gain be allocated as a one-time adjustment payout to staff in compensation. Gary Margolis seconded the motion. The vote was taken, and was unanimous with one abstention from Marc. The motion was carried.

On behalf of the Finance Committee, Joanne and DRoberts encourage to all board members to attend a finance committee meeting and review the minutes/reports in the committee section of the board portal.

**Business/Financial Report**, Bill Claessens: Summarized the financials for July and August, 2021.

**Executive Director Report**, Rachel Lee Cummings: Thank you to Bill Claessens and his team for the clean audit, and to Alexa Euler and her HR team for their work on open enrollment. Kudos!

Marc made the motion to adjourn. DRoberts seconded the motion. The meeting adjourned at 6:48 PM.