



MINUTES

Governing Board of Directors
Tuesday, November 24, 2015

Directors Present: Brad Burnside David Johnson Elizabeth Sheils
Steve Glass Jane Fevurly Sue Hack
Don Grosdidier Cindy Maude

Directors Absent: Bob Morse Ken McGovern Jeff Vitter
Barbara Ballard Reed Dillon

Staff Present: Pat Roach Smith, Chief Operations Officer
Cindy Hart, Development Director
Sara Godinez, Team Leader CSS
Leah Hansen, Executive Assistant (Minutes)

I Cindy Maude called the meeting to order.

II Public Comment: None.

III Consent Agenda: The Consent Agenda included the October 27, 2015 Minutes, Financials & CEO Report.

STEVE GLASS MOVED TO APPROVE THE CONSENT AGENDA; SUE HACK SECONDED THE MOTION. MOTION CARRIED.

Financials: No financials reviewed at this meeting.

CEO Report: David reported that the links to the study document and summary presentation from the Town Hall meeting regarding the jail and mental health court study are on the Douglas county website. There will be another Town Hall meeting on Monday, December 7, 2015 at 6 p.m. The county has appointed a sub-committee to select a design firm. This committee consists of Mike Gahn, Ken McGovern, and David. David would like to take the services that focus on crisis here at the Center and move those to the crisis facility in the future.

IV Review & Comment: ***SEED (Sara Godinez/Team Leader CSS):*** Sara Godinez joined the board meeting today to talk about the Supported Employment Education Development (SEED) program offered at Bert Nash. Sara took leadership of this program in April 2015. The SEED program was implemented in 2002 as part of the CSS team. Individual Placement and Support (IPS) is the evidence-based practice of supported employment for people with severe mental illnesses that we use here at Bert Nash. Sara's team consists of 4 case managers (Employment Specialists). The task of the case manager is to market and build relationships with employers in our community. A case manager on the SEED team must exemplify team work and collaboration and be highly sensitive to the needs of the client. Each case manager has a case load of approximately 20 people. They are responsible for the client's vocational profile. Annually the

SEED team undergoes a fidelity review to make sure they are complying with the 8 guiding principles of IPS. A Benefits Specialist from KDADS meets with clients each year to review and educate clients on benefits and how this may affect their social security. We currently have about 90 consumers involved with this program, with an average age range of 35-39 years. The SEED team is also available to help clients who wish to pursue/further their education.

Pioneer Award Nomination Form: The Executive Committee will accept nominations from staff or Governing Board members (Past and Present) for the annual Pioneer award presented in April at the Pioneer Celebration. Nominations will be accepted until January 10th. Cindy will also email the nomination form out to all board members and staff.

CEO Evaluation: The CEO evaluation deadline is December 15, 2015. Evaluations should be returned to Leah Hansen.

V Consider for Action: *2016 Budget:* The budget has been approved by the Finance and Executive Committee. Traditionally salary increases were evenly split across the board, but the proposal is to do things differently in the coming year. Our average wages are not bad; however, our starting wages are low. A selected range of therapist and least paid staff will see an increase in their salary beginning in February 2016. This will affect approximately 48 staff members. All other permanent full time staff employed on or before June 30, 2015 will receive a \$500 bonus on their paycheck in January. This bonus will be taken from the excess revenue from 2015.

BRAD BURNSIDE MOVED TO APPROVE 2016 BUDGET; SUE HACK SECONDED THE MOTION. MOTION CARRIED.

VI Adjourn: The meeting adjourned at 8:30 a.m.

There will be no December meeting. The next Governing Board meeting is Tuesday, January 26, 2016.