

GMSS Board Meeting Minutes

Jan 23, 2025

Virtual

Attendees (board): Sarah Henshaw, Janet Bruner, Kay Randall, David McAllister, Michele Streeter

Attendees (Staff): Elizabeth Walters, Danielle Tinker, Sonja Hazen, Salvadore Acosta

Attendees (invited): N/A

Agenda item	Summary of discussion	Actions taken	Follow up
Meeting began at 6:04pm			
Mission Moment	Board begins each meeting noting one thing they've done since the last meeting that furthers the GMSS mission.		
Review and Approval of June 2024 Meeting Notes	Board reviewed December 2024 meeting notes	Motion to approve: Kay Second by Dave, with correction that Janet wasn't the person to put forth motion to invest in van purchase Unanimous 'yea'	
Financial Committee Update	<p>November saw cash increase.</p> <p>December saw cash decrease related to change in AR and additional expenses. Eight hundred thousand dollars went toward staff development.</p> <p>Elizabeth reports that GMSS client with \$ 26,000 in debt has passed. This will now be written off. Additionally, The FY 25 rate increase is not yet reflected in current budget. She is hopeful it will be retroactive. Just waiting now on DAIL approval. December saw staff bonuses.</p> <p>Salvadore asks if it were possible to see a visual representation depicting past and future financial growth and decline. David replied that going too far back under previous management was an unrealistic comparison due to miss management and overzealous budgeting, adding that this has now been corrected under the leadership of Elizabeth and the support of ARIS.</p> <p>Elizabeth adds that the numbers do not reflect good data. However, in the last quarter she is looking deeper</p>		

	<p>into this and states that data flows moving forward will be clearer, and more accurate data will be looked at.</p> <p>Sarah reports that ARIS is now looking at “Profit Loss by Class”. In doing so, ARIS will look at each program area to discern future planning and project reform.</p>		
Board Recruitment	<p>Sarah reports that we are currently not in compliance and asks Board members to think about ways in which we can do outreach. She will re post her ad on Front Porch Forum and will send this write up to Board members to share.</p> <p><u>*Ideas generated include reaching out to:</u></p> <ul style="list-style-type: none"> • Vermont Family Network -Sarah will reach out. • HireAbility-Sarah will reach out. • Sending postcards to consumers/GMSS Newsletter-Elizabeth will do this. • Green Mountain Self Advocates- Michele will share write up • Personal recommendations/Sonja will be reaching out to someone with possible interest. • Retired Teachers- Kay will reach out 		Board to follow up on outreach for new board members.
Board Updates	<p>Officer elections to be held in March/April. Sarah would like to wait until we are able to bring new members on board before holding elections.</p> <p>Sarah shared Annual Training calendar and asked the Board to look over and suggest additions or deletions. The Board will over this again at our February meeting.</p> <p>Sarah questions Misson statement and validity. She adds that Beth does not feel the current statement reflects the staff’s feelings at this time.</p> <p>Sarah asks the Board to consider how we may participate in the Strategic Planning process. She asks that we push this conversation to the February Board meeting.</p>		<p>Hold officer election. Let Sarah know if you would like to run again or nominate someone. We have a vacant Vice Chair position.</p> <p>Consider the annual training calendar and bring updates/ changes to the Feb meeting.</p>
Executive Director Update	<ul style="list-style-type: none"> • DS Participant to be moving from Shared Living to Staff Living. GMSS has applied for additional funding and have received it. • Fiscal hits in January but will recoup. There is currently new staff and new hiring, and 		

	<p>Elizabeth and team are in process of mapping it out.</p> <ul style="list-style-type: none"> • ARIS will monitor new system, so we are not losing money. • DAIL has regular “check ins”, and Revenue Reviews. • Advocacy-Board members are invited on March 25th (State House) & February 21st (smaller event). Details can be found in legislative bulletin attached to ED report. <p>Elizabeth asks Board how they feel about presenting the Kevin Reardon award this year, and how they feel about giving staff awards in general. She asks the Board to come up with some ideas of other awards that could be offered to staff. She reports that some staff find that awards are demoralizing and feels that input from staff is important.</p> <p>Sarah shared Annual Training calendar and asked the Board to look over and suggest additions or deletions. The Board will over this again at our February meeting.</p> <p>Sarah questions Misson statement and validity. She adds that Beth does not feel the current statement reflects the staff’s feelings at this time.</p> <p>Sarah asks the Board to consider how we may participate in the Strategic Planning process. She asks that we push this conversation to the February Board meeting.</p> <p>Questions- Janet asks about the authority for GMSS to reallocate funds. Elizabeth replies that yes, that is an authority we have.</p> <p>Sarah suggests that the Board think about this over the next month and will have a further discussion at the February meeting. The Board recommends continuing with the Keven Reardon award this year.</p>		
Public Comment	The public was invited to make comments or pose questions to the board.		
Next Meeting	Next meeting will be on Feb 27 at 6-7:30 virtually.		

The meeting ended at 7:24p