

GMSS Board Meeting Minutes

Jan 18, 2024

Virtual

Attendees (board): Sarah Henshaw, Janet Bruner, Michele Streeter, Megan McCartney, Dave McCallister.

Attendees (Staff): Elizabeth Walters, Salvador Acosta, Brenda Gravel

Attendees (invited): Shannon Burbela, Elizabeth Lundberg,

Agenda item	Summary of discussion	Actions taken	Follow up
Meeting began at 5:35			
Mission Moment	Board members noted moments over the past month that they took actions that furthered the mission of GMSS.		
Kevin O'Riodian Award	Board went into Executive Session at 5:43 and came out at 6:10.	Dave motioned to go into Executive Session. Megan seconded the motion. Unianimous 'yea' vote.	Dave, Sarah, and Janet expressed ability to attend the Jan 24 th all staff meeting to present the award and Sarah will send flowers for recipients.
Review and Approval of November Meeting Notes	Board reviewed the meeting minutes from the November 2023 meeting (No meeting in Dec 2023)	Megan motioned to approve the minutes. Michele seconded the motion. Unanimous 'yea' vote.	
HR Policy Review/Updated	Elizabeth noted there are small updates to the Employee Handbook that put it in alignment with benefit changes and updates, including: -modified benefits, specifically health insurance -removal of cash out for time off was eliminated Sarah noted that the board appreciates being update on these types of changes, but does not think they necessitate a board approval. Dave noted that the changes bring GMSS in line with other nonprofits and agreed that no board approval was necessary.		

<p>Finance Committee Update</p>	<p>Treasurer Dave shared December financial documents, with support from Shannon from Aris.</p> <p>Both Dave and Shannon noted that GMSS is in a much better financial situation over the past months, with the only overspending being related to BIAVT.</p> <p>Janet inquired about the fines and penalties for Medicaid. Elizabeth explained that most have been paid to date, with the possibility of forgiveness of part of the fines, if we continue to be in compliance after 1 year.</p> <p>The Board congratulated Elizabeth and Aris and team for their hard work over the past months in stabilizing the financial status of the organization.</p>		
<p>Recruitment of New Board Members</p>	<p>Sarah noted to the board that with the departure of Shaylee and her son, we are no longer in compliance with the DAIL requirement of 51% of board members being consumers or family members of consumers. Sarah noted she reached out to James McAffrey, but he is stretched thin currently.</p> <p>Clarified that there are no financial penalties for being out of compliance.</p> <p>Board discussed potential ways of recruiting, including using our own networks to identify potentially good members, posting a FPF ad, and writing a LTE requesting support.</p>	<p>Sarah will send FPF ad for board members to post in their communities.</p> <p>Board members will consider who they have in their networks who might be a good board member and do some initial outreach.</p>	<p>Will discuss any potential board members at Nov meeting and further outreach steps.</p>
<p>Secretary position</p>	<p>With Shaylee's departure, the secretary position is open. None of the board members present are interested at this time.</p> <p>Will consider how to fulfill the duties of the secretary in upcoming meeting.</p>		<p>To discuss during November meeting.</p>
<p>Executive Director Update</p>	<p>Elizabeth welcomed the new Quality Director, Salvador Acosta, which the board was pleased to have on board.</p>	<p>Sarah motioned to move board meetings to the 4th Thursday of the</p>	<p>The next board meeting will be Feb 22nd instead of Feb 18th. Subsequent</p>

	<p>Elizabeth proposed moving the board meetings to the 4th Thursday of the month to allow financial reports and reconciliations to be ready for review.</p> <p>Elizabeth asked the board about financing vs paying cash for the new car for the ED (already approved by board). Board discussion, with input from Aris, noted that while cash is preferable, having cash on hand is better at this moment and supported financing.</p>	<p>month. Dave seconded the motion.</p> <p>Unanimous 'yea' vote.</p>	<p>meetings will be held on the 4th Thursday of the month.</p>
Board Trainings	<p>Sarah asked the board what types of trainings they would like over the coming calendar year.</p> <p>Dave noted the need for continual finance trainings - which he agreed to do - as well as equity trainings and invitations to Program Directors to share and celebrate projects and activities.</p> <p>Janet noted she would like to better understand the referral process and what the process from a referral to actually getting a new client on board.</p> <p>Michele would like to learn more about 'the day in the life of a SLP'</p> <p>Staff present graciously offered to take interested board members on home visits.</p>		<p>Sarah will put together a board training schedule with support of Dave and Elizabeth to show the board in Feb.</p>
New board member recruitment	<p>Sarah noted we are moving in the right direction, yet still need new board members. She asked the board to invite interested persons to the next Board Meeting to meet the board, see how we conduct business. She also requested that the board re-post to FPF.</p> <p>Janet asks that we consider past GMSS employees or family members.</p>		<p>Board will repost in FPF of their town.</p> <p>Board members in discussion with potential new members will invite them to join us in Feb.</p> <p>We will revisit this issue in Feb.</p>
Next Meeting	Feb 22 nd at 6pm virtually.		
Public Comment	Members of the public voiced concerns and asked questions to which the board listened to and responded to as appropriate.		