

NORTHWESTERN COUNSELING & SUPPORT SERVICES
107 FISHER POND ROAD
ST. ALBANS VT 05478

BOARD OF DIRECTORS MEETING MINUTES

MAY 7, 2025

Present: Jim McMillian, Angela Poirier, Elaine Carpenter, David Hutchinson, Meg Marshall,
David McCallum, Jason Minor, Anjanette Watson, Dan Thompson

Excused: Andrea Patrick-Baudet, Ken Gagne, Casey Toof

Staff: Todd Bauman, Derek Hoy, Belinda Bessette, Matt Habedank, Samantha Thomas,
Kim McClellan, April Matheau, Meaghan Malboeuf

Minutes received and meeting called too order by Angela Poirier at 5:36pm.

Motion made to approve the minutes of April 1, 2025, as presented by Elaine Carpenter and seconded by Dan Thompson. All in Favor.

Motion made to enter executive Session by Jim McMillian and seconded by Dan Thompson. All in Favor.

Motion made to exit executive session by Elaine Carpenter and seconded by Dan Thompson. All in Favor.

Motion made to approve purchase of the property as discussed in Executive Session by Dan Thompson. Second, by Jim McMillian. Angela Porier abstained from voting. All in Favor.

Presentation:

- Access Center presented by Meaghan Malboeuf, Outpatient/Integrated Health Program Manger

Executive Director Report: Todd Bauman

Kudos to Derek Hoy, CFO, presented at NatCon25. Derek's presentation focused on the importance of adapting to changing times. His presentation was well attended and there were many people standing along the perimeter of the room once the room's chairs had all been

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filled. The Commissioner was in attendance and shared with Todd that Derek's presentation was spot on.

NCSS, Todd was asked to join a meeting at the Green Mountain Care Board. This board is charged with helping to shape our health care delivery structures to promote access, quality, and control costs. The meeting included hospital CEOs, health care leaders, and state leaders from the Governor's office as well as other state Departments. Our presence at this meeting highlights the value of our work, and the vital role we can play to ensure quality and contain costs. We have developed a response to this meeting and will submit it to the Green Mountain Care Board. We want to be seen as part of the solution.

Soar Testing, all results have been sent to the lab, waiting for the results. Lab results will help inform us of how to best move forward.

Question/Discussion: Is SAMHSA (Substance Abuse and Mental Health Services Administration) being dismantled? How might Federal changes impact our agency? We are about 90% Medicaid which is part state and federal dollars. Around 60% Federal, 40% State. CCBHC is funded through SAMHSA. There has historically been strong bipartisan support for the CCBHC funding model within all parts of the Federal government.

Financial Report: Derek Hoy

PCB Remediation Funding for Schools: Soar PCB Project.

Agency Financials through March 2025: Agency is in a healthy financial situation. Fringe rate is right where we want to be.

Division Breakdown: CMHS is our bundle services and will go into CCBHC. 25% of the agency's revenue. Staffing/Hiring difficulties. DS will possibly move to DAIL Payment Reform. ECSBS everyone is doing great. The Administrative division is now an income-generating division, 3.9%.

NCSS Balance Sheet: Days Cash we are at 60 days, Capital reserve we are at 90 days. We have paid off 6 Home Health Circle, Alburgh Club House should be resolved, a million dollars reserved for potential property, all emergency services will be under one roof (2nd Floor Tomlinson Renovation).

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NCSS Statement of Cash Flow: Review

Goal: Will develop a wage plan for FY25 and FY26 budgets. The goal will be to prioritize staff wages and continue to move our agency wages towards alignment with the compensation study.

Executive Committee Report

Community Mental Health Report

Access Center: Meaghan's Presentation. There will be an Open House, and information will be sent to the board.

Holly Branon, CYF Program Manager: She is in the process of creating a Stabilization & Supports team as a result of the feedback from DCF in our Community Needs Assessment, about needing more services for clinically acute children in our community. Belinda shared that she could have Holly come present on the new team once it's up and running.

Celebration of the Arts: Thursday, May 15th at the St. Albans City Hall, doors open at 12:30 and performances begin at 1:00pm.

Early Education & School Based Services Report

All Soar staff will attend the Designated Agencies Therapeutic Schools Conference at Lake Morey on Friday, April 9th.

We recently posted an ad for a Behavior Consultant for the Soar Learning Center.

The Parent Child Center has applied for and is awaiting a six-month subrecipient grant from VCP and DMH focused on quality improvement in early childhood mental health services for children up to age 8. This funding will support the hiring of an Occupational Therapist and a Speech-Language Pathologist to enhance our Early Intervention program, which serves children from birth to age three who have or are at risk of developmental delays.

These specialized providers will significantly strengthen our ability to deliver timely, high-impact services to families during a critical window of child development. The addition of OT and SLP support addresses a known gap in access and will allow us to respond more effectively to the

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needs of the children we serve.

The 10th Annual Autism Walk is taking place on Sunday, May 18th at the Collins Perley Complex.

Nursing Report

Shout out that this is School Nurse Day and Teacher Appreciation week. April is reading Lessons from the Mouse and was reminded that the Little Wows Add Up. April has been doing small celebrations with her team.

Developmental Services Report

Hiring staff has been difficult and one strategy the division has started to use is a contracted hiring agency. Trying to be creative, the company is Amergis (temp to hire), and we recently had our first hire.

The Able House team is coming along, and the staff is cohesive and working together.

Staff Highlight: A direct support staff member was out to lunch out with a client and the individual started choking. This staff member performed the hymnic maneuver and provided support until EMT's arrived.

Community Relations Report

The provider's agreement is still being negotiated. There are a lot of moving pieces and Kim will share more details in her next report.

Human Resources Report

No Update.

Quality and Risk Management Report

No Update.

Voices and Choices Conference: Champlain Community Services provides essential support to people with intellectual disabilities and autism, building a community where everyone participates and belongs. Over six hundred (600) individuals attended. Two-day conference. Randy received an award. It was heart breaking to hear the stories of families trying to access services across the state. We are so fortunate here at NCSS. NCSS was a sponsor.

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Motion made to adjourn by Elaine Carpenter. Second Jim McMillian. All in Favor.

Meeting adjourned at 7:31 pm

Minutes recorded by:

Lisa A. Briggs

CMHS Division Administrative Coordinator