

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

## BOARD OF DIRECTORS MEETING MINUTES

JANUARY 8, 2020

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**Present:** Sara Kittell, Betty Charron, Meg Marshall, Jim McMillan, Tony Treanor, Jason Minor,

**Excused:** Elaine Carpenter, Jeff Moreau, Carl Rosenquist, Anjanette Watson, Dan Thompson, David MacCallum, Rob Hirss, David Hutchinson

**Staff:** Emily Richards, Todd Bauman, Tim Gallagan, Kim McClellan, Steve Broer, Stacey Remillard, Joe Halko, Kathy Brown

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**Minutes received and meeting called to order by Jim McMillan at 5:53pm.**

No Quorum and tabled for next month

### **Presentation**

Berry Hill Therapeutic Bed Program

### **Executive Director Report**

Kathy Brown has announced her retirement. It will be a big lost to the agency but she is doing it in a great way. Our goal is to hire her replacement by May 1<sup>st</sup> so that there is 3 months of shadowing and working closely with Kathy to make for a smooth transition.

There has been some news around Brattleboro Retreat. It was announced on Sunday that it will be closing. The programs they have are a residential for adults, kids and substance abuse. It will be a big loss for the state. The reason it is closing is due to financial reasons. They have not had a rate increase for 6 years, they did get one last year, but that did not fill the gap. They have gotten one time money for a few year, but that doesn't help them sustain the programs. They are working with AHS to see what programs they have to keep and what they can let go of. They have 850 employees, Todd feels that this has started as a financial problem but will turn into a personal problem. We as a leadership team have been working on the question "What can we do?" We meet yesterday, and started looking at what we have, what talents we have and how can we help. A good example is our Bayview Crisis, currently we are funded for 2 beds, but it is built for 4 beds. Our long term plan with this was to make a four bed program, maybe it is not so long term now. Randy Brock was here for the legislative breakfast and said there is no new money, so do not ask for new money. This is why the Bayview program would be a good way to help; we don't need new money we just need funds to be reallocated. The money that is going to the retreat could go to making Bayview a 4 bed program. Todd is meeting with the hospital to see if there are areas to partner with them to help the folks who will suffer from this. There is the issue that we do need to have an inpatient hospital but if we build up our community services we can reduce that need. Jason talked about the IMD Wavier which could help fund psych beds this is a federal grant.

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### **Financial Report**

As of Nov 30<sup>th</sup> FY2020 we stand to gain just over 800,000 which put us in a better place than the last two years. We are in the first full year of payment reform so our trends are starting to change, which is expected. There are a couple big things going on in DS world, the new payment reform would require three EHR systems. It is not clear on what DAAIL will provide to help with this implementation. Tim and Kathy went to the meeting with Burns and Associates to review the new rates. The consultant did listen to the feedback and made some adjustments. We are the outliers; we do not think the rates are too far off what we would have hoped for. They are a little low, but there is a full admin fee, and if we can take some of those admin funds we can use them to help with the home providers so we don't loss any of them. We are looking at July 2021 before they have everything in place to implement. There have been good conversations with the Blueprint funding, which we have been level funded for years. Tim and Steve have been working hard on getting a proposal together. Part of that would be yearly increases. Based a different proposal we also received a grant from one care. This grant will help fund some of the programs we use in the ED, to help the numbers of utilization become lower. Jason comments on the articles around one care not being able to track their outcomes, the fact that we can give them the data will put us in good favor for them. Jason is wondering if we have thought about using the gain around our self-funded insurance for our wellness program. We have, we did double our budget last year. Some ideas the board put out there were; give staff a fitbit, we have done that and now about 75% of staff have them. We could do micro spikes to help with slips and falls? We do a lot of things for our staff to help promote our wellness programs.

### **990 Review**

Review 990 has been tabled for next month.

### **Executive Board Report**

We covered all the same items that we have in this meeting.

### **Behavioral Health**

Standing committee is meeting regularly. Bayview has been open for a month and is going really well. The comments from staff and clients are really encouraging. With the One Care grant we were able to hire a second staff and a nurse for the work being done in the ER. We are fully hired so it will be operational very soon. We have been invited to talk to the FBI about our embedded employee in the local law enforcements.

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### **Developmental Services**

We are keeping a close eye on the payment reform information and the burns associates review. We have a really large group of graduates coming in to the division this year. We are looking for a case manager right now. We will have our quality review in August. There has been a lot of change in the leadership at DAIL but they seem to be placing good people in positions. Jim would like to say that there will be a big hole in the agency when Kathy leaves, and wanted to thank her for all she has done.

### **Children Youth and Family**

Danielle is not present but her board report was fully stocked

### **Community Relations**

We use the Messenger in December to do a lot of things; we ran a beating the holiday blues ad serious, the legislative breakfast and Steve's suicide article. The legislative breakfast was wonderful, we had 5 legislatures at the breakfast, we had a call from someone who presented and say, it was the best legislative breakfast he has ever been to. We had folks who receive our services talk about their stories and how we have helped them. We have been working with VCP getting messaging that is unified among all the DA's to run the in VT Digger. We will get a 13 week series; each DA will run an article on of those weeks. We are week 2 and will be doing it on suicide prevention; an additional bonus is 2 months of free classified advertising. We are hoping that this will help Stacey fill some of the needs we have.

### **Human Resources**

Our annual diversity survey will come out for next month's meeting. It will be sent with the board packet. You will be able to do it electronically or print it out and bring it to the meeting.

### **Operations**

Our client satisfaction survey results are out. Leadership is working with their teams to see what they would like to focus on during the upcoming year. We are still waiting to get the bench mark as to where we sit compared to other DA's. Once we have this we will share here.

### **Meeting adjourn at 7:12pm**

Minutes recorded by:

Emily Richards

Executive Coordinator