

Board of Directors Meeting Summary

March 17, 2018

The Board of Directors met on March 17, 2018.

The treasurer reviewed our investments and the market. We have a conservative investment policy which protects our assets well and still gives us enough exposure to the markets to realize gain. The Board confirmed that it is the appropriate investment strategy.

Administration reported that they had done an interim wage review and a small number of employees received wage increases that moved them into a more appropriate range based on the skills, seniority, and responsibilities.

Administration reported that there is renewed talk of moving DD services into managed care. At professional meetings this is discussed but no one is sure what part of Medicaid reimbursement the managed care companies will target for their fees. Illinois is talking about doing away with sub minimum wage for people with disabilities. Workshops have been able to assess clients' skill and productivity and then provide work but at a wage significantly below minimum wage. This has sometimes resulted in people being paid unfairly because they have a disability. That is the basis for removing it. Unfortunately this would mean that our clients who like to participate in work but have very low productivity would not be given any vocational jobs at the workshops. We will be working to try to appropriately maintain subminimum wage for our clients who cannot work competitively.

The Board was informed of some recently filled staff positions. Christy Wiegand has taken the spot of Social Services Coordinator. We are interviewing for the position of Mission Communications Coordinator and the office is assessing their needs to fill the position of Accounts Receivable Clerk.

The Board review the financial dashboard and the monthly financials. Donations and investments are doing well and expenses are tracking budget well.

The Board approved the consent agenda which included minutes, a resident update, a staff update and updates on assets which were previously approved. Several bathrooms are being renovated at Timber Ridge to add shower options. The back driveway project is slated to begin in early April. They also approved the staff scholarship program for 2018. They were informed that Linden Estate had its annual survey and had no citations.

There was a staff highlight this meeting. The new Timber Ridge Administrator, Darrell Stoller, presented his philosophy and goals and how he is implementing them. The transition has gone extremely well and department heads seem pleased to have a direct supervisor to support them.

The Executive Committee presented a proposed "preamble" to the by-laws. A few suggestions were made but overall it was supported. It will be presented for approval in May. There were updates on the Capital Budget project, Quality Assurance Program, Public Relations plan and Succession planning.

An interim review of turnover and retention was presented. There have been small improvements at the last two meetings. Administration did an assessment of all terminations in the last several months. All but a few of the terminations were naturally occurring or because of job performance. Some turnover is from people completing school or spouses moving away.

There were requests for a couple of capital projects. One was for remodeling the Linden Estate kitchen. The Board approved replacing all cabinets and counter top and adding additional appliances. There was also a proposal to improve the courtyards at Timber Ridge. The Board approved new awnings, and replacing the surface in the south courtyard.

The PR committee reviewed plans for the LifePoints Gospel Sing on the last Saturday in April. The planning is in place with several items needing to be done in late March or April.