

WEST MICHIGAN COMMUNITY MENTAL HEALTH

BOARD OF DIRECTORS MEETING MINUTES

January 27, 2025

1. Call to Order: The West Michigan Community Mental Health Board of Directors met for its regular meeting in person in the Conference Room at the Harold E. Madden Center located in Ludington, at 5:32 p.m. on Monday, January 27th, 2025. Chairperson Larry VanSickle presided.
2. Roll Call: The following members were present: Ron Bacon, Linda Baierl, Pat Bettin, Jim Prince, Kay Seng, Lucinda Shafer, Larry VanSickle, and Robert Walker. Excused: Mary Alway, Dr. Jennifer Branning, Todd Dancz, and Dawn Martin. A quorum was present. CMH staff members present were: Lisa Williams, Michele Condit, Ellen Plummer, Bethany Sherfinski, Julia Rupp (virtually), and Kelly Hein.
3. Introductions: There were none.
4. Delegations, Communications and Expressions from the Community: There were none.
5. Approval of Agenda: Mr. Prince made the motion, seconded by Mr. Bacon, that the West Michigan Community Mental Health Board of Directors approve the agenda as presented. The motion carried.
6. Conflict of Interest Question: Mr. VanSickle asked if any board member wished to declare a conflict of interest regarding any matter to be considered by the West Michigan Community Mental Health governing body. No such declarations were made.
7. Consent Agenda: Mr. Bacon made the motion, seconded by Ms. Shafer, to approve the item on the consent agenda:
 - 7.1 Minutes from the 12/17/2024 WMCMH Board of Directors Meeting. The motion carried.
 - 7.2 Minutes from the 12/18/2024 WMCMH Board of Directors Meeting. The motion carried.
8. Executive Committee Meeting Report: Mr. VanSickle reported that the Executive Committee's report is available in the packet for review.

Mr. VanSickle discussed the employment agreement for Julia Rupp. He recommended the WMCMH Board of Directors approve the CEO contract for Julia Rupp, effective February 1st, 2025. Mr. Prince made the motion, seconded by Mr. Bacon, to approve the CEO Contract for Julia Rupp. The motion carried.

Mr. Walker thanked the Executive Committee for their efforts in negotiating a successful contract.

Mr. Prince read the following Resolution honoring Dr. Williams into the minutes:

RESOLUTION HONORING LISA WILLIAMS FOR 25 YEARS OF SERVICE TO WEST MICHIGAN COMMUNITY MENTAL HEALTH

Whereas, Lisa Williams has made invaluable contributions through her tireless, compassionate, dedicated and honorable leadership to West Michigan Community Mental Health and the people and communities served by West Michigan Community Mental Health for over 25 years;

Whereas, Lisa Williams has demonstrated an unwavering commitment and dedication to the mission, vision and values of West Michigan Community Mental Health;

Whereas, Lisa Williams has represented West Michigan Community Mental Health with integrity, enthusiasm and compassion, earning respect and admiration at every level;

Whereas, Lisa Williams has cultivated a positive and empowering organizational culture where team members are inspired, engaged, and equipped to deliver excellent care to individuals served;

Whereas, Lisa Williams has guided West Michigan Community Mental Health through the development and implementation of an organizational structure that is centered around excellent care for all individuals served by West Michigan Community Mental Health;

Whereas, Lisa Williams has been instrumental in West Michigan Community Mental Health becoming a state and nationally recognized and respected certified community behavioral health clinic;

Whereas, Lisa Williams has provided strong leadership and advocacy to both the evolution and expansion of certified community behavioral health clinics at the state and national levels;

Whereas, Lisa Williams has made lasting contributions to the behavioral health system at the local, regional, state and federal levels, ensuring effective behavioral health supports and services are available to all who need them;

NOW THEREFORE BE IT RESOLVED THAT: THE WEST MICHIGAN COMMUNITY MENTAL HEALTH BOARD OF DIRECTORS OFFERS ITS HEARTFELT APPRECIATION TO LISA WILLIAMS FOR HER 25 YEARS OF SERVICE TO WEST MICHIGAN COMMUNITY MENTAL HEALTH AND THE PEOPLE AND COMMUNITIES IT SERVES, AND WISHES HER SUCCESS, HAPPINESS, LOVE AND FULFILLMENT IN WHAT LIES AHEAD.

UNANIMOUSLY ADOPTED BY THE WEST MICHIGAN COMMUNITY MENTAL HEALTH BOARD ON TUESDAY, JANUARY 27, 2025.

9. Finance Committee Recommendation: Mr. Bacon reported that the Finance Committee did not meet but was forwarded a list of contracts over \$50,000 for review. He stated that both contracts are for Specialized Residential settings that are expenditures in addition to existing contracts already approved. Mr. Walker made the motion, seconded by Ms. Bettin, to approve the list of contracts over \$50,000 as presented. The motion carried.

Mr. Bacon reviewed the Capital Purchase memo, which includes vehicle replacement for a WM vehicle that was in an accident in November 2024 and was totaled. This will replace the amount used from the approved FY25 capital purchase list. Ms. Bettin made the motion, seconded by Mr. Walker, to approve the Capital Purchase as presented. The motion carried.

10. Healthcare Integration and Clinical Services Report: Ms. Plummer highlighted the creative process where members of clinical management and the union worked together to allow clinical supervisors to volunteer to take CSS pool shifts to allow some of the CSS (Crisis Services Staff) a break from serving consecutive rotations in the pool.

Ms. Plummer highlighted on behalf of Mr. Snyder a new tool that is being used by a group of WM mental health clinicians to help them more clearly identify the right amount, scope, and duration of therapy services for their consumers. Utilizing this tool includes several new options for our Mild/Moderate population, where we will be better positioned to refer people from therapy to one of these other supports offered without having to continue in the therapy service specifically. The goal is to increase capacity for therapy services for the consumers we serve.

11. Chief Financial Officer's Report: Ms. Sherfinski reviewed the financial report through the period ending November 30, 2024. She noted that most of the variances on the revenue and expense side are related to timing issues. She updated that we are actively working with the state on the PPS rates, but there is nothing definitive set at this time. Ms. Sherfinski is hopeful by next month, we will schedule a time to meet with the Finance Committee to make a plan for the year, and for future years.

12. Chief Operations Officer's Report: Ms. Condit highlighted the new exciting work led by some members of the Leadership Team – our Emerging Leaders Program. In this new program, WM's current leadership team members can identify members of their team who have shown leadership potential or interest to participate in a series of training sessions that focus on adaptive leadership, productive conflict, and peer consulting skills. She noted the first group of 6 emerging leaders will begin the program this month. Over the duration of 3 months, the training sessions will be run by 12 of our existing leadership team members who have been trained as adaptive leadership trainers.

Ms. Condit also reviewed the 4th quarter MMBPIS report. We have fallen below standard for a few of the performance indicators, mainly in the Timeliness category. We will continue to identify strategies to address those areas as well as monitor to see if we're having the desired impact. In the other areas we are meeting or exceeding the state targets and will continue to monitor.

Ms. Condit discussed the quarterly strategic planning report. She briefed that we are in year 5 of the 5-year plan. For the Number of Internal Encounters, WMCMH performance

is slightly below goal, but we are looking at implementing necessary improvement strategies to get us back on track. Consumer Net Promoter Score continues to remain in the excellent range, and a great news item to share is our Employee Net Promoter Score reached the excellent range, and that score is the highest we have had yet.

The number of persons served for Q1 FY25 are similar to the numbers WM served for FY21, FY22, FY23, and FY24. We are using this information to continue implementing strategies in FY25 to drive to the ultimate goal of improving the lives of 5,000 people by 9/30/25. We are confident that we will reach our BHAG.

12. Lakeshore Regional Entity Update: Dr. Williams provided an update on the region and noted that the region has been relatively quiet; mainly as the regularly scheduled meetings have been rescheduled due to the holidays and weather. Starting the first week of February, the meetings will be back on track.
13. CEO's Report: Dr. Williams shared the letter received she received from the Lake County Clerk informing her that Dawn Fuller is replacing Clyde Welford on the WMCMH Board of Directors.

Dr. Williams shared the update regarding public policy. She noted there was tension between both parties during lame duck which is causing question about the bills that were passed and what the next steps with those bills will be.

Dr. Williams updated the board that WMCMH has advertised requests for proposals for additional autism service providers in our 3 counties. We currently have 2 providers, but the demand is high for these services, and we are not able to meet the demand with the existing providers. The current providers will remain—the intention is to expand access.

Dr. Williams took a moment to express her gratitude to the WMCMH Board of Directors. She stated what an absolute pleasure it has been for the past 25 years in serving not only the board, but the organizational team, our consumers and our communities. What started as an employment opportunity that she thought would last 6 short months turned into 25 wonderful years. She found her voice, passion, and a career that excites and engages her at WMCMH, and she will be forever grateful. She also wanted to assure the board that they are in fabulous hands moving forward, she asked for their support of Julia Rupp and SMT in the same way they have supported her and the WMCMH Team here over the years.

Mr. Prince took a moment to express his appreciation to Dr. Williams and stated that because of the amount of work, effort, and communication she has provided over the past years, she has made the WM Board an easy board on which to serve. He stated it has been nothing shy of a pleasure working with her and that he will miss her greatly.

Mr. VanSickle also took a moment to say thank you to Dr. Williams and stated that he has been absolutely impressed with all of Dr. Williams accomplishments. He shared what a pleasure it has been working with her, how deserving she is of this new opportunity and how happy he is for her for her new adventure.

Mr. Bacon stated that Dr. Williams has made herself an invaluable CEO here at WMCMH that is highly recognized nationwide.

14. Upcoming Committee Meetings:

- LRE Board Meeting – Wednesday, February 26th (Muskegon Innovation Hub—see Lisa for address if you’d like to attend)
- Executive Committee – Monday February 10th – Ludington Boardroom
- CCBHC – Tuesday February 11th – 3pm – Ludington Boardroom

15. WCMCMH Board Member Comments, Questions, Clarifications and Critique of Meeting:
There were none.

16. Delegations, Communications and Expressions from the Community: There were none.

17. Executive Session: There was none.

18. Adjournment: With no additional business, Ms. Bettin made the motion, seconded by Ms. Seng, to adjourn the West Michigan Community Mental Health Board of Directors meeting. The meeting adjourned at 6:40 p.m.

Kelly Hein
Recording Secretary

Larry VanSickle
Chairperson