Community
MENTAL HEALTH
CLINTON • EATON • INGHAM

SPECIAL BOARD OF DIRECTORS
HYBRID MEETING
MINUTES
Thursday, June 18, 2026
10:00 am
Barry Eaton District Health Department
1033 Health Care Drive, lower-level conference room
Charlotte, MI 48813

Staff Present (Via Zoom)
Bradley Allen, KC Brown, Evan Buckner, Bill Daily, Jeff Franckowiak, Bridget Friar, Stacy Fox-Elster, Rachel Jacobs, Virginia Kallweit, Shaina McKinnon, Sandra Ruiz, Emily Ryan, Tonya Seely, Tim Teed, Tamah Winzeler

Staff Present (In-Person)
Shana Badgley, candidate
Jana Baylis
Aleshia Echols
Morgan McKittrick
Amanda Morgan
Gwenda Summers, candidate

Public Present (In-Person)
Michelle LaLone, CAC Member
Kareem Baig, candidate
Lisa Walker, candidate

Public Present (via Zoom)
Samsung SM-S93IU

Union Representation
Paul Brooks, Service Representative (attended until 3:00 pm, via Zoom). Arrived in person

at 3:00 pm.

Call to Order:
The meeting was called to order by Board Chair, Dale Copedge at 10:00 am.

Roll Call:
Dale Copedge, Dwight Washingon, Tim Hanna, Dianne Holman, Lisa Alicea, Daniel Arnold, Jeanne Pearl-Wright, Maxine Thome, Jason White, Paula Yensen, Allen Way

Board Member(s) Attending via Zoom
None.

Excused:
Ryan Sebolt

Adoption of Meeting Agenda:
ACTION:
MOVED by Dale Copedge and SUPPORTED by Dwight Washington that the Board of Directors of Community Mental Health Authority of Clinton, Eaton, and Ingham Counties (CMHA-CEI) approve the June 18, 2026, Special Meeting Agenda as written.

MOTION CARRIED unanimously.

Public Comment: KC Brown, Director of ITRS
KC Brown, Director ITRS introduced herself greeting the board and sharing the following comments:

As we look ahead to the future of our Community Mental Health (CMH) system, thank you for your dedication to finding the right leader to guide us forward. To support your decision-making, I also wanted to share a priority that I feel particularly are vital for our next CEO's success in the current landscape:

Navigating System Complexity: Our CMH structure is uniquely intricate, with deeply intertwined clinical, operational, and funding mechanisms. A leader who intimately understands these internal intricacies from day one will ensure organizational stability during the transition.

Proactive approach: The public behavioral health landscape faces shifting regulations and emerging external challenges. It is critical that our next leader can anticipate these horizon threats and proactively position the agency to mitigate risks.

Established Local Networks: While technical expertise is vital, a strong leadership transition often relies heavily on *who* you know. Prioritizing a candidate who already possesses warm, established relationships within our specific tri-county area will allow them to leverage immediate networking and partnerships.

Sustaining Momentum and Continuity: Our organization has made incredible strides under our current leadership. It is essential that the next CEO honors this momentum by continuing critical, ongoing initiatives rather than starting from scratch—specifically maintaining our deep commitment to our DEIJ (Diversity, Equity, Inclusion, and Justice) initiative, leadership trainings, and organizational culture work.

Aligning the candidate's strengths with these specific needs will protect our organizational momentum and position our entire system for a successful transition.

Thank you for considering these perspectives as you evaluate candidates. We are all deeply invested in a seamless transition that protects both our staff and our community.

CHRO, Jana Baylis proceeded to move forward with the interview process as follows:

- **Introduction of external candidate, Kareem Baig, former CMHA-CEI employee to the CMHA-CEI Board of Directors. Interview proceeded from 10:30 – 11:45 am.**

Lunch

- **Introduction of internal candidate, Shana Badgley, Director of Adult Mental Health Services to the CMHA-CEI Board of Directors. Interview proceeded from 12:30 – 1:45 pm.**

Break

- **Introduction of external candidate, Lisa Walker to the CMHA-CEI Board of Directors. Interview proceeded from 2:05 – 3:20 pm.**

Light Refreshments

- **Introduction of internal candidate, Gwenda Summers, Director of Families Forward to the CMHA-CEI Board of Directors. Interview proceeded from 3:40 – 4:55 pm.**

<u>Public Comment: KC Brown, Director of ITRS</u>

KC Brown, Director of ITRS thanked the CMHA-CEI Board of Directors for their time, dedication and endurance during today's long marathon of CEO interviews and stated that selecting the right leader is a massive undertaking, she thanked the board for their commitment to this process sharing that it was evident in every conversation.

As we reflect on today's candidates, Ms. Brown highlighted the incredible depth of strength we possess within our two internal leadership members, which she commented that their interviews clearly demonstrated the level of public mental health knowledge and strategic readiness that stands apart. Specifically, their grasp of our complex systems includes:

- **Financial & Systemic Depth: A sophisticated understanding of our specific funding streams, particularly the nuances of CCBHC and Medicaid alongside a deep-rooted knowledge of the CMH system and framework.**

- **Regulatory Requirements: A rigorous, practical priority placed on the Mental Health Code, ensuring our compliance and clinical integrity remain uncompromised.**

- **Forward-Thinking Management: A proven commitment to continuing our adaptive leadership initiatives, which is critical for navigating the systemic changes ahead.**

Today made it clear that we do not just have strong candidates on paper; we have internal leaders who already embody the exact expertise, stability, and vision this agency needs to thrive.

Thank you again for your incredible dedication to the process. Hopefully, you all get some well-deserved rest, and I look forward to next steps.

<u>Public Comment: Amanda Morgan</u>
CMHA-CEI employee of 22 years, Amanda Morgan, reiterated what KC Brown said earlier and thanked everyone in the room. Ms. Morgan, sharing that she has worked with three out of four candidates applying for the CEO position. She shared that she appreciated working with each individual, but after listening to all the interviews from each candidate, she would recommend Gwenda Summers for CEO position. She offered directly as opposed to having others speak on her behalf and shared the reasons, she felt that Gwenda was a suitable candidate, which included:

1) **Gwenda is accessible.**

2) **Working with her in the role of Sup-on-call at CS, she listened to the AMHS side of CS concerns with empathy. She also followed up on the concerns in time. 2) Out all the candidates, Gwenda was able to discuss diversity, equity, and inclusion and its importance in the agency. CMHA-CEI needs a strong CEO who can have DEI**

conversations that has an expectation that management participate in DEI as well as the employees. DIVERSITY, EQUITY, and INCLUSION (DEI) issue will not go away just because we are in a polarizing time in this world where some people want transgender, queer people, and BIPOC (most importantly women of color) to disappear. Just because there are some who want DEI to go away, does not mean this is something that should. These issues will not go away either. We need a CEO who can utilize change, speak and has showed up for DEI conversations to lead us.

3) **Gwenda's staff love her. Her staff model the values Gwenda holds up. Her staff model the training she has established.**

4) **The onus for payment is on the service providers of this agency, and we need a CEO who is willing to think outside the box. Example, as a MHT my role is to bring in the dollars but for every 15 minutes I spend with a client, I have 15 minutes more of work to do such as notes and correspondence that does not get billed. We have a high acuity case load that taxes the clinician. Higher caseloads to meet productivity is not the solution. We need a CEO who can think outside the box, especially regarding bringing in finances so that the burden for productivity does not fall solely on the service provider who can be overburdened with caseloads for a program to be successful.**

5) **Gwenda shows promise that she thinks outside the box and might resolve this dilemma. I appreciated all the candidates and do not want to dismiss the wonderful qualities others had who interviewed, but if we are talking trust in positions, I would put my trust in Gwenda Summers.**

<u>Public Comment: Concern expressed regarding lack of Jolly Road staffing due to existing staff being relocated to Crisis Care Center (CCC)</u>
CAC, Representative Luna Brown (she/her) shared that it has been difficult to schedule appointments with all the staff being moved over to work the crisis care center and commented that she hopes that Human Resources will be able to expedite filling those vacant positions.

<u>Public Comment: Use of CMHA-CEI Logo Background</u>
CMHA-CEI Board member, Daniel Arnold shared an observation and commented that when someone is sharing their own opinion, they should not use the CMHA-CEI logo background as this is misleading and gives the impression that the person is speaking on behalf of the agency.

Announcements

The CMHA-CEI CEO Search Committee Meeting scheduled for Monday, June 22 @ 5:00 pm, was rescheduled for Thursday, June 25, from 1:00 – 2:00 pm, G11-C.

The CMHA-CEI Board of Directors agreed to continue holding Wednesday, July 8 from 8 – 5pm, at this time to be used as needed.

Adjournment

The meeting adjourned at 5:12 p.m.

Minutes Submitted by:
Aleshia Echols, Executive Administrative Assistant