

Executive Committee
Maxine Thome, Chair
Joe Brehler, Vice Chair
Dale Copedge, Secretary
Dwight Washington
Ryan Sebolt



Community

MENTAL HEALTH

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AMENDED MINUTES

OF THE

EXECUTIVE COMMITTEE

“HYBRID” MEETING

Wednesday, April 10th, 2024

4:30 PM

812 E. Jolly Rd, Atrium

Lansing, MI 48910

Join Zoom Meeting

<https://zoom.us/j/96922166745>

Call to Order:

The meeting was called to order by Maxine Thome, Board Chair at 4:30 pm.

Committee Members Present:

Maxine Thome

Joe Brehler

Dwight Washington

Excused

Ryan Sebolt, Dale Copedge

Other Board Members Present:

None

April 10, 2024 Amended Executive Committee Meeting
October 10, 2024

MINUTES ARE DRAFT PENDING COMMITTEE APPROVAL

Staff Present:

Darby Vermeulen, Sara Lurie

Public Present:

None.

Approval of Meeting Minutes

ACTION:

MOVED by Joe Brehler and SUPPORTED by Dwight Washington to approve the CMHA-CEI Executive Committee Meeting Minutes of March 13th, 2024 as presented.

MOTION CARRIED unanimously.

Adoption of Meeting Agenda

ACTION:

MOVED by Joe Brehler and SUPPORTED by Dwight Washington to approve the meeting agenda as presented with the revision of correcting the Board Chair to Maxine Thome.

MOTION CARRIED unanimously.

Committee Appointments – Effective May 1, 2024 – April 30, 2025

Maxine Thome wondered if she would be able to be the Chair of the Board as well as the Chair of the HR Committee? Joe doesn't think there is anything in the bylaws restricting this.

Maxine requested that she be sent the Board Calendar again. Darby will email it to her.

Sara reminded the group that the Building and Sites ad hoc meetings are attended by the Executive Committee.

Executive Committee members reviewed the summary report compiled from the individual committee interests/board delegate response forms received from each CMHA-CEI Board member indicating their standing board committee preferences from 1-5. The standing board committees include: Human Resources, Finance, Program and Planning, Recipient Rights, and Community Access Committee. The outcome of the review determined the following appointees:

HUMAN RESOURCES COMMITTEE

Meeting Time: 1st Weds Quarterly
5:30 pm
(March, June, September, December)
(Secretary: Latisha Toussaint, 517-346-8208)
Maxine Thome, Chair
Tim Hanna
Dale Copedge
Al Platt
Raul Gonzales
Dwight Washington

FINANCE COMMITTEE

Meeting Time: 2nd Weds Monthly
5:30 pm
(Secretary: Darby Vermeulen, 517-346-8285)
Tim Hanna, Chair
Joe Brehler, Vice Chair
Ryan Sebolt
Raul Gonzales
Dianne Holman
Dwight Washington
Paula Yensen

PROGRAM AND PLANNING COMMITTEE

Meeting Time: 2nd Monday Monthly

5:30 pm

(Secretary: Darby Vermeulen, 517-346-8285)

Raul Gonzales, Chair

Al Platt

Joe Brehler

Dianne Holman

Tim Hanna

Paul Palmer

Jason White

RECIPIENT RIGHTS COMMITTEE

Meeting Time: 1st Thursday Quarterly

5:30 pm

(Secretary: Lynn McLaughlin, 517-887-5234)

Paul Palmer, Chair

***Evan Goodman**

Maxine Thome

Dale Copedge

Al Platt

***Francisco Vaca**

***Tina Bertram**

***Lori Gorbis**

****denotes Consumer Appointments.***

COMMUNITY ACCESS COMMITTEE

Meeting Time: 4th Monday Bi-monthly

5:30 pm

Dianne Holman, Chair

Jason White

Al Platt

Paul Palmer

Dwight Washington

Paula Yensen

CMHA-CEI Committee Appointments Effective May 1, 2024 – April 30, 2025

MOVED by Joe Brehler and SUPPORTED by Dwight Washington to approve the committee appointments and committee chairs effective May 1, 2024 – April 30, 2025 as stated above.

MOTION CARRIED unanimously.

Unfinished Business

None

New Business

Dwight wanted to add that he was talking with Maxine and Joe about financial packages for Sara. Dwight said some work has been done on this, but it isn't ready for today's meeting. He recommended adding this to the next Executive Committee meeting. Sara asked if this was related to an annuity? She went on to say that Dwight has been talking all year about how to recognize Sara's hard work, and she wanted to say how much she appreciates this. Sara said "Absolutely not" for last year, but he persisted. This is where the idea of an annuity came up. Discussions with HR have happened. Sara said anything attached to an evaluation should be looked at for next year. She hopes this would be most relevant for CEOs at CEI in the future and it will be a good incentive for hiring and help to reward folks in the year ahead. Sara said an annuity is not on a salary scale or something immediate. The idea itself has merit to explore, but Sara doesn't feel like this is something she needs. Maxine said if this idea has merit, now would be the time to start, not after Sara leaves.

Joe said he is somewhat concerned about this idea and would be more interested in seeing where Sara's salary scale fits with other CEOs, as well as the rest of the Directors Group salaries. He feels like not recognizing other Directors at the same time isn't fair. Sara said CMHAM does a study every year, and in looking at all of the salaries in Michigan, she falls in the middle. She said adjusting the salary prior to hiring the next CEO would be a good idea. Maxine said being a CEO is hard work and that recognizing the CEO with bonuses or an annuity is how to recognize this work. Dwight said whatever is decided, it should be decided expeditiously. He sees

merit in all of the points of view shared in this meeting. Joe went on to say he would rather reward Sara as she is here, such as a bonus pool. The issue with this is that the year a bonus isn't received, another message is being sent. Maybe it would be based on the evaluation results? Maxine liked this idea.

Dwight said another item that didn't get resolved as of last year was getting more help in Sara's office. Joe would be interested in discussing this further. Sara said this was in the budget for this year, she just isn't sure what this would look like. She is considering calling it a Program Operations Director, because Sara supervises too many folks. Sara hasn't moved forward with this yet because she is busy trying to hire a new QCSRR Director. This will be added to the next Executive Committee meeting agenda.

Public Comment

None

Adjournment

The meeting was adjourned at 5:20 pm.

Minutes submitted by:

Darby Vermeulen
Finance Administrative Assistant

Aleshia Echols
Executive Administrative Assistant