



Community
MENTAL HEALTH
CLINTON • EATON • INGHAM

PROGRAM AND PLANNING COMMITTEE

Meeting Minutes

Monday, October 13th, 2025

5:30 p.m.

812 E. Jolly Rd, G11-C

Lansing, MI 48910

Join Zoom Meeting

<https://zoom.us/j/94026869514>

Meeting ID: 940 2686 9514

Committee Members Present:

Raul Gonzales

Dianne Holman

Jeanne Pearl-Wright

Jason White

Committee Members Excused:

Dwight Washington

Staff Present

Darby Vermeulen, Sara Lurie, Drew Kersjes, Shana Badgley, Dr. Jennifer Stanley,
Elise Magen, Gwenda Summers

Other Board Members Present:

None

Public Present:

None

Others Present

None

Call to Order:

The meeting was called to order by Chairperson Raul Gonzales at 5:30 p.m.

Previous Meeting Minutes:

MOVED by Jeanne Pearl-Wright and SUPPORTED by Dianne Holman to approve the Program and Planning Committee meeting minutes of August 11th, 2025.

MOTION CARRIED unanimously.

Adoption of Agenda:

MOVED by Jason White and SUPPORTED by Jeanne Pearl-Wright to adopt the agenda of October 13th, 2025.

MOTION CARRIED unanimously.

Public Comment on Agenda Items:

None

Unfinished Business

a. Crisis Stabilization Unit Update

Sara shared that as far as she knows, the renovations are continuing as planned. In the meantime, we have hired a nursing supervisor and coordinator for Families Forward at the CSU. On the AMHS side, positions are posted for a coordinator and an associate medical director. We continue to stay in contact with MSU Psychiatry and discuss collaboration ideas. Tomorrow, there is a meeting about the staff roles and processes as consumers flow through the CSU. This is a good opportunity to create a welcoming entry to folks in the CSU. Sara said once the construction team has walled in the first floor, then the Board of Directors will be able to take a tour.

New Business

a. Clinical Philosophy Statement Update

Sara said one item that she has been working on for a while now is creating a philosophy that is encompassing across the entire agency. There was a workgroup that met to develop this new philosophy. It will be rolled out in FY26. Drew Kersjes shared the history of the agency clinical philosophy and how it has evolved. He said the previous philosophy really created a silo for each program. The workgroups discussed how to create a philosophy that included every program. Drew then read the new philosophy to the P&P Committee. He said there were two meetings to make sure each workgroup member's ideas were heard. Discussed ensued. Sara will be adding this item to her Board Report for October, and it will be rolled out to the Manager's group later this month.

b. New Website

Elise Magen presented the new website at Community Access Committee. Sara said this was a big project spearheaded by Joanne Holland and IS. Our old website landing page was busy and it was difficult to find things. In the past, we organized by programs; however, the public doesn't know what those program names mean necessarily. So the program terms were simplified for public consumption. Sara perused the site and showed the committee where items are located. She said there are a few areas that are still being worked on.

c. FY26 Strategic Plan Priorities

Sara said there are two items here. One is the employee experience survey and action plan items for next year, and the second is general priorities for the organization that attach to the strategic plan.

Sara shared the background of the FY26 Action Plan. Post pandemic, managers participated in cross organizational groups to learn more about psychological safety and to try out some activities to introduce concept and build psychological safety in their teams. Thus, a survey was identified as away to provide a baseline or the employee experience. Sara shared the goal and purpose of the survey. She said 51% of the organization completed the survey.

Sara shared the agency survey results. Key takeaways of the survey included that most folks agreed there is disconnect between frontline staff and leadership, as well as between departments.

Sara then shared some ideas offered by employees in the survey. She noted that staff have previously wanted a "Suggestion Box", but it makes more sense to

figure out how to do this electronically rather than a physical box. Another idea was to improve new staff training, and this is something that is already underway. Steve Able in HR is looking at ways to expand our New Hire process beyond two days, with staff check-ins happening for months after hiring in.

Sara said that the Directors reviewed the survey results together and created a list of agency action items for FY26, which include employee Town Hall meetings, more frequent stay interviews, and additional manager training topics like staff recognition and employee accountability.

d. Consumer Advisory Council Priorities

Sara said the CAC has been working to identify priorities for the next year. One of the priorities is holding some sort of presentation at an Elected Officials' meeting. There needs to be more discussion about what the presentation will involve and at which meeting this will take place. It was noted that Board member Jason White came from the CAC!

Elise shared that the other high priority item is sharing externally about the CAC with other local organizations (NAMI, Disability Rights Coalition, etc.) The last priority noted was touring the new Crisis Care Center since they provided so much of the design feedback.

Public Comment

None

The meeting was adjourned at 6:42 p.m. The next regularly scheduled Program and Planning Committee meeting is Monday, November 10th, 2025 at 5:30pm, 812 E. Jolly Rd, conference room G11-C.

Minutes Submitted by:

Darby Vermeulen
Finance Administrative Assistant