Community
MENTAL HEALTH
CLINTON • EATON • INGHAM

EXECUTIVE COMMITTEE
"HYBRID" MEETING MINUTES
Wednesday, March 11, 2026
4:00 pm
812 E. Jolly Road, G11-C
Lansing, MI 48910

Call to Order:
The meeting was called to order by Jeanne Pearl Wright, Chair at 4:11 pm.

Committee Members' Present:
Jeanne Pearl-Wright, Dale Copedge, Dwight Washington

Excused:
Ryan Sebolt

Via Zoom:
None.

Other Board Members Present:
None.

Staff Present:
Jana Baylis, Aleshia Echols, Sara Lurie, Morgan McKittrick

Public Present

None.

Previous Meeting Minutes

ACTION:

MOVED by Dale Copedge and SUPPORTED by Dwight Washington that the Community Mental Health Authority of Clinton, Eaton and Ingham Counties (CMHA-CEI) Executive Committee approve the January 14, 2026, and February 11, 2026 CMHA-CEI Executive Committee Meeting Minutes as written.

MOTION CARRIED unanimously.

Adoption of Amended Meeting Agenda:

ACTION:

MOVED by Dale Copedge and SUPPORTED by Dwight Washington that the Community Mental Health Authority of Clinton, Eaton and Ingham Counties (CMHA-CEI) Executive Committee approve the March 11, 2026, Meeting Agenda as written with the following amendment:

- **HR Matters Update by Morgan McKittrick, HR Manager, and Jana Baylis, Chief Human Resources Officer.**

MOTION CARRIED unanimously.

HR Matters Update

Jana Baylis, Chief Human Resources Officer and Morgan McKittrick, HR Manager provided an update regarding CEO, Sara Lurie's retirement; reporting that.
CEO, Lurie notified Directors of her impending retirement at the in-person Directors Group Meeting on Tuesday, March 10th. Managers and all employees received notification via email (today) Wednesday, March 11, 2026. Next Steps include review of current job description by CEO Lurie. Upon completion of review, CEO Lurie will forward changes to HR for consideration for inclusion in the job posting. Prior to posting the position, HR will review and discuss any recommended changes with the full board.

ACTION: At the March 19th, 2026, Board Meeting, Jeanne Pearl-Wright, Chair will present the search committee recommendation to the full board for consideration and approval based on the three main components presented by HR, which include:

- **Government/Financial**
- **Clinical**

- **Public Figure/Community Involvement**

Morgan McKittrick, HR Manager will present the written exit and transition timeline for review and discussion in Jana Baylis' absence and identify potential dates for 5 – 6 additional board meetings between now and June, 2026. All board members will be part of the interview process once the selection committee has reviewed applications and resumes and identified potential candidates based on the internal talent pool and external candidates. However, at this time, the Executive Committee does not recommend hiring of an Executive Search Consultant for National posting.

As part of the process, additional board meetings will be posted on the main webpages as public meetings.

ACTION: At the March 19th CMHA-CEI Meeting, review board member schedules to identify 5 – 6 additional board meetings between now and June, 2026.

ACTION: CHRO, Jana Baylis will reach out to the following stakeholders to seek input for the purpose of developing the list of CEO qualities and interview questions:

- **Consumer Advisory Council,**
- **459 and 512 union representatives,**
- **Directors Group,**
- **Former CMHA-CEI Chief Executive Officer, Bob Sheehan who is now the Executive Director for Community Mental Health Association of Michigan.**

ACTION: HR will make recommended changes to the Succession Planning for Chief Executive Officer Position Policy, 2.1.19 based on the 2026 CEO Search process for Executive Committee approval for this year's Annual Policy and Procedure Review.

<u>Public Comment</u>
None.

<u>Unfinished Business</u>
None.

<u>New Business</u>
None.

Public Comment

None.

Adjournment

The meeting was adjourned at 4:53 pm. The next regular Executive Committee Meeting to select committee appointments is scheduled for Wednesday, April 8, 2026 at 4:00 pm, at 812 E. Jolly Road, G11-C conference room.

Minutes submitted by:
Aleshia Echols, Executive Administrative Assistant