



Board Meeting Minutes

HYBRID MEETING AT UNITARIAN CHURCH OF MONTPELIER
AND ON ZOOM

JUNE 14, 2023

IN ATTENDANCE IN-PERSON: KIRSTEN MURPHY, MICHAEL SABOURIN, TOM VAN METER, MARSHA BANCROFT, DOUG LAPOINT

IN ATTENDANCE VIA ZOOM: ERICKA REIL, CHARLEA BAKER, JESSE SUTER, SARAH LAUNDERVILLE, JEFF KAPLAN, DAN BURCHARD, AND JIM PONTBRIAND

DRVT STAFF IN ATTENDANCE: LINDSEY OWEN, NICOLE CHICOINE, DONNA SAMSON-SPRAKE, HENRY MAUCK, LAURA CUSHMAN

QUORUM PRESENT? YES

CALL TO ORDER - SARAH LAUNDERVILLE 10:01 AM

Introductions

Motion to approve agenda; approved 10:05 am.

- Sarah asks if anyone needs to leave prior to votes this afternoon, Ericka, and Jesse have other commitments.
- Sarah - will be sending the executive director review to the executive committee at some point soon.
- Sarah - wants to take time to ask Ericka about resigning from the board and PAC. Ericka has taken a new job at Washington Family Mental Health - her new position limits her time.
- Discussed if anyone else has stepped into the PAC Chair position yet? Just recently happened so we will be working on that by the next meeting.
- Kirsten asked what the press conference is that Sarah will be attending today? - addressing the issues with the homeless crisis.

Motion to approve 3/8/2023 board meeting minutes, motion made by Kirsten, Charlea Seconds 10:14 am.

- Adjustments to minutes:
 - Land Access Opportunity is actually Land Access Disability Board
 - Figure of 4.8 over the span of 5 years, not 3.

All in favor as adjusted - minutes approved 10:14 am

EXECUTIVE DIRECTOR/LEGAL UPDATES - LINDSEY OWEN 10:15 AM

- S.36 - bill that dealt with the arrests of individuals who assaulted health care workers. Testified that disorderly conduct should not be included in the language. The bill went through with the language. Requirement to report back to legislature. Discussed issues with treatment services for people with disabilities.

- S.89 also passed – setting aside a unit at VPCH for people who were incompetent. Work group to see if that was even needed for that population.
- Mental Health Commission –Committee Meeting
- Client with possible upcoming litigation – situation with rights violation with Rutland City Police – brought to HRC – who agreed her rights were violated – DRVT is considering bringing the case to state court.
 - Michael asks about lack of due responsibility – and lack of training. Lindsey states possibly training or education be part of resolution for this.
 - Questions about the response and experience of the social worker.
 - Jeff asks if this was municipal police department and asked if the police department was interested in participating in discussions.
- NH recently passed a court order to state there is 1 year to board people in the emergency departments.
 - Brought by ACLU of NH, and Hospital Association.
 - DRVT is interested in the same for Vermont as this is an ongoing issue.
- Legislation around our access authority – push back from the department of mental health around Critical Incident Reports.
 - Lindsey questions the number of deaths being reported. The person who normally sends them went on leave – after that they questioned why these reports were being sent to us, that they didn't know. Will draft a complain for preliminary adjudication.
 - Michael asks if we would consider filing a HIPA complaint? Lindsey thought that was an interesting suggestion.
- Just sent 3 staff members to the NDRN Conference – Rhonda, Laura, and Kristen.
 - Laura thought the workshops were really informative – learned a lot about access authority, including people with lived experience, employment discrimination, jail litigation. Now she is thinking about the ways she can use what she learned in her work with DRVT.
- Linda Cramer – retiring next month – we are currently hiring an advocate to fill her position.

BOARD MEMBER UPDATES/OPEN DISCUSSION - 10:43 AM

- Governor's advisory council for deaf and deaf/blind – in the process of writing legislation for deaf and hard of hearing students as a bill of rights –initial draft makes pushes all children they have a into a program with ASL – not the individualized needs – strong push back form hard of hearing community. There are 25 deaf children and 435 with hearing loss. Program for diagnosis – not individualized – strong push back form hard of hearing community.
 - Doug asks about overlapping IEP plans
 - Sarah asks about the “right to” vs “pushing into” – doesn't see how having a right translates to being forced to – asks if there is any language that concerns.

- Charlea states the council was not included in the drafting of this bill.
- Lindsey asks if Charlea can send her the language.
- Jim – asks who drafted the bill? State leaders – but there is also a national push.

BREAK 10:59 AM – 11:08AM

PLANNING COMMITTEE - TOM VAN METER - 11:08AM

- Charlea talked about cultural awareness for new Americans and minority groups
 - Discussed training for minority groups.
- New template for upcoming minutes - helpful
- Discussed hiring a new advocate
 - Recently filled all lawyer positions
- Lindsey provided a DRVT staff training – caption the training videos.
- Discussed possibility of doing a Community Meet & Greet
 - Discussed inviting the community/public to our board meetings and getting our mission out there.
- Board application and flyer will be put on the website – accessibility.
 - Lindsey, Nikki is currently making improvements to our website – and also drafting a more visual annual report – Nikki will send to board via email.
- Discussed revising Diversity, Equity, and Inclusion information
 - Michael asked If the funding requirement comes with additional funding to appoint a person for diversity equity and inclusion training? No additional funding.
 - Kristen will send Lindsey an assessment to see where you are at as an organization with DEI training.

PAC REPORT - ERICKA REIL - 11:20 AM

- Recruitment – in need of parents of minor children who can use disability rights services.
- Missing members to represent the south and northern parts of the state.
- Keeping an eye on legislation and homeless crisis around people with mental health issues & embedded social workers.
- Sarah asks logistics of Ericka leaving – as Ericka steps down what are the next steps – next meeting is August 22nd - will plan for the next meeting.
- Lindsey – notes that DRVT is sponsoring MAD Pride on July 15, 2023 – welcomes board and PAC members to attend and support this event. Event is located in Burlington. DRVT advocate Rhonda will be tabling the event.

DLP REPORT - BARB PRINE - 11:26 AM

- New American outreach – intake system is hard to navigate for non-English speakers. Access to telephone interpretation system – but messages left on their phone which is hard.
 - Increase outreach by AALV – refugee resettlement organization – get direct case referrals from them.
 - Walk in Clinic set up in Burlington – in conjunction with 7 different New American organizations. ¼ of the people who attend have disabilities – most of the work is brief advice. Interpreters on site. Serves as an onsite intake system.
 - Doug asks if it is being utilized a lot? Barb says roughly 15-20 people each walk-in.
 - Laura asks if DRVT could provide support at a Walk-In in the future. Barb says if someone wanted to do that – that would be great.
 - Michael – physical clinic – but asks about phone banks open-clinics. Barb says none.
- Special grant to do work force work from DRVT – funded DLP time.
 - Direct Casework
 - Visiting nurses waiver – no longer need to serve everyone in need of home health care/skilled nursing, so many people are not getting help.
 - In cases where people need multiple methods of care, they are being put in a box to receive only one type of service.
 - Sarah – are you seeing people ending up back in nursing homes? Deb discussed one case where this has happened.
 - Direct care work force – 20% vacancy rate – many jobs are open which are older stats due to the state not maintaining the data. Wages are lagging because of inflation.
 - 2 cases of young men who can't receive services – mothers are forced to quit their jobs and provide full support. Appealing to human services board – Medicaid requirement 45 days to 90 days, DAIL said not appealable, grieve to agency... waiting on decisions. Novel theory. Would help a lot of people if they win. Laura asks for citation, will follow up by email.
 - Kirsten asks about Medicaid Access Rule comments, Kirsten to send to Barb for follow up.
 - Is there a next step after human services board? Barb says it depends on why they lose. Barb feels DAIL is not taking enough responsibility for this workforce problem.
 - Committee Work:
 - State Program Standing Committee - Considering paying parents to care for their children; waiver to pay parents is up in November.

- Worry about payment reform, DAIL has to do based on CMS, thinks in the end it could provide a system for cutting off people with the lowest needs.
- DLP committee work – important work, this is how we communicate with the community
- PAIR work (poverty law project)
 - Guardianship
 - Employment & unemployment work for people with disabilities.
 - Accommodation creates denial of benefits for people with disabilities. Adult onset disability in most cases.
 - Homelessness work
 - Discussed client (child and mother) who is homeless and living in a shelter (motel) which ended –swapping school districts. Staffing issues at the school programs as well. Program will end which leaves them without any sort of housing.
- Teamwork between DRVT and DLP has been very meaningful.

LUNCH BREAK - 12:05 PM - 12:32 PM

NOMINATING COMMITTEE - JESSE SUTER - 12:33 PM

- Spent most of the time looking at the application form. Reduced the number of questions and wording for plain language.
- Advertisement – looks great made a few minor changes.
- Application is also intended to be online in the near future.
 - Doug asks – about switching questions 1 & 2 on the board application. Other members agree.
 - Charlea wonders if the nominating committee can do some outreach to the Southern part of the state. Suggests drafting a letter to organizations in the South.
 - Lindsey reiterates that all board members should be focused on how they can recruit members – not just the nominating committee.
- Michael asks about PAIMI region meetings –
 - We do listening sessions for the PAC.
 - Lindsey says she has never taken that step to recruit during the listening session and will work on doing that.
- Laura asks – where do we send this ad/flyer now that we have it?
 - Kirsten discusses a few ideas:
 - Flyer in Aris – checks that are mailed out – flyer in all checks.
 - Boost posts on social media
 - Can share with DD Council email
 - Laura wonders if we should mention “volunteer position”

BUDGET AND FINANCE COMMITTEE - KIRSTEN MURPHY - 12:47 PM

- Donna & Lindsey prepare a summary – we are 67% through the fiscal year.
- Profit and Loss
 - Finance committee talked to Donna about grant spending and place where grants get switched over to spend down other balances.
 - Staffing levels are coming back up – now we are seeing surplus being spent down.
 - Contract has been signed with the network domestic violence – \$27,000
 - Victims work – identified a need for family law cases – nobody has the capacity of resources – got creative and provided funding – helped 42 families so far, and will continue through September – Lindsey will report to the board on if we should continue to provide this funding.
 - PADD money – is higher in spending – but there is also carryover available.
 - HAVA grant – underspend but will pick up in the summer
- Expenses:
 - Payroll – closer to target.
 - Health and disability insurance – lower side. Some employees not taking advantage of that benefit, possibly 4 or 5. When we prepared the budget we increased the amount thinking we
 - Expense report – DRVT gave money to TBI event and Voices & Choices conference.
 - Charlea – HAVA grant – asks about more for election years – and if funds can be carried over. Donna confirms.
- Grant Balances:
 - Overall nothing worrisome – glad some of the PAIMI carryover is being spent.
 - Laura asks about expected grants - STATE and VOCA funds
- Lindsey's evaluation will be circulated to the executive committee and will be meeting with Lindsey within a week.

DRVT GRIEVANCE POLICY REVIEW AND BOARD BYLAWS - 1:00 PM

- Included the bylaws with the most recent changes made – Nikki & Lindsey will send a finalized version.
- Clarified that grievances made by staff are at the discretion of the executive director.
- Board will be notified about grievances. But there is still an open question around whether grievances should be brought to the board at all.
- Kirsten asked about client grievances in general.
 - Lindsey discusses an informal complaint and a complaint that was brought to the board's attention last year.
 - Lindsey will check in with other P&As to see what their client grievance policies look like.

PUBLIC COMMENT - 1:07 PM

- Marj had fallen a few times and was hospitalized – emails Lindsey quite a bit.
Meets with Rachel and Lindsey quarterly.

NO OTHER BUSINESS- 1:09 PM

**MOTION TO ADJOURN MEETING MADE BY DOUG AND CHARLEA SECONDS
MEETING ADJOURNED 1:10 PM**