



PROGRAM AND PLANNING COMMITTEE

Meeting Minutes

Monday, October 9th, 2023

5:30 p.m.

812 E. Jolly Rd, Atrium

Lansing, MI 48910

Join Zoom Meeting

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

Meeting ID: 940 2686 9514

Committee Members Present:

Raul Gonzales

Al Platt

Tim Hanna

Joe Brehler

Dianne Holman

Paul Palmer via Zoom – South Lansing, MI

Committee Members Excused:

None

Staff Present

Darby Vermeulen, Sara Lurie, Jana Baylis, Dr. Jennifer Stanley

Other Board Members Present:

None

Public Present:

Luna Brown

Others Present

None

Call to Order:

The meeting was called to order by Chairperson Raul Gonzales at 5:28 p.m.

Previous Meeting Minutes:

MOVED by Tim Hanna and SUPPORTED by Al Platt to approve the Program and Planning Committee meeting minutes of September 11th, 2023.

MOTION CARRIED unanimously.

Adoption of Agenda:

MOVED by Joe Brehler and SUPPORTED by Tim Hanna to adopt the agenda of October 9th, 2023.

MOTION CARRIED unanimously.

Public Comment on Agenda Items:

None

Dianne Holman entered the meeting at 5:29 pm.

BUSINESS ITEMS:

Unfinished Business

a. Strategic Planning Update

Sara said we are still a few months away from the final version of the strategic plan. She reminded the committee of what has been completed up until now. Sara said once the goals and measures are more solidified, we will want to get more input from stakeholders such as the DAC and CAC.

Today, Sara would like to review the draft goals and measurements and receive input from the P&P Committee about what committee each goal should be tied to.

The first focus area of goals and measures was 'Address Social Justice, Diversity, and Disparities Along with Social Determinants of Health'. The goals for this area include developing a DEI plan to address DEI social justice for employees and those we serve, and adopting disparities in our service provision.

The next focus area is 'Optimize and Adapt Our Services and How We Deliver Them'. The goals include enhancing the experience of those we serve by improving access, navigation and communication, and providing whole person care that integrates health and wellness goals and supporting care coordination with other healthcare providers. Sara noted we have had the Healthcare Integration workgroup but it hasn't been attached to any committee yet. She put Program and Planning in the document for the time being. Sara hasn't added any percentages to the measurements because she needs more input from the Director's Group on these numbers. Other goals under this area included successfully launching the Crisis Stabilization Center and fully using our facilities to enhance our ability to provide safe and supportive environments for consumers and staff.

Sara then reviewed the third focus area, 'Build Stronger Community Support and Partnerships'. Goals in this area include providing increased education and advocacy in support of the Public Behavioral Health System with legislators, elevate CEI input and influence into policies and practices, increase public awareness for CEI services, and collect and use data effectively to communicate benefits of CEI services. Luna Brown said she agrees with needing more communication on the local government level; she said it's a lot easier to focus when there is a specific bill to advocate for or fight against. She went on to say negative experiences at CEI unfortunately get the loudest voice a lot of the time. The most concern is coming from emergency services and the Bridges program. Sara said she noted this in the document to add to the conversation about improving service delivery.

The next area of focus is 'Build Our Workforce Capacity'. The goals include enhancing recruitment and retention, compensating staff and contractors competitively, creating a safe learning environment for employees and interns that promotes the best outcomes for those we serve and enhancing leadership development and succession planning. Discussion ensued about the workforce compensation study and how often that should happen. Jana said CEI is first working on creating a better standard for the salary steps, and then researching to see the best practice on how often the market studies should happen.

Paul Palmer joined the meeting at 6:05 pm.

The last area of focus is 'Rethink Our Systems, Processes, and Communications to Achieve Organizational Excellence'. Goals in this area include improving work flows between clinical and admin departments, developing a formal comprehensive internal comm. strategy that links communications to the strategic plan including the org's mission, vision and values, assuring that staff are providing clinical services and training and admin support needed to maximize delivery of services, and continuing to leverage and manage diverse funding sources.

Joe Brehler noted that he didn't see social justice addressed even though it is a goal. Luna added that many group homes do a good job of being inclusive, but she said it would be good to compile a list of private group homes in Lansing are not accepting of LGBT persons because she has experienced this personally. Joe said CEI has a unique position to discuss adequate healthcare, housing, access to food and other disparities in our community. Sara said there are many ways to connect social justice to the strategic plan and perhaps the goals need to be more explicit.

b. CAC/Board Dialogue Update

Sara shared that at the last CAC meeting, the questions proposed were regarding the structure of the connection to the P&P Committee and whether that was working. Two groups reported out; one group thought the connection was working fine. The second group included Kay Randolph-Back and she put forth a lot of suggestions for enhancements to the connection of the CAC and P&P Committee. Sara said this discussion will continue in November when the CAC finalizes their recommendations. Sara shared Kay's document with her suggestions. These included having two council reps attending the Board meetings in person and developing a plan for Council-sponsored gatherings to hear from consumers and potentially community members. Kay also suggested moving the CAC to a date closer to the Board meetings. Sara said Board members are encouraged to attend the November meeting to hear the finalized list of recommendations.

Luna noted another suggestion was figuring out how to apply to become a member of the Board as it doesn't seem this info is available anywhere. Sara said we can look at putting this information together to formally post on the website.

New Business

None

Public Comment:

None

The meeting was adjourned at 6:43 p.m. The next regularly scheduled Program and Planning Committee meeting is Monday, November 13th, 2023 at 5:30pm, 812 E. Jolly Rd, Atrium.

Minutes Submitted by:

Darby Vermeulen

Finance Administrative Assistant