

Present: Susan Richards, Josh McCarley, Anna Seegars, Patty Nodine, Nick Wildrick, Katherine White

Staff: Jamison Smith

Guest: Suzy Cole

Absent: Chris Kennedy

Meeting Called to Order- 5:45pm December 15st 2025

Motion to approve agenda made by Nick

Seconded by Patty. All in favor.

Motion to approve former minutes made by Kathy

Seconded by Nick. All in favor.

Susan discusses letter of intent to hire Suzy Cole as legal representation. Review of vote confirming that board unanimously agreed to hire Suzy.

Suzy introduced herself to the board and explained what she can provide as a local non profit attorney. Suzy then exits meeting.

Jamison begins by explaining annual board evaluations. Jamison passed out evaluations with an envelope to be returned. Jamison brought up that election of officers as well as approval of policy and procedure manual. Jamison explains that certain policy and procedures are not up to date as contradictory such as attendance and non excused absences. Suzy will be looking over these. Susan state that the board voted for officers with change of CEO with the exit of the former board chair. It was found to be in the best interest to revisit officer positions in the spring. Motion was made to delay elections until spring by Susan.

Seconded by Kathy.

Financial update:

Jamison passed out a balance sheet and presented a budget in the absence of Madty Wall (CFO). Jamsion explained the current yield of the money market account and expected yield. The board voted in the previous meeting to move 2.5 million into the money market at 3.25% interest. Nick proposed the idea of keeping 90 days cash on hand in checking account but will revisit this once Suzy has reviewed governance. Jamison then explained that alcohol excise tax is what was formally known as mini bottle tax as there was some confusion in the previous meeting. Nick confirmed this is the correct format he asked Mardy for in previous meeting with regards to balance sheet.

Jamison updated the board about billing Medicare and that it involves changing tax status and they are still exploring this but other things have taken priority.

The auditor is still working on the audit, so no current update per Jamison. Once complete Mardy will be able to finalize quickbooks.

16% increase in salary

Jamison updates board on new hires: 2 adolescent counselors and one supervisor, third adolescent counselor being hired but not onboarded yet.

Two new peer support staff were hired as well.

Jamison continues to host community meetings including SAMH.

Jamison discussed employee reviews and changing the format. Jamison plans to talk to payroll company in January, as they can integrate reviews within the existing software.

Board retreat: All rooms reserved for those that RSVP'd.

HVAC update:

Quote for 5 VAVs \$127000-147000, if VAV installed get facility to 80%, currently at 60% with 5 year life span.

Jamison explained maintenance invoices from engineering companies and exploring the options for corrective measures.

Engineer's met to see what needs to be fixed, price estimate for other corrective measures delayed due to MEP.

Arbitration to continue.

Motion to move to executive session by Susan

Seconded by Anna.

Meeting moved to executive session at 6:47pm