



**MINUTES OF THE REGULAR MEETING  
WEDNESDAY, April 27, 2022**

The LifeWays Board of Directors met in regular session in the Board Room at the LifeWays Building, 25 Care Drive, Hillsdale, Michigan on Wednesday, April 27, 2022.

**BOARD MEMBERS PRESENT:** Bruce Caswell (Chair); John Clark (Vice Chair); Ruth Brown (Treasurer); Melissa Callison, Christine Carlson (Secretary); Bradley Bohner; Jeffrey Peterson (via Zoom); Earl Poleski; Carl Rice, Jr.; Ray Snell; Edward Woods

**BOARD MEMBERS ABSENT:** Mark Wiley

**STAFF MEMBERS PRESENT:** Maribeth Leonard (Chief Executive Officer), Kenneth Berger, Latrelle Burk, Karen Cascaddan, Shannan Clevenger, Michael Cupp, Jon Johnston, Casie Schirer, Chad Surque, Cassandra Watson

**OTHERS PRESENT:** Rosalie Austin, "Carly", Kevin Frahm, Michelle Massey Barnes, Malkia Newman, Karen Simon

**CALL TO ORDER**

Chair Caswell called the Board Meeting to order at 7:00 p.m.

**INVOCATION AND PLEDGE OF ALLEGIANCE**

The Invocation was presented by Bruce Caswell, which was followed by a recitation of the Pledge of Allegiance to the American Flag by audience and Board members.

**RECORDING OF ATTENDANCE**

The presence of all attending this meeting was recorded (note: Board Member Jeffrey Peterson is noted as present; however, due to Open Meetings Act restrictions is not eligible to vote on action items).

**APPROVAL OF BOARD AGENDA**

LW 21-22-027 - Approval of Agenda of the March 16, 2022, Regular Business Meeting

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**MOTION BY RAY SNELL, SUPPORTED BY RUTH BROWN, FOR APPROVAL OF THE AGENDA OF THE APRIL 27, 2022, REGULAR BUSINESS MEETING, AS PRESENTED. MOTION CARRIED: 9-0**

**APPROVAL OF BOARD MINUTES**

LW 21-22-028 - Approval of the Minutes of the Regular Business Meeting held on March 16, 2022

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MOTION BY CARL RICE, SUPPORTED BY RAY SNELL, FOR APPROVAL OF THE MINUTES OF THE REGULAR BUSINESS MEETING HELD ON MARCH 16, 2022, AS PRESENTED. MOTION APPROVED: 9-0

**CEO COMMUNICATIONS**

Maribeth Leonard, Chief Executive Officer, briefly highlighted the communications provided in the Board Folder.

Chair Caswell made the request for LifeWays to assist in placing a mental health person into the Pittsford school district under the 31N banner, utilizing Mental Health Millage monies. He noted that he has initiated the process through the Hillsdale County Intermediate School District but wants to ensure this request has been completed before the conclusion of his term as Interim Superintendent [at Pittsford Area Schools]. Mr. Rice suggested that Ms. Leonard involve Scott Hutchins (School District Consultant, Michigan Department of Education) if necessary.

(A copy of the Board Folder contents can be found in the Supplemental Minutes portion of the Board Minutes Book.)

**PUBLIC COMMENT**

Chair Caswell read the ground rules for public comment.

Rachel Murray, representing member of a group parents – Ms. Murray informed the Board that a group of parents have formed with the purpose to support LifeWays and collaborate to make sure children are not slipping through the cracks and receiving the services they truly need.

Michelle Massey Barnes – Ms. Barnes conveyed her concern with response times of LifeWays' Intensive Crisis Stabilization Services (ICSS) related to a phone call with the LifeWays Access/Crisis line one evening.

**SPECIAL ORDER TOPIC: THE WORK OF THE COMMUNITY MENTAL HEALTH ASSOCIATION'S PERSONS SERVED COMMITTEE – PRESENTED BY MALKIA NEWMAN, ANTI-STIGMA TEAM SUPERVISOR FOR CNS HEALTHCARE**

Malkia Newman, Chair, Persons Served Committee of Community Mental Health Association of Michigan (CMHA) provided a PowerPoint presentation titled *The Persons Served Advisory Council: Our Journey*. Her presentation provided background information of the Persons Served Advisory Council from 2015 to present. She noted that membership, which she said is a great success, is comprised of primary and secondary

consumers throughout Michigan, and she was hired as a consultant to help facilitate the startup of the Certified Community behavioral Health Clinic Lived Experience Advisory Council.

In closing, Ms. Newman sang *Hero* (by Whitney Houston).

Board members commended Ms. Newman on the work she has done and continues to do to improve service delivery.

### **APPROVAL OF CONSENT AGENDA**

Board Member Bradley Bohner joined the meeting in person at 7:36 pm.

LW 21-22-029 - Approval of the Consent Agenda (April 27, 2022, Regular Business Meeting)

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**MOTION BY RUTH BROWN, SUPPORTED BY MELISSA CALLISON, FOR APPROVAL OF THE CONSENT AGENDA (APRIL 27, 2022, REGULAR BUSINESS MEETING), AS PRESENTED. MOTION CARRIED: 10-0**

#### **A. Facilities**

[Deferred to New Business as information was lacking]

#### **B. Program & Finance**

1. Approval to Accept Finance Report – February 2022
2. Approval to Accept Expenses Report – February 2022 - \$7,291,889.46
3. Approval of Out-of-State Travel for Brandi Davis, City of Jackson Police Officer, to attend the Crisis Intervention Training (CIT), May 16-19, 2022 in Salt Lake City, UT for an Estimated Amount of \$4,014.00 to include Registration, Transportation, Lodging and Meals (NOTE Grant Funds will cover 75% of the cost; originally approved February 15, 2022, but this individual was unable to attend in February.)

#### **C. Quality Improvement and Credentialing**

[Deferred to New Business due to lack of Quorum.]

### **APPOINTED COMMITTEE REPORTS**

- **LIFEWAYS BOARD EXECUTIVE COMMITTEE**

- MID-STATE HEALTH NETWORK (MSHN) BOARD
- MSHN SUBSTANCE USE DISORDER OVERSIGHT POLICY BOARD
- NATIONAL COUNCIL FOR MENTAL WELLBEING BOARD
- COMMUNITY MENTAL HEALTH ASSOCIATION

**BOARD OF DIRECTORS**

**LEGISLATIVE AND POLICY**

- LIFEWAYS DIVERSITY, EQUITY, AND INCLUSION AD HOC COMMITTEE
- LIFEWAYS MENTAL HEALTH IN SCHOOLS ADVISORY COMMITTEE
- LIFEWAYS RECIPIENT RIGHTS ADVISORY COMMITTEE
- LIFEWAYS SELF-DETERMINATION ADVISORY COMMITTEE

**NEW BUSINESS**

- LW 21-22-030 - Approval of Selection of MDL Mechanical to perform the Ultraviolet Light Project and Recommendation to the LifeWays Program & Finance Committee to Approve Expenditure for the Project.
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APPROVAL OF THE SELECTION OF MDL MECHANICAL TO PERFORM THE ULTRAVIOLET LIGHT PROJECT AND RECOMMENDATION TO THE LIFEWAYS PROGRAM & FINANCE COMMITTEE TO APPROVE EXPENDITURE FOR THE PROJECT, AS PRESENTED.

MOTION BY RAY SNELL, SUPPORTED BY RUTH BROWN, TO REFER THIS ITEM BACK TO THE FACILITIES COMMITTEE. MOTION CARRIED: 10-0

- LW 21-22-031 - Approval of the Quality Improvement & Credentialing Report – April 2022
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MOTION BY BRAD BOHNER, SUPPORTED BY RAY SNELL FOR APPROVAL OF THE QUALITY IMPROVEMENT & CREDENTIALING REPORT – APRIL 2022, AS PRESENTED. MOTION CARRIED: 10-0

- LW 21-22-032 - Approval of New Policies: 04-06 Habilitation Supports Waiver (HSW) Coordinator; 04-07 Autism Coordinator; 09-07 Diversity, Equity, Inclusion and Belonging
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MOTION BY CARL RICE, SUPPORTED BY MELISSA CALLISON, FOR APPROVAL OF NEW POLICIES: 04-06 HABILITATION SUPPORTS WAIVER (HSW) COORDINATOR; 04-07 AUTISM COORDINATOR; 09-07 DIVERSITY, EQUITY,

**INCLUSION AND BELONGING, AS PRESENTED. MOTION CARRIED: 10-0**

**LW 21-22-033 - Approval of Reviewed Policies: 09-04 Workplace Conduct; 16-05 Outpatient Substance Use Disorder (SUD) Services**  

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**MOTION BY RUTH BROWN, SUPPORTED BY RAY SNELL FOR APPROVAL OF REVIEWED POLICIES: 09-04 WORKPLACE CONDUCT; 16-05 OUTPATIENT SUBSTANCE USE DISORDER (SUD) SERVICES, AS PRESENTED. MOTION CARRIED: 10-1**

**LW 21-22-034 - Approval of Revised Policies: 13-02 Access Screening; 13-04 Initial Evaluations; 14-04 Crisis Residential Unit**  

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**MOTION BY MELISSA CALLISON, SUPPORTED BY CARL RICE FOR APPROVAL OF REVISED POLICIES: 13-02 ACCESS SCREENING; 13-04 INITIAL EVALUATIONS; 14-04 CRISIS RESIDENTIAL UNIT, AS PRESENTED. MOTION CARRIED: 10-0**

**LW 21-22-035 - Approval of 2022 Board Meeting Calendar, Revision 2**  

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**MOTION BY RAY SNELL, SUPPORTED BY MELISSA CALLISON FOR APPROVAL OF 2022 BOARD MEETING CALENDAR, REVISION 2, AS PRESENTED. MOTION CARRIED: 10-0**

**LW 21-22-036 - Approval of LifeWays Strategic Plan for October 1, 2021 through September 30, 2024**  

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**MOTION BY MELISSA CALLISON, SUPPORTED BY RAY SNELL FOR APPROVAL OF LIFEWAYS STRATEGIC PLAN FOR OCTOBER 1, 2021 THROUGH SEPTEMBER 30, 2024, AS PRESENTED. MOTION CARRIED: 10-0**

**Board Member Woods presented the following motions:**

**MOTION BY EDWARD WOODS, SUPPORTED BY CARL RICE, FOR APPROVAL OF LIFEWAYS STAFF TO DEVELOP A NAME, IMAGE, LIKENESS (NIL) POLICY THAT PROTECTS THE NAMES AND IMAGES OF BOARD MEMBERS AND RETURN SAID POLICY TO THIS BOARD FOR CONSIDERATION AND ADOPTION, AS PRESENTED.**

**MOTION BY EDWARD WOODS, SUPPORTED BY CARL RICE FOR APPROVAL OF LIFEWAYS STAFF TO DEVELOP A POLICY THAT REQUIRES ALL INFORMATION POSTED TO PUBLIC OR BOARD WEBSITES TO HAVE 3 LEVELS OF ADMINISTRATIVE EXECUTIVE LEADERSHIP TEAM REVIEW AND TO RETURN SAID POLICY TO THIS BOARD FOR CONSIDERATION AND ADOPTION, AS PRESENTED.**

**Chair Caswell requested and received the approval of Mr. Woods for these motions to be referred to Ray Snell, Chair of the Quality Improvement & Credentialing Committee of the Board for review, analysis, and consideration.**

## REPORTS

- CHIEF EXECUTIVE OFFICER (CEO)

Ms. Leonard presented the CEO report on the following topics.

- Michigan Department of Health and Human Services (MDHHS) Restructuring
  - Farah Harley, Chief Deputy of Health, MDHHS' Behavioral and Physical Health and Aging Services Administration, is scheduled for a site visit at LifeWays on May 10, 2022 from 10:00 am to 12:00 pm. Board Members are invited.
- Fiscal Year (FY) 2021 MSHN Performance Bonus Incentive
- Acknowledgement of Shannan Clevenger (Chief Operating Officer) for the request of the Hillsdale ISD to be the Keynote speaker at their upcoming ISD Completion Ceremony.
- LifeWays Provider Executive Meeting
- Substance Abuse and Mental Health Services (SAMHSA) Certified Community Behavioral Health Clinic (CCBHC) Grant Opportunity
- National Conference on Well Being 2022 Highlights
- MIKid Now Initiative update
- Workforce Shortages issues
- Governor's budget recommendation
- MDHHS to increase Direct Care Worker (DCW) Wages
- MDHHS MiCAL Rollout – Region 5 Meeting
- Michigan Health Endowment Grant
- Community Mental Health Association (CMHA) Directors Forum Highlights
- FY 2023 Budget Update
- Upcoming Events

(A copy of the CEO Report can be found in the Supplemental portion of the Board Minutes Book.)

- BOARD CHAIR

Well, a couple things happened tonight that caused me to think back on my previous history. One is Dr. Rice's Legislative Report. The other was the lady up here talking about not being able to get the services she wants and so on and so forth. When I was in Lansing, I had two ladies Senator Beth Hammerstong, some of you in Jackson may remember her, and Shirley Johnson, who was the head of the senate procreations committee. They had been working for quite a few years to get the money that was going to the Detroit community mental health agency. It was

going to the County first, who was taking money off the top for administrative expenses, and then sending it out to the community mental health agency. They had been trying for years to get that money to go to the community mental health agency so the county couldn't dip in. When I got up there, apparently, they knew that I had an impaired son, so they brought me into the fold and told me what they had been doing and worked with me to bring me up to snuff, and apparently thought I had some potential. That was the first thing. Well, my second term up there they, for some reason, made me the chairman of the department of community health and I went to a conference in Traverse City. I saw Traverse City tonight. At that conference, now this would have been in 2005, I talked to parents out in the hall, listened to them, pleading with me to combine together mental health services with substance abuse services. They said it is ludicrous for people to have to go to two different places because a lot of people that are mentally ill, can't take, or don't want to take psychotropic drugs due to adverse effects, so they self-medicate and get themselves into a situation where they become addicted to things. And that made sense to me. So, I came back from Lansing and introduced bills to do with the coordinating agencies, which back then was the substance abuse agencies. I created one of the largest demonstrations Lansing saw that year. Well, that would have been about 2006. I believe it was about ten years later that Representative Poleski had a bill to combine together the substance abuse agencies into mental health agencies and it passed. So, we went from six or seven years earlier, where there were huge demonstrations, with an "oh we can't do this the world will end as we know it" response to Representative Poleski getting it taken care of and signed in to law. When I got back up in the senate, Governor Grandholm fought tooth and nail to not want the money to not go to Wayne County. She would not hear it. When I got back up there to Governor Schneider, I talked to him about the bill and told him that if we pass this, Wayne County is going to be in financial trouble. We don't know how much they're taking but we know they're taking quite a bit before they pass it on. His comment to me was, were going to do this and we'll worry about Wayne County. You all probably don't remember, shortly after that bill passed, Wayne County had financial difficulties, well that was why. It got taken care of. I was introduced to this in 2003 that's when I first was introduced to this whole thing about Wayne County, and it didn't get adopted until ten years later. The reason for all this is change is hard. It's very difficult, particularly in bureaucracies to change. They don't want to do that. People that were talking up here tonight, some of what they are getting into is rules and regulations. What constitutes a medical procedure, what doesn't constitute a medical procedure? As in Medicaid some of those rules and regs come down directly from the fed gov. Some of those rules and regulations are a result of the State applying to the federal government for a waiver so they can be counted and be paid for. And it is very frustrating to know where to really attack the problem and what to go after. It is very frustration to the consumers and LifeWays is in the position of simply following the rules to be above us have decided. It takes a lot of diligence to figure out if the rule and regulation is a result of the state failing to ask for a waiver, or if it's a result of direct regulation coming down from the federal government, and there is nothing the state and do about it. So, as we talk about these things, I want you to understand how complicated the system is and because of it being complicated, it is difficult for people to know where to go to get relief for a particular thing. If we can do that as an agency, we

can start improving ourselves in that regard, so when someone says, I can't get this, maybe we can go beyond to simply say this is what we are required to pay for, to doing the work. It takes a special person to do this, an individual. Having that person actually research and find out where the problem is. Is it a problem with the state no asking for a waiver and could they get it if they applied? Or is this directly from the federal government? [If so], then we could turn to Debbie Stabenow, who's in Washington, or we can turn to someone here at the state level who can do it there. That's what makes the whole thing so complicated, when you have a system with two governmental units that are intertwined. So, keep that in mind and I just ask you to think about what makes sense for us to get not that path, maybe it doesn't, maybe we should. Somebody somewhere is going to have to do that somewhere in order to help people. I get frustrated at times, I feel like I want to do the right thing, but I can't because of rules and regulations are up here. How do we go about changing those rules? If we had somebody do this, it would be a full-time job and more. Simply to try to figure out, it would be a big undertaking. We could not expect anybody that is currently on staff at LifeWays to take this on, they wouldn't have the time. Just a thought; percolate it. The final thing I want to say to you is, you don't know how much I appreciate your openness and willingness to point things out to me, whether its Representative Poleski saying we have a motion on the floor, that's the way it should be, or whether it's Mr. Woods bringing something to us. I appreciate your thoughts and insight and I want to you keep doing that. Make suggestions, don't just sit back and think I'll just go along with the tide. You are all intelligent people on our board. So, I want to thank you for that.

- **MEMBER COMMENTS**

- Ms. Brown – At the Finance Meeting, that was my first Finance meeting being the chair, and I was going to say, if you were there, that I wanted to thank you for giving me the confidence to chair the Finance Committee. The other thing I want to say is what I got the most out of everything when Maribeth talked about going to National Conference and said that to her it showed how we are in line with the trends and that stuck with me. To me that tells me, to just tells me that Maribeth, you know how sometimes you just go to a conference, and you listen to everything and all that, that's all nice and good. But to me this tells me that it was just more than going to a conference for MB. She made a connection and that is really good. That is all I have to say, thank you.
- Ms. Callison – I did enjoy the conference [NatCon 22] and there are some summaries I will submit to the executive committee based on the sessions that I did attend. One that was impressive and close to home, and I would like to investigate further, there are self-determination homes in Ohio that are fully dependent on smart technology to help people to lead independent lives. It's incredible the things they have accomplished which some made me a little uneasy because there is not a lot of one-to-one supervision in the home. A lot of it is done remotely, but the smart technology that they put into place was amazing to hear. I'd like to bring that to a future meeting. That was one of the most impressive sessions that I did see. I also attended a self-determination workshop group. The group itself is a National Council workgroup that I have



joined. I hope to bring more back from National Council on that.

- **Ms. Carlson – I have no comment.**
- **Mr. Poleski – No comments from me Sir. Thank you.**
- **Mr. Snell – No comment.**
- **Dr. Rice – As pointed out, I was at the conference [NatCon 22], you heard I was part of the dancing group. There were many parts about the conference, the networking, I always enjoy talking to people and I have many business cards, if you will. Actually, I mentioned to Maribeth that maybe all of us should have some type of [business] card to let people know we serve as board members for life ways. A lot of people will ask me if I have a card and I have to hand write it down or send them a text. One of the things I found out is mental health throughout the country is working really hard to collaborate and work together with law enforcement. I found out by listening to, not just the one that you went to, but some other ones that once again LifeWays is ahead of the curve. There are places that are trying to build that relationship and we already built that relationship. You see LifeWays as a part of all of those and you see law enforcement there as well as other partners. I thought that was kind of impressive. The last thing here is the lady that we heard give the special topic, Malkia Newman, if you get a chance all you have to do is google Malkia Newman and her name and information will come up. If you want to get a real good look at someone's journey through the mental health system, where they were, how far they were lost, how deep they were in a hole, how dark it was and look what they are doing now. They are actually taking consumers, bringing other people along to help her with that. She has been instrumental from coming from the darkness into the light to bring other people who are consumer from the darkness to the light. She is instrumental in doing that. From my perspective, and what I have been able to tell, she's accomplished more in what she's doing with consumers than anyone in this system. I just wanted to throw that out there. I didn't say it when she was on, she knows it. She has heard it from me and others, but I just wanted to share. Thank you, Mr. Chair.**
- **John Clark – As Carl said earlier, I've said enough.**
- **Bradley Bohner – I'd just like to apologize for my stupidity today. At our house we have a big calendar where we put everything. My wife and I had an appointment. We were there at the wrong time in Ann Arbor, he still brought me in and stuck a needle in my eardrum and put cortisone in that ear. Then we got back to Jackson in plenty of time and just drifting around town waiting for the meeting and my wife was going to go do some shopping. She dropped me off, I pulled on the door, and it suddenly dawned on me that I was approximately 40 some miles away from where I was supposed to be. I apologize.**
- **Edward Woods – I spent one day at the conference preventing a land war between California and Florida over a workforce issue grant from the**

Department of Labor on apprenticeships. It's a very good program and when everyone's feelings get back to normal, I'm going to try to get some information on that, but it sounded like another creative to fill some of these gaps. It took all day but they're back to talking to each other and the Department of Labor is happy. So maybe we can get some information on that.

- Jeffrey Peterson – I just wanted to say I look forward to seeing everybody next month. No other comment.

#### **PUBLIC COMMENT**

There were no public comments.

#### **ADJOURNMENT**

There being no further business to come before the Board, Chair Caswell adjourned the meeting at 8:46 p.m.

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**Christine Carlson, Secretary**