

THE HAVEN BOARD OF DIRECTORS MEETING
MINUTES – March 22, 2022, 4:00 p.m.
via ZOOM

Board members present: Phyllis Howell, Colette Barajas, India Davis, Fran Moore, Barbara Sattler, Tara Radke, Vanessa Seaney, Jean Gadea, Jacquie Wohl

Staff present: Kristin Lindberg, Cynthia Duncan, Nati Cano, Aimee Graves, Frank Pallavicini, Jon Wood, Allison La Croix, Julie Mairs

Meeting called to order at 4:04pm

Education minute - Native Ways

Discussion: Nati Cano has been a counselor at The Haven for over 15 years in the Native Ways program. The Native Ways program is unique in that it incorporates native traditions and the struggles that they have. Most are from the reservation, very shy, have a hard time trusting people and are not used to be around other ethnic groups. They also are used to being around generations of family and have a hard time adjusting to the type of setting that The Haven offers. It's easier for them to find comfort and belonging if they are with similar women. Many of their activities involve a spiritual component and we find that the other clients enjoy participating as well. There are several groups that take the White Bison approach to healing. We developed The Native Ways Distinguished Speaker Series where speakers share their knowledge, culture, experience and teachings. The following numbers are the native women we've served:

2018 = 60

2019 = 53

2020 = 52

2021 = 52

Staff appreciation – Julie Mairs

Discussion: Julie is the Administrative Manager. From her peers: *"Julie Mairs is calm under fire and maintains a gracious professionalism even if she's on a short timeline and depending on others to contribute to a project or initiative before she can complete her own part."* Julie is always so positive and deals with lots of strong personalities really professionally. She always is happy to help out when asked and keeps us organized. She has "hidden" skills with dealing with regulatory groups and surveys that is also a great asset to our team." The board recognizes Julie for her commitment to The Haven.

Consent Agenda –

1. Minutes from February 22, 2022 board meeting
2. Executive Director's report

Discussion: Motion to approve by Tara and 2nd by Jacquie. Unanimous approval.

Committee Reports

Finance – reviewed income statements and budget vs. actuals. February was the first month we did not exceed our budget. Revenue was under by 4% (approximately \$23k) and expenses are under by approximately \$17k. The year to date is still favorable by \$22k and expenses are under budget by \$66k. CARES Act Provider Relief Funds report was submitted and waiting to hear if we can show the \$88k received in September 2020 as a favorable gain. Audit is done and was fabulous. OP/IOP client services are up and it's really helping our bottom line. Residential continues to be under enrolled. IOP had a change in required group participation. We've received more referrals from the community and therefore we have seen an increase in IOP clients. Additionally, 3 IOP positions have been eliminated over the past year.

Development – narrowing down Chrysalis event. We are waiting to hear from a couple additional venues. Possibly looking at a September or October date. We still plan to honor Margaret, but it will be "old news" if we don't narrow something down soon. Each member of the committee is reaching out to donors to personally thank them for their support. As a reminder, AZ Gives Day is April 5th and 6th. We are sending out campaigns through Constant Contact in addition to posting on our Facebook page. There is a link in the Executive Directors report. Our Mother's Day letter will be going to the printer in early April. A board member is giving up to \$3k matching donation towards our Mother's Day campaign.

Foundation – has been officially accepted by the Arizona Corporation Commission. Our attorney is working on form 1023.

Personnel - no meeting held in March. Conducting performance reviews and will be sending out a survey to all employees to get their feedback regarding the process. Employees have also been sent an employee engagement survey. Vanessa will be the chair of the committee.

Information, Discussion and Action Items

Audit – our annual financial audit is complete. The full report is available on our website through the board portal. Overall, the audit was a success.

CARF – during our upcoming accreditation process, Governance can be included if we wish. Kristin showed a presentation and we may want to pursue Governance as part of our accreditation. We currently meet CARF's standards for Governance. Will begin looking at their standards during the next couple of Governance meetings. Kristin will email the standards to the committee. Huge shout out to Kristin for all of her hard work.

Fundraiser – reviewed during development report. We are close to having a date for the Chrysalis event.

Other news:

Rebecca Smith is a prospective board member. Barbara and Jacquie met with her and she is very eager to join the board. Ideally, we need board members with finance and business backgrounds. Other prospective board member qualifications could be first responders and Native American backgrounds. Michael Drake may rejoin the board. He is interested in spearheading the Native Ways program.

Dates to remember

- Next Board Meeting– April 26, 4:00 PM
- Governance meeting - April 6, 2022, 12:15 PM
- Chrysalis Luncheon - date not confirmed yet

Meeting adjourned at 5:15pm