

MINUTES OF THE BOARD OF DIRECTORS MEETING

February 27th, 2025

PRESENT: Jennifer Darlinger, Kyle Gerdes, Heather Edwards, Landon Faivre, Nicole Fisch, Jeanne Isabel, Sushil Keswani, Tim Lehan, Tait Lundgren, Maura O'Toole, Dave Schafer, Karten Simmons

ALSO PRESENT: Tom Matya, Carol Parsons, Norma Farfán, Trisha Alexander, Tracey Sosin, Laura Chessman, Dana Weston

LOCATION: 357 N. California St., Sycamore – Conference Room & Microsoft Teams

I. **CALL TO ORDER:** 4:12p.m. by Landon Faivre.

II. **CONSENT AGENDA:** Moved by Tait Lundgren, seconded by Tim Lehan.

- A. **Minutes:** From January 2025.
- B. **Financial Reports:** For January 2025.
- C. **Second Quarter Performance Measurement**
- D. **Emergency Plan**
- E. **Safety Plan**
- F. **Disaster Plan**
- G. **Client Services Handbook**
- H. **Technology Plan**

TO APPROVE THE CONSENT AGENDA AS PRESENTED. Carried.

III. **COMMITTEE REPORTS:**

- A. **Executive Committee:** No meeting.
- B. **Finance Committee:** No meeting.
- C. **Marketing & Communication Committee:** 17th Annual Volleyball Event raised about \$12,000 to benefit Recreation and Special Olympics programs.

IV. **OLD BUSINESS:**

- A. **DSP Vacay Report:** Tom reported about a 20% vacancy rate in our DSP positions and ideas to increase retention, including modifying schedules and increasing starting wages.
- B. **New Residence Opening:** Tracey reported a successful move to 400 Preserve in Genoa on February 18th. Alden home should be ready for the market by May 1st.
- C. **Woodgate Property:** Tom continues to work with Monteil to evaluate the possibility of future purchase.
- D. **FY23-25 Strategic Plan:** Tom summarized the successes and challenges of meeting the goals outlined in the Strategic Plan. While we increased engagement with the community, more effort will be made to increase communication within the organization.

V. **NEW BUSINESS:**

- A. **FY26 Strategic Framework:** Tom presented a schedule for planning sessions in the Spring that include the board and OH leadership.
- B. **Employee Professional Skills Development – Phase II:** Dr. Bailey will be providing leadership training with the Access to Growth program to employees who have applied.

VI. **DATES:**

- **Finance Committee Meeting** – March 19th at 4:00p.m.
- **Development Committee Meeting** – March 24 at 4:00pm
- **Board Meeting** – March 27 at 4:00p.m.

- **Art Show** – April 30th from 4:30p.m. – 6:30p.m. at Blumen Gardens
- **Give DeKalb County** – May 1st

VII. **TRIVIA: Weather**

- A. The lowest recorded temperature on Earth was -89.2 degrees C (-128 F) on July 21, 1983. On what continent did this occur? **Antarctica**
- B. How can crickets help you estimate the temperature outside? **Count number of chirps in 15 seconds, then add 37**
- C. What does an anemometer measure? **Wind Speed**
- D. On average, how many inches of snow is equal to one inch of rain? **13**
- E. At what speed does a tropical storm become a hurricane? **74 mph**
- F. What are the names of the two weather patterns that affect weather worldwide? **El Nino & La Nina**

VIII. **ADJOURNMENT:** 5:10p.m., Moved by Maura O'Toole, seconded by Nicole Fisch.

Respectfully submitted,

Lorna Bemis, Secretary

Laura Chessman, Recording Secretary