

The INARF Board of Directors meeting was held on Friday, February 25, 2022 at the Sheraton Indianapolis Hotel Keystone Crossing. The INARF Board of Directors meeting convened at 11:30 AM.

**Present:** Debbie Bennett, Hillcroft Services, Inc., Chair  
Donna Elbrecht, Easterseals Arc of Northeast Indiana, Vice Chair (via phone)  
Allison Wharry, New Hope of Indiana, Secretary  
Patrick Cockrum, Sycamore Services, Inc., Treasurer  
Donna Belusar, ADEC, Inc. (via phone)  
Brienne Boles, Developmental Services, Inc.  
Karen Brummet, IPMG, Inc. (via phone)  
Matt Harrington, LOGAN Community Resources, Inc. (via phone)  
Stan Keepes, The Arc Southwest Indiana  
Yolanda Kincaid, Janus Developmental Services, Inc.  
Chris Nabors, Peak Community Services, Inc.  
Jim Wiltz, Dungarvin Indiana, LLC

**Absent:** Rick Adams, Benchmark Human Services, Immediate Past Chair

**Guests:** Keith Digman, The Columbus Organization  
Neil Samahon, Opportunity Enterprises  
Rick Thompson, Marshall-Starke Development Center, Inc.

**Staff:** John Barth, President/CEO  
Katy Stafford-Cunningham, Executive Vice President/COO  
Barb Young, Vice President - Finance/CFO  
Nanette Hagedorn, Vice President, Member Services  
Brian Carnes, Director, Public Policy & Technical Assistance  
Phillip Parnell, Public Policy Analyst

### **INARF Board of Directors**

#### **I. Call to Order, Welcome**

Debbie Bennett called the meeting to order.

#### **II. Modification to the Agenda**

There were no modifications to the agenda.

#### **III. Approval of the Minutes**

The January 28 INARF Board of Directors meeting minutes were presented and reviewed.

**MOTION 22:03** Patrick Cockrum motioned to approve the January 28 INARF Board of Directors meeting minutes. Chris Nabors seconded, and the motion carried.

#### **IV. Review of January Financial Statements**

Mr. Cockrum presented and reviewed the January financial statements. He reported that the January statements reflect a change in net assets from operations of \$48,000, which includes 2022 event sponsorship revenue of \$62,600, an unrealized loss on investments of (\$97,000), for an overall change in net assets of (\$49,000).

**MOTION 22:04** Mr. Cockrum motioned to file the January financial statements for audit. Yolanda Kincaid seconded, and the motion carried.

**V. Standing Committee Reports**

**a. Governmental Affairs**

Allison Wharry presented a report from the Governmental Affairs Committee (GAC) which met on February 18.

INARF Staff, Consultants, and the Committee discussed bills pertaining to the INARF Legislative Agenda including HB 1123, and HB 1158 and SB 284. INARF Staff, Consultants, and the Committee also discussed SB 407.

INARF Staff and the Committee received an update on current pertinent legislation that is working through the legislative process, discussed FSSA leadership changes, and the February 25 INARF Member Forum which features a round table with state officials.

The next meeting will be held on March 18.

**b. Membership Development**

Mr. Nabors presented a report from the Membership Development Committee (MDC) which met on February 7.

Colleen Renie, Executive Director, The Village of Merici, provided a presentation regarding the Community Connections for People with Disabilities Grant that her organization received in collaboration with the City of Indianapolis and Quillo Connect.

INARF Staff and the Committee discussed survey results regarding topics for 2022, proposed workgroups and a draft plan for 2022. The Committee provided feedback to INARF staff regarding proposed workgroups. INARF will meet internally to align workgroups with Committee feedback and will send an updated plan to the Committee.

The next meeting has not yet been scheduled.

**c. Organizational Development**

Stan Keepes presented a report from the Organizational Development Committee (ODC) which met on February 22.

The Committee agenda commenced with a review of the Membership Retention / Recruitment Dashboard including the Annual Membership Renewal Campaign results of a retention rate of 96% of Organizational members with associated dues at 98% of the Operating Budget and a retention rate of 82% of Associate members with associated dues at 82% of the Operating Budget. Non-renewal decisions for the two Organizational members were noted as being financially driven, and a desire to diversify visibility opportunities as reasons for non-renewal by the eight Associate members. A review and discussion followed on the Annual Membership Satisfaction Survey results that reflected a 4.51 overall satisfaction in 2022, as compared to 4.34 in 2021. All 5 areas of measurement exceeded ratings from the prior year and reflected high praise and appreciation from the membership with a few enhancement opportunities offered.

Staff then led an overview of the Q1 Meeting & Events Satisfaction & Engagement Scorecard with an overall satisfaction score to-date of 4.11 (1-5 scale, 5 highest). Staff then requested feedback on the INARF 2020 Software Survey Results in order to develop the upcoming survey to be launched in March. Feedback was also requested on the INARF FY2021 Salary Survey, in order to develop the upcoming Salary Survey which will be launched in August.

The next meeting will be in May.

**d. Training and Professional Development**

Jim Wiltz presented a report from the Training and Professional Development Committee (TPD) which met on February 17.

The Committee agenda included a review and approval of 4 new Conference Educational Session Proposals (bringing the total to 18 of the 30 Educational Sessions confirmed); a discussion on the 12 Educational Session opportunities remaining; and a consensus of the revamped Expo Hall Floor Plan that incorporates increased face-to-face visibility with attendees, and 5 additional Premier Exhibit Booths. On March 9, previous Exhibitors will receive the opportunity to begin committing to their Exhibit Booth, Artisan Booth, and/or additional Sponsorship, followed by the announcement to the general public on March 16. Committee members then engaged in a development exercise on potential timely, relevant, topics for the 2022 DSP Webinar Series using content from the recent NADSP Conference. In conclusion, Staff apprised Committee members that the March 30 stand-alone professional development training on Cybersecurity Begins in the Boardroom, Not the Server Room has launched and has attracted 5 registrations to date.

The next TPD meeting will be on March 17.

**VI. Professional Interest Section Leadership or Standing Committee Appointments**

Ms. Bennett reported that she appointed Molly Cleek, Noble, and Kim Ambergger-Fledderman, Developmental Services, Inc. to be co-chairs for the Child and Family Services Professional Interest Section.

**VII. President/CEO Report**

John Barth provided the President/CEO report including topics of INARF internal operations, Ascend Indiana Project, crisis update and key 2022 Legislative Session updates.

Mr. Barth started with the internal operations update. The Board Development election process is in its final stages as the ballot has been mailed to the membership. Nanette Hagedorn informed on key points for the Member satisfaction survey indicating that participation is up from the prior year and results show an increase in satisfaction across all indicators. Especially noted was the increase in participation around INARF Member CEOs.

Mr. Barth informed of a project that INARF is working on with Ascend Indiana. He first provided a background of Central Indiana Corporate Partnership (CICP), where the leaders from larger corporations in Central Indiana participate to assure their business needs are met with any advocacy or development needs. Within CICP, an entity was started named Ascend Indiana whose original focus was on high performing college graduates and placing them in corporate jobs located in Indiana. Focus has moved to high school graduates that are not planning on attending college. New Hope of Indiana has been working with Ascend Indiana on a project and referred them to INARF for another initiative that will kick off in March.

The Executive Committee has discussed the initiative to have a program built which would draw high school graduates in and attract them to our industry. INARF will begin work with Ascend Indiana in two phases. The first phase would be funded by Ascend Indiana and funding for the second phase is not yet defined. There will be a series of discussions on how to attract and retain individuals to our industry by a workgroup that includes Debbie Bennett, Donna Elbrecht, Stan Keepes, Allison Wharry, Neil Samahon, Jason McManus, Kelly Hartman, Pete Ratekin, and Kim Dodson. Mr. Barth shared that he has connected with Randy Kriebel and IIDC regarding previous initiatives.

Katy Stafford-Cunningham provided a reminder about SB 284 – the Telehealth bill. Next step is to clarify that the policy is moving under the Appendix K and will include services for Wellness, Music Therapy, Rec Therapy, DTAs and Behavior services. The INARF Legislative Agenda included a 211 Advisory Committee appointment request. SB 407 – Managed Care bill was

amended last week. Language included that the implementation did not apply to individuals served under the DDRS waiver. HB 1001 – COVID Immunization. The issue raised is if we are defined as a health care facility. Indiana code on health care facilities is different than federal code.

Lastly, Mr. Barth mentioned that he is meeting with Kim Opsahl, DDRS Director, and Kelly Mitchell, DDRS Associate Director, next week to get a better idea on how the personnel changes happening at FSSA will affect the roles. He also acknowledged the DOL 14c audits by the DOL and that INARF is planning to investigate. Brian Carnes informed that the OMPP Waiver Amendments for the Division of Aging comments are due today.

**VIII. Adjournment**

The next INARF Board of Directors meeting will be held on Friday, March 25, 2022 following the INARF Member Forum at the English Foundation Building.

Respectfully submitted,

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Allison Wharry, Secretary