

The INARF Board of Directors meeting was held on Friday, June 24, 2022 at Easterseals Crossroads, Indianapolis. The INARF Board of Directors meeting convened at 11:30 AM.

Present: Debbie Bennett, Hillcroft Services, Inc., Chair
Rick Adams, Benchmark Human Services, Immediate Past Chair
Donna Elbrecht, Easterseals Arc of Northeast Indiana, Vice Chair
Yolanda Kincaid, Janus Developmental Services, Inc., Secretary
Patrick Cockrum, Sycamore Services, Inc., Treasurer
Brienne Boles, Developmental Services, Inc. (On Phone)
Chris Nabors, Peak Community Services, Inc.
Neil Samahon, Opportunity Enterprises, Inc.
Jim Wiltz, Dungarvin Indiana, LLC

Absent: Donna Belusar, ADEC, Inc.
Karen Brummet, IPMG, Inc.
Matt Harrington, LOGAN Community Resources, Inc.
Jason McManus, Wabash Center, Inc.

Guests: Marie Dausch, New Horizons Rehabilitation, Inc.
Keith Digman, The Columbus Organization
Kacie Ensign, Opportunity Enterprises, Inc.
Jeff Frady, Benchmark Human Services

Staff: John Barth, President/CEO
Barb Young, Vice President - Finance/CFO
Nanette Hagedorn, Vice President, Member Services
Brian Carnes, Director, Public Policy & Technical Assistance
Courtney Scott, Public Policy Analyst

INARF Board of Directors Meeting

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 May 20 INARF Board of Directors meeting minutes were presented and reviewed.

MOTION 22:15 Chris Nabors motioned to approve the May 20 INARF Board of Directors meeting minutes. Donna Elbrecht seconded, and the motion carried.

IV. Review of May Financial Statements

Patrick Cockrum presented and reviewed the May financial statements. At the end of May, the change in net assets from operations is \$42,800, the change from nonoperating activity is (\$224,300), for an overall decrease in net assets of (\$181,500).

MOTION 22:16 Mr. Cockrum motioned to file the May financial statements for audit. Rick Adams seconded, and the motion carried.

V. Standing Committee Reports

a. Governmental Affairs

John Barth presented a report from the Governmental Affairs Committee (GAC) which met on June 16.

INARF Staff, Consultants, and the Committee discussed the 2023 Legislative Agenda topics including DSP Employment Criteria, Crisis Services, Case Management rate increase, 1102 Task Force Subcommittees' progress, and Early Intervention incentives and funding.

The next meeting will be held on July 12.

b. Organizational Development

Neil Samahon presented a report from the Organizational Development Committee (ODC) which met on May 31.

The Committee agenda commenced with a review of the Membership Retention / Recruitment Dashboard including opportunities to grow the membership in Q2. Staff shared the proactive and reactive steps being taken to reach out to potential members. Membership status to date is 65 Organizational Members resulting in 98% of the Organizational Membership Dues Budget and 33 Associate Members resulting in 87% of the Associate Membership Dues Budget. Staff also shared information on a potential Business Acumen Partnership with the state that is currently in discussion and could result in additional Membership growth and education.

Staff then led an overview of the Q1/Q2 Meeting & Events Satisfaction & Engagement Scorecard with an overall satisfaction score to date of 4.29 (1-5 Scale, 5 highest).

In follow up to INARF's previous request of the Committee for feedback on the INARF Software Survey, staff shared the final INARF 2022 Software Survey including the implemented suggestions. Results were shared with the membership in May.

The next ODC meeting will be in August.

c. Training and Professional Development

Jim Wiltz presented a report from the Training and Professional Development Committee (TPD) which met on June 16.

The Committee agenda included an update on opportunities for Conference Exhibit Booths, and additional Sponsorship, noting commitments for 42 Exhibit Booths, 12 Artisan Booths, and \$61,800 in Sponsorships have been secured. The agenda proceeded with a review of the Annual Awards voting results; a review and selection of the conference tote; a review and approval of 1 DSP Series Webinar Proposal; and a review of the schedule of the Stand-Alone Professional Development Training topics. Staff apprised Committee members of the success of the May DSP Webinar on *Removing Toxicity in the Workplace* with over 150 attendees that received a 4.74 satisfaction score. Staff apprised Committee members of the upcoming Professional Development events including Stand-Alone Professional Development training on June 28 *Disability Perspectives on Advance Care Planning* and a June 29 DSP Series Webinar: *Friends or Friendly: A Deep Dive into a Difficult Topic*.

The next TPD meeting will be on July 20.

Next, Mr. Wiltz presented a report from the Leadership Skill-Building (LSB) Workgroup which met on May 23 and June 15.

On May 23, The Workgroup agenda included a discussion on the May INARF Leadership Academy Survey feedback from the Participants and Presenters. The Workgroup members concurred that the presentations on *Managing a Positive Work Environment*, *Crisis Communication: When Bad Things Happen-What to Do!* *Employment Law Basics: Foundation for Supervisor Success*, and *Connecting with your Audience*, continued to be outstanding and received an average score of 4.41. Next, the Workgroup prepared for Class IV to take place on June 2 & 3 and Graduation which will take place at the June 24 INARF Member Forum. The remainder of the meeting focused on laying the groundwork for the INARF Leadership Academy - Class of 2023 by identifying the program dates, confirming venue preference, and reviewing the Curriculum for minor substitutions.

The June 15 Workgroup meeting agenda included a discussion on the June INARF Leadership Academy Survey feedback from the Participants and Presenters. The presentations on *Multi-Operational Management Strategies*, *Stakeholder Engagement for Today's Leaders*, *An Insider's View to Building a Support Network*, and *Self-Care: The Mission, The Why & the Pursuit of Happiness* received an average score of 4.5 with the *Finances* presentation falling below average with a satisfaction score of 3.06. The Workgroup offered their concurrence to include the first 3 presentations and to redesign *Finances* in a *Budgeting 101* presentation. INARF Staff offered an update on the Presenter outreach for the Academy Curriculum for the Class of 2023, noting that 11 Speaker Agreements issued with three acceptances to date.

The next meeting of the Leadership Skill-Building Workgroup will be held in July.

VI. Professional Interest Section Leadership or Committee Appointments

There are none at this time.

VII. President/CEO Report

John Barth provided the President/CEO report including topics of INARF internal operations and key policy/legislative/regulatory updates.

Mr. Barth started with the internal operations which included an update on the progress being made on the Ability Indiana (AI) sales. The strategy focused on outreach to municipalities to help increase program revenue has generated a lot of emails with getting-to-know-you calls being set up in response. Last week we had a meeting with the Indianapolis Airport Authority. They mentioned the possibility in March, which is Disability awareness month, that the airport could have an awareness event. Next month's Member Forum will be at Easterseals Crossroads where FSSA, including Theresa Koleszar, will present. Last year, the INARF staff participated in an annual employee engagement survey, and we have continued with the Gallup Q12 process this year as well.

Brian Carnes shared an update on EVV. In a meeting with Michael Cook, he shared that he learned that while full EVV implementation had been delayed multiple times, there will be an upcoming announcement to report the final "go live" to activate the EVV system edits on January 1, 2023. At that time, any failed verifications will go unpaid. FSSA has been tracking the number of failed verification visits during this current "post and pay" phase and INARF has obtained a list of members to reach out to with their variance by the end of June.

Mr. Barth asked for feedback to take back to Peggy Welch on her DSW presentation for their July 26 Member Forum. Mr. Adams shared that the DSW Initiative and the Ascend Indiana plan need to acknowledge how the processes affect more than just the DSP, because the next staffing levels are affected as well. Mr. Barth noted the unintended consequences and the need to assure structural changes happen. Ms. Kincaid noted the importance of steering away from making references to the medical model, which occurred during the presentation. The August Member Forum will include broad FSSA topics with Cathy Robinson, Jay Chaudry and Holly Wimsatt.

Lastly, Mr. Barth shared further information on the Sustainability Grants. There has been Member input due to inflation, gas costs, other increases, seeking additional relief. Initial outreach to Kelly Mitchell, DDRS Director, and Kim Opsahl, FSSA Chief of Staff, has taken place with feedback. Next step is to look at other associations.

VIII. Adjournment

The next INARF Board of Directors meeting will be held on Friday, July 22, 2022 at 11:30 AM at Easterseals Crossroads.

Respectfully submitted,

Yolanda Kincaid, Secretary