

Kavod Senior Life  
Board of Directors  
Board Meeting  
February 25, 2019

Present: Daniel Bennett, Brian Botnick, Sharon Caulfield, Glenn Cooper, Ondalee Kline, Michelle Lueck, Perry Moss, Debbie Reinberg, Melanie Siegel, and Steven Summer. Via Zoom Conferencing: Rachel Cohen, Dr. Kerry Hildreth, Jamie Sarche, Connell Saltzman, and Molly Zwerdlinger. Staff: Michael Klein, Michael Belieu, Tracy Kapaun, and Jennifer Grant. Guest: David Fogel

A quorum being established, Mr. Perry Moss called the meeting to order on the behalf of Mr. Rob Friedman who was unable to attend. The Consent Agenda: approval of the February 25, 2019 Board agenda, approval of Board Minutes of December 2018, Committee Reports –November/December financials, Fiscal Committee Minutes, Strategic Planning Minutes, and Resident and Community Services Minutes (all items were distributed prior to the meeting) were presented for approval. Mr. Cooper moved for approval of the Consent Agenda with a second by Mr. Summer. The motion passed.

Mr. David Fogel, the Kavod Senior Life's representative to the Jewish Community Relations Council (JCRC), provided an update to the board on various state legislative bills the council is monitoring. Mr. Fogel invited all Board members to attend the Annual JCRC Luncheon and Lobby Day at the State Capital on March 12<sup>th</sup>. The JCRC is honoring Noel Ginsburg.

Ms. Reinberg presented the 2019-2023 Kavod Senior Life Strategic Plan Framework. She stated that each Board member received a copy of the proposed Strategic Plan in the Board packet. Besides reviewing the highlights of the research involved in the plan, Ms. Reinberg presented the four strategic goals for the plan:

1. Continue to improve quality of life for Kavod's current residents
2. Continue to explore opportunities for developing moderate-income housing
3. Serve as a local leader in supporting older adults aging in community as well as the convener of local older adult agencies, especially those serving Jewish older adults
4. Build financial resilience through cost efficiencies and diversifying revenue streams.

Ms. Reinberg stated since the retreat the committee has moved forward with the following:

- The Strategic Planning Committee revised the plan's draft and started to identify appropriate metrics for evaluating Kavod's progress towards attaining its goals.
- The chairs and staff prepared a public version to share with stakeholders

Going forward, senior staff will begin researching programs opportunities to achieve the new goals. She indicated that by April 30, the staff will have a draft identifying potential programs that pass the strategy screen; developed a budget for new funding needs; and form a 12- month action plan for implementation.

The Board added their feedback and Ms. Reinberg assured the board that the Strategic Planning Committee will work closely with the Board and staff to make sure the goals are achievable. Ms. Reinberg moved to accept the strategic plan framework as presented. Michele Lueck seconded the motion. The motion passed.

As part of the on-going Board education, Ms. Jennifer Grant and Ms. Tracy Kapaun provided the Board with information on the results of the recent Resident Satisfaction Survey for both independent living and assistant living. The survey covered: customer service, quality of services, quality of life, maintenance and facilities, spiritual needs, and demographics. As in the past the majority of the residents, as measured by rating Kavod 'good' or 'excellent', indicated they were pleased with the overall programs and services we deliver. Ms. Grant noted the biggest positive changes in the survey categories from previous years for assisted living were improvement in afternoon care partners, opportunities in the health and wellness center, the Voice newsletter and residents recommending Kavod to family and friends. Ms. Kapaun noted that for independent living there was marked improvement for health and wellness, leasing, life enrichment, and support from the night managers. Both Ms. Grant and Ms. Kapaun indicated that all departments involved in the survey have been provided the results and data thus allowing the departments to establish department goals and responses to the survey data. They also reviewed areas where scores could be improved and discussed how this was being addressed in the coming year. It was shared that a general overview was provided to the residents via Resident Council as well as in the resident newsletter.

Mr. Botnick presented the Ad-Hoc Building Committee report. He reported that the committee has received the fire suppression report from Jensen Hughes, who recommended our primary focus to be have a fully sprinkler fire system in all three buildings. The staff and the Committee are working to finalize pricing for the sprinklers with Pinkard, to understand the scope/cost of the asbestos abatement in the West building, and to get the permit from the fire department with the understanding that we are an evacuation building. Staff will need to develop a new emergency/evacuation procedures for the residents. Mr. Botnick advised the Board the plan was to remove non-critical items from the scope to keep within the original budget of \$11.9m. It is anticipated that the sprinkler and the related abatement will be a significant part of the overall budget. He noted that if the sprinkler system costs are higher or additional work needs to be done the team will make additional cuts to the original scope of work. It was felt that the safety of our residents is a high priority. Once all issues have been resolved a new budget will be presented to the Board for review and approval. He noted that the rest of the construction/remodel is on hold until the final scope has been determined.

Mr. Klein provided the CEO/President's report by first thanking newest members of the Legacy Society and providing them with their membership pins. He also announced that our Elaine Wolf L'Vor D'Vor Award recipients for this year are Perry and Suzie Moss. The event honoring Mr. & Mrs. Moss will take place on August 15<sup>th</sup> at the Great Divide Brewery. Mr. Klein showed a short video of our residents' WII Bowling Team that was shown on the Daily Blast Live which airs on KUSA. Mr. Klein advised that through Rose Community Foundation we received a grant for \$68,000 to purchase exercise equipment to benefit the nearly 70 percent of their residents with osteoarthritis or rheumatoid arthritis. The grant will also allow us to replace doorknobs with levers throughout our apartments as well as for us to purchase 2 new Nu-steps for the Health & Wellness Center. He also advised that we received a \$31,000 grant from the Sephardic Foundation for our Kavod on the Road program.

Since Mr. Friedman was not available for the meeting a Chairman's report was not presented.

Meeting adjourned at 6:50pm