

Kavod Senior Life
Board of Directors
Board Meeting
June 24, 2019

Present: Brian Botnick, Sharon Caulfield, Rachel Cohen, Glenn Cooper, Rob Friedman, Carl Gladstein, Perry Moss, Debbie Reinberg, Melanie Siegel, Connell Saltzman. Via Zoom Conferencing: Dr. Kerry Hildreth, and Molly Zwerdinger. Staff: Michael Klein, Michael Belieu, and Tracy Kapaun. Guest: Renee Norcross

Mr. Friedman introduced the executive coach for Mr. Klein, Renee Norcross. Ms. Norcross was hired to be an executive coach for Mr. Klein, as well as work with Ms. Kapaun and Mr. Belieu.

A quorum being established, and Mr. Rob Friedman called the meeting to order. The Consent Agenda: approval of the April 29, 2019 Board agenda, Committee Reports –March/April Financials, Fiscal Committee Minutes Kavod Senior Housing & Services Board Minutes, Resident & Community Services Minutes (all items were distributed prior to the meeting) were presented for approval. Mr. Saltzman moved for approval of the Consent Agenda with a second by Ms. Cohen. Discussion: Mr. Saltzman offered changes to the financial section of the April 2019 board minutes (changes are on file). The minutes were approved as amended.

As continuing education for the Board Ms. Kapaun provided the group with a general profile of our residents as they age in place and the services which we provide to the independent living residents. Ms. Kapaun noted that as our residents age in place, we are dealing more and more with mental health issues and frailty issues. Ms. Kapaun gave some background on the issues Kavod is facing. She advised that our Care Coordinators do interviews with the residents regarding their physical as well as mental issues. She did note that due to HUD regulations, it is most difficult to reject residents coming in due to mental illness. She stated with over 400 residents staff is dealing with a lot of different types of personalities which can be challenging. She did provide a snapshot of what types of issues staff is dealing with from: mental health issues to various levels of dementia. The Board asked what percentage of residents have these issues. Ms. Kapaun estimated this is approximately 10% of the population.

Ms. Caulfield provided the Board with a brief compliance report. She noted that Kavod Management is working with her to develop a Compliance Policy and reporting tools. This will result in a report that can be presented to the Board. Mr. Klein noted that each department has developed an assessment and the staff is working to develop a standardized report. Mr. Klein also noted that Kavod will undergo a REAC Inspection on July 8th in the West Building. This will look at the condition of our physical plant and includes residents' apartments.

Ms. Reinberg provided a quick update on the status of the Strategic Plan implementation. She noted the Ms. Cohen and staff are working on the implementation plan. Once the implementation plan is in place staff will provide updates to the Board twice a year. Since the plan is in the implementation phase, the Strategic Planning Committee has been disbanded. She did note that if there are any special projects an Ad Hoc Committee of the Committee will be called to work with staff. Mr. Klein provided a brief review of the 4 areas that comprise the Strategic Plan and how they are incorporated into his and the organizations 2019 goals. He noted that, as part of the plan, invitations are being extended to community leaders to present their organizations goals to Kavod and Kavod is going to their Board presenting Kavod's strategic plan.

Mr. Botnick presented an update on Ad Hoc Building report. Mr. Botnick went through the latest construction schedule indicating that construction hopefully will begin at the end of October. The project will be in three parts which are the original main project, the installation of the new life safety system (fire system) and asbestos abatement. He noted the construction will tentatively begin in the West Building at the end of October and then we will determine which building will follow. Mr. Botnick noted that if there are cost overruns, then bathtub conversions will be significantly scaled back. Mr. Friedman asked that the latest construction schedule be included into the board packets. Mr. Botnick reported that working with Jensen Hughes, Kavod has submitted our plan for the life safety. The Denver Fire Department has responded and initial review of their response shows Kavod is moving in the right direction. The Board stressed the need to minimize the impact on the residents when the project starts. There will be construction on all floors and all the residents' apartments. Staff have been discussing the need for frequent and clear communication with residents, families and staff, once we have an approved plan.

Ms. Siegel provided the board with a presentation on the 2019 Annual Meeting and Summer Fundraiser which will take place on August 15 at The Great Divide Brewery in honor of Perry and Suzie Moss. All proceeds from the event will go to Kavod on The Road. The annual meeting will take place from 6 to 6:30pm with the celebration of the Moss' starting immediately following. She advised the Board will receive a letter from the co-chairs of the event talking about sponsorships to the annual event as well as a fact sheet on Kavod on the Road. She noted that invitation will be mailed out around July 11 and hoped for 100% participation from all Board members.

Mr. Klein provided the brief CEO/President's report. He advised that the L'Chaim Conference was highly successful as we had over 250 participants. He noted participants have sent us about \$3k in donations. He encouraged everyone, if possible, to attend next year's L'Chaim Conference.

Mr. Friedman provided the Board with his chairman's report. He noted we have two open board slots and asked for recommendations for potential board members. He noted Kavod is looking for individuals with any of the following skill areas: personnel/HR, land development, IT, local or State government expertise in senior housing/health care, or Russian culture. He encouraged all present to come to dinner with the residents as it gives the Board a flavor of the diversity of our community. He once again encourage all to come to the annual meeting at 6pm on August 15 as the new board members as well as current board members who are extending their terms will be approved.

Meeting adjourned at 6:55pm