

Kavod Senior Life  
Board of Directors  
Board Meeting  
February 24, 2020

Present: Sharon Caulfield, Glenn Cooper, Rob Friedman, Ondalee Kline, Perry Moss, Gary Saltzman, Connell Saltzman, Carl Glatstein, Melanie Siegel, and Molly Zwerdlinger. Staff: Michael Klein, Michael Belieu, Tracy Kapaun, Christine Dewhurst, and Gaile Waldinger. On Zoom: Brian Botnick, Rachel Cohen, Sarah Golombek, and Debbie Reinberg. Guest: Dr. Christine Finlayson, Mr. David Fogel.

A quorum being established, Mr. Rob Friedman called the meeting to order. In order to accommodate the guests' time, the consent agenda was moved to the middle of the agenda.

Mr. Klein introduced Dr. Christine Finlayson from CU Medicine who described the partnership with Kavod to provide onsite medical services to not only Kavod Residents but also to the general senior community. Dr. Finlayson indicated the clinic will be open starting in May with the following schedule: full day on Monday, 1/2 day on Wednesdays and Thursday. The doctors that will be on site will do medical exams and there will be the capabilities for basic testing. The model includes eventually having home visits. It was noted that former Board member, Dr. Kerry Hildreth will be one of the doctors who will come out. The Board asked how the data as well as metrics will be tracked. Dr. Finlayson said that all reporting regarding metrics and data will follow the CU Medicine standards. Mr. Friedman and the Board thanked Dr. Finlayson for coming and for being partners in this project.

Mr. Fogel gave a brief update about the JCRC luncheon and invited the Board to the luncheon. Mr. Fogel reminded the Board that the JCRC is the advocacy arm of the Jewish organizations in not only Denver, but in Colorado.

The Consent Agenda: approval of the December 2019 Board agenda, Committee Reports: – November/December Financials, Fiscal Committee Minutes, Construction Schedule, Resident and Community Services Committee, Kavod Senior Housing and Services Board Minutes (all items were distributed prior to the meeting) were presented for approval. Mr. Moss moved and Ms. Siegel seconded the motion. The motion was approved.

Ms. Siegel provided a quick update on the annual event. She stated the honorees are Molly and Lynn Zwerdlinger and noted that our first sponsorship has been secured. The event will be held at the Broncos Practice Field at Dove Valley on July 23<sup>rd</sup>. The Annual Event Committee is looking at a possible guest celebrity for the event.

MS. Zwerdlinger gave the Resident and Community Services update. She thanked staff for keeping resident programming going during the construction. She also advised the Board of Special Donor/Sponsors Appreciation party that will take place at Lynn Zwerdlinger's home on March 3<sup>rd</sup>. from 5:30-7:30. She also presented to the Board the piece of art that lists all Legacy Donors.

Ms. Zwerdlinger indicated that Gift Acceptance Policy is still being finalized and therefore requested the item be tabled. The item was tabled.

Ms. Dewhurst presented to the Board the results from the Employee Survey.

Ms. Caulfield presented the Compliance report. Ms. Caulfield advised the Board that staff developed a Compliance Dashboard/report which she has reviewed. Ms. Caulfield and Mr. Klein are working on developing a Compliance Policy with regards to the Board and staff. The plan is to bring the policy to the next board meeting for approval. Ms. Caulfield advised the Board that with input from the staff she has updated the Board of Directors job description to be more current. Ms. Caulfield reviewed the job description and requested that the members approve the new document. The Board members reviewed the new job description. The policy was sent to the members on the Zoom call. Mr. Saltzman moved to accept the new job description with the changes in Board terminology i.e. change Board President to Chairman and Mr. Moss seconded the motion. The motion was approved.

Ms. Cohen provided a brief update on the how the Strategic Plan implementation was progressing. She advised she has been working with the Leadership Team to flesh out two of the goals with more specifics. She indicated she will meet with the Leadership Team in April to continue to work on the process.

Mr. Klein presented a brief CEO report to the Board. He advised that this year's AJAS Conference will take place in Denver and Kavod will be one of the sites that the group will tour. Mr. Klein requested that the Board meeting which is scheduled for April 27 be moved to April 30<sup>th</sup> as he has secured Carol Silver Elliott, Board Chair for LeadingAge, to do a presentation at the Board meeting. Her presentation will be related to what Jewish and secular organizations are doing on a national level. He also suggested inviting the Foundation and Kavod Senior Housing and Services Board as well as the full Leadership Team and Shalom Park to this presentation. He advised that the new security person from JEWISHcolorado has initially reviewed our security protocols. We will also have an outside individual perform a more complete survey. Once staff has reviewed the suggestions he will bring recommendations back to the Board on how we should enhance the security at Kavod. Finally, Mr. Klein announced that National CBS Morning News will do a piece on our intergenerational programming.

Mr. Botnick provided a brief update on where construction is at to date. He emphasized the strength of our team that is managing the construction project. Ms. Kapaun reviewed, once again, how Kavod is communicating the construction updates on a weekly basis.

Mr. Belieu advised that we have made 2 draws on the construction loan. The draws are being looked at by Midfirst Bank and the title company. Mr. Saltzman advised that the Fiscal Committee is following the progress of the construction project and is keeping an eye on the draws and any change orders that are being placed. Both Mr. Botnick and Mr. Saltzman commended the team for the hard work on the construction project.

Due to the time, Mr. Friedman presented a short Chairman's report. He reiterated that the April Board meeting will take place on the 30<sup>th</sup>.

The Board went into executive session at 6:40 to discuss the CEO Compensation and agreed upon the recommendations by the Compensation Committee.

Meeting adjourned at 7:10pm