

Kavod Senior Life
Board of Directors
Board Meeting
February 28, 2022

Due to the COVID-19 Pandemic, the board meeting was held electronically via ZOOM. Present: Brian Botnick, Sharon Caulfield, Rachel Cohen, Rob Friedman, Sarah Golombek, Ondalee Kline, Rodi Liv, Alexandria Mannerings, Connell Saltzman, Jamie Sarche, Jan Schorr, Melanie Siegel, Joey Simon, Steven Summer, David Zaterman, and Molly Zwerdinger. Staff: Michael Klein, Michael Belieu, Tracy Kapaun, Christine Dewhurst, Gaile Weisbly Waldinger, Rabbi Stephen Booth-Nadav and Christie Ziegler. Guest: Dr. Kerry Hildreth, former Board member and Andy Edeburn of Elder Dynamics. Each person in attendance acknowledged the ability to hear and speak during the meeting.

A quorum being established, Mr. Steven Summer called the meeting to order.

To allow for the potential new board member to participate in the meeting, Mr. Summer moved the Board Development & Leadership Nominating Report up in the agenda.

Mr. Rob Friedman presented the Board Development and Leadership nominating report. He stated the board currently has an open slot, due to the resignation of Renee Raabe. The Committee recommends approval of Joey Simon to the board. Mr. Simon is currently serving on the Fiscal Committee which he has been a member of since 2021 and has been a vital member of the Kavod Foundation Board since 2011. If approved, then the Committee recommends that Mr. Simon be appointed as Vice Chair of the Fiscal Committee whereby when our current treasurer, Mr. C. Saltzman term ends, Mr. Simon would then become the treasurer of the organization. Mr. C. Saltzman moved to approve Mr. Simon's nomination with a second from Mr. Friedman. Motion passed. Mr. Simon was admitted to the zoom call. The Consent Agenda: approval of the December 2021 Board minutes, Committee Reports: -November/December Financials, Construction Schedule, Fiscal Committee Minutes, Kavod Foundation Board Minutes and Resident & Community Services Minutes (all items were distributed prior to the meeting were presented for approval). Mr. Friedman moved to approve the Consent Agenda with a second from Ms. Sarche. The motion passed.

Mr. Summer advised the board that going forward at all board meetings time will be taken to spotlight a Kavod Staff member. This board meeting Mr. Klein spotlighted Rabbi Stephen Booth-Nadav, who provided a quick overview of all that he does for the residents and staff of Kavod. In particular, he provides a vigil service for any resident who passes away, adapting the service to their religious and cultural background. Rabbi Booth-Nadav also thanked the board for their support. The board thanked Rabbi Steve for his work and spiritual guidance.

As part of the Strategic Planning process Ms. Rachel Cohen advised the board that Andy Edeburn of Elder Dynamics will be presenting to the board information on what is happening in senior communities around the country with regards to innovation. Mr. Edeburn, along with Caryn Capriccioso and Rick Zwetsch of InterSector are Kavod Senior Life Strategic Planning Consultants. Ms. Cohen stated that InterSector has begun the process by interviewing outside organizations, community partners as well as sending a survey to the board for their input into the process. Ms. Cohen asked those who have not responded to the survey to please response as soon as they are able. Ms. Cohen then introduced Mr. Edeburn. Mr. Edeburn presented a 30 minute PowerPoint which was recorded and available for review upon request.

Ms. Caulfield presented to the board the updated Board Compliance Policy on behalf of herself and Ms. Webb, who was not able to attend the meeting. This policy is specific to Kavod and incorporates the 7 elements of an effective compliance program. The policy outlines the board's role in compliance as well as the staff's role. This policy is for board level and Mr. Klein, who is the Compliance Officer, and Ms. Dewhurst, Chief People Officer, will develop and implement the operational portion of the policy for staff. It was noted there is mechanism for individual staff

members to report what they feel are violations of compliance by Leadership and the C Suite. Seeing no questions, Ms. Caulfield moved to approve the compliance policy as presented with a second from Ms. Schorr. The motion was approved.

Mr. Klein provided an update regarding the REAC Inspection. He advised that Facilities has hired a consultant to perform an inspection of the south and east buildings prior to the actual REAC inspections. This will allow the facilities team to identify any areas that are not in compliance and address them. Mr. Klein advised that 44 S. Adams (the south building) will have its REAC inspection Mid-March. He also advised that no residents and staff have tested positive for COVID19 for the last several weeks; therefore the Task Force has once again begun to reopen the facility. The main dining room will be open on March 7th with several in person activities and events taking place throughout the month of March. Finally, he advised that our construction project is moving along smoothly.

Dr. Kerry Hildreth joined the meeting where Mr. Summer and the KSL Board honored her. She is leaving CU Medicine for another position. Dr. Hildreth was a member of the Member of the Board of Directors from 2010-2019 and has been member of the Resident and Community Services Committee 2016- to the present. She chaired the committee from 2016-2019. While on the Board she was also a member of the Executive Committee. She was instrumental in helping to get the CU Medicine Clinic.

Mr. Summer called for an executive session and asked all staff except for Mr. Klein to leave the meeting. Mr. Rob Friedman, chair of the Compensation Committee, explained the process used to evaluate Mr. Klein. Sullivan Cotter was hired to provide an independent analysis of compensation for Mr. Klein and the CFO, COO and CPO positions. Mr. Friedman reviewed Mr. Klein's 2021 goals and the progress he achieved, reviewed the 2022 goals and lastly the compensation which the CEO Compensation Committee had awarded Mr. Klein. After a short discussion, the board thanked Mr. Klein for what he has accomplished. In turn Mr. Klein thanked the board for their confidence in him.

The meeting was adjourned at 7:00pm.