

Kavod Senior Life
Board of Directors
Board Meeting
June 29, 2022

Due to the COVID-19 Pandemic, the board meeting was held electronically via ZOOM. Present: Rachel Cohen, Scott Fisher, Rob Friedman, Ondalee Kline, Rodi Liv, Alexandria Mannerings, Melanie Siegel, Joey Simon, Steven Summer Yolanda Webb, and Molly Zwerdlinger. Staff: Michael Klein, Michael Belieu, Tracy Kapaun, Christine Dewhurst, and Gaile Waldinger. Guest: Caryn Capriccioso and Rick Zwetsch of Intersector Partners. Each person in attendance acknowledged the ability to hear and speak during the meeting.

Mr. Steven Summer ascertained that a quorum was established and called the meeting to order. With a quorum being established. The consent agenda was presented for approval, with a motion to approve by Rob Friedman with a second by Melanie Siegel. Motion passed.

Mr. Connell Saltzman was unable to attend the board meeting and in his absence Mike Belieu, CFO and Christine Dewhurst, CPO, provided the board with an update on the fiscal position of Kavod with regards to inflation and the budget. Mr. Belieu advised that costs in Dining Services and Maintenance have increased due to inflation and supply chain issues but they are staying within what we had budgeted. Mr. Belieu did advise, per standard industry practice, that staff have put the audit out to bid. Six different firms have been sent bid packages which are due at the end of July. The Fiscal Committee will review the packages and the top contenders will be asked in for interviews. Mr. Belieu will keep the board apprised of the situation. Mr. Dewhurst advised that merit salary increases for employees were significant and we have kept our benefits package competitive and have a good rewards programs for employees. Ms. Dewhurst is keeping an eye on trends in the industry as well as our turn over statistics in staffing. Mr. Belieu and Ms. Dewhurst stressed that staff is keeping their attention on the situation and will keep the Board apprised of any new developments.

In the absence of Ms. Jan Schorr, Mr. Michael Klein provided the board with the Resident and Community Services Committee update and report. Mr. Klein briefed the board on two incidents that happened in the recent weeks on Kavod property. He noted that staff has been proactive in upgrading security around the complex from installing additional cameras, ordering signage, getting bids on additional outside lights as well as at hiring a mobile security firm. The funding for the security upgrades will be sent to the Kavod Senior Life Foundation. He did advise that in-coming Chair Molly Zwerdlinger has confirmed that Jan Schorr will continue as Chair of this committee and she is in process of looking for a vice-chair.

Ms. Caryn Capriccioso and Mr. Rick Zwetsch of Intersector Partners, who were the principal strategic planning consultants, joined the meeting. Ms. Rachel Cohen presented the 2022-2025 Kavod Senior Life Strategic Plan for review and approval. Ms. Cohen provided background on reasons why the consultants were chosen. She then turned the report over to Ms. Capriccioso and Mr. Zwetsch who outlined the process they used for the strategic plan. Ms. Cohen then presented the 2022-2025 strategic plan highlighting the 5 Strategic Planning Goals:

- Determine feasibility of expanding the physical footprint of the Kavod campus to complement or enhance our current offerings for people we service or new populations
- Determine feasibility of buying, building, or managing an off-site housing location independently or in partnership
- Maintain and preserve existing facilities on the Kavod campus
- Expand Kavod programming to support older adults living in the community
- Identify necessary supports and resources to implement the strategic plan.

Ms. Cohen advised that once the new Strategic Planning Committee is seated the implementation process and timeline will be adjusted as needed.

Ms. Cohen noted that as part of the new strategic plan the committee developed a new vision for the organization which was included in the body of the report. It states that

Kavod Senior Life envisions a Denver metro area where older adults have ready access to housing and senior services that are consistent with Jewish values and tradition.

Mr. Scott Fisher moved to approve the 2022-2025 Strategic Plan as presented with a second by Mr. Friedman. The motion was approved.

Mr. Summer thanked the consultants for a job well done. He thanked Ms. Cohen for her leadership in steering the Committee in this process.

The meeting was adjourned at 6:25pm and the meeting transitioned to the Annual Meeting.