FSR Board Consent Agenda

11-27-24

*Mission: Family Service Rochester will provide community based social services of the highest quality and maintain a commitment to excellence in all operational areas.*

*Brand Message: Family Service Rochester is a community-based organization providing mental health, senior independence, child wellbeing, and family stability services. We listen to what people need and together, we build better lives.*

Executive Director’s Report:

Please Note: We intend to have a guest attending this board meeting. Aimee Tillman is a Mayo Clinic employee who has an interest in possibly serving on a local board or advisory committee. She is attending the Ready to Lead Program, a training program for those interested in serving in the community. This is a program put forth by the Rochester Nonprofit Consortium at the Rochester Area Foundation.

**Programming Updates:**

Family Resource Center: We have posted for the open Program Manager position for the Family Resource Center. After we hire the manager, we will hire two additional staff. We have yet to have finalized our grant with the State of Minnesota. We have received a contract from Olmsted County to support this effort for approximately $100,000 for the remainder of this year (for work already completed) and $100,000 for 2025. We are also working with Tulip Tree marketing agency to assist in developing a name and logo for this effort. We are also working to secure parents/caregivers that would like to serve on our Family Advisory Board. I intend to have a future board meeting at the Empowerment Center where the Family Resource Center will be located.

Local Advisory Committee for Mental Health: Olmsted County has asked us to lead the organization and facilitation of this effort in 2025. NAMI of Southeast Minnesota had been leading this effort in 2024. Olmsted County will provide a contract for these services. I anticipate the contracted amount will be $15,000 to $20,000.

Family Involvement Strategies: Goodhue County has asked that we continue to provide these services, though they anticipate paying for the services through a state waiver that provides such services to lower income families. We bill the state for waivered services in our Aging Services Department, but we have not done so for this service. I anticipate this may lead to a small increase in referrals.

**Operations Update**:

The medical plan finished the policy year (October – September) with $659,530 in claims. This was 70% of expected. The plan ran better than expected because of the reduction of members compared to the renewal claims expectations. Policy year fixed costs were approximately $288,000 for a total of $947,530. There were 3 plan members with claims exceeding the stop loss of $40,000. The 2025 plan year, which started on October 1, has had $34,809 in claims and fixed costs of $24,158 for a total monthly cost of $58,968 compared to the expected cost of $72,682.

IT Committee: Thuan Nguyen has agreed to join our IT Committee. Thaun is an IT Compliance and Security Coordinator at Rochester Public Utilities. He joins former board member, Steve Conners, who has agreed to continue to serve on our IT Committee. Historically, our IT committee has been a sub committee of the board. However, we have not been able to secure board members with strong IT backgrounds and have sought other volunteers to serve in this capacity. Any board members wishing to join this committee are more than welcome to do so. Our next task will be to further explore cloud-based phone systems.

Solar Power: Our plan to add 28 additional solar panels on our south building has been stalled for the moment. A previous employee, April Sutor, had provided a series of donations over several years to support this effort. However, we have learned from an engineering assessment that our roof, as is, cannot support this weight. We are exploring alternative options.

Space: We had entered into discussions about the possibility of trading our two buildings for a property on 3rd Avenue SE along with cash. This property had previously housed Yaggy Colby and Associates, CRW architects, Olmsted Medical Center Administrative staff and others. After working with Allyssa Fordham from our board and Key Builders we learned the renovation costs would make this possibility prohibitive from a value standpoint. I continue to gather information from others in the field about New Market Tax Credits and the viability of FSR accessing these for a future project. When New Market Tax Credits are utilized a portion of the total cost is forgiven after a period of time. Midwest Minnesota Community Development Corporation (Detroit Lakes, MN) staff intend to attend our March 2025 board meeting to educate our board on this funding mechanism. This entity was a partner on the Boys and Girls Club location here in Rochester.

Space: We have secured office space in both Red Wing and Owatonna for the expansion of our FARR program in these communities. The FARR program serves pregnant and new mothers with a history of substance use.

Investment Policy: Per our 403b retirement plan audit, it was suggested that we have an investment policy for these funds. The policy we are putting forth for approval is included in this board packet.

New Board Members: As of right now we have secured the commitment of one new board member to join us in 2025. His name is Troy Brenhaug. Troy is an Assistant Vice President/Loan Officer at Premier Bank. Troy intends to join us at our January board meeting. We would like to add 1-2 additional board members for 2025. However, we do have the minimum number of board members our bylaws require. If you know someone that would like to serve on our board please feel free to contact me.

Donor Management and Fundraising Software: We are transitioning from Results Plus to Bloomerang. We were notified Results Plus will be phasing out with no additional support in 2025. Bloomrang brings with it new capabilities to assist in donor relations and will also be used with our Denim and Diamonds auction.

Employee Handbook: Two new policies have been included in this board packet for approval at this board meeting. One policy is a Respectful Workplace Policy, and the other policy clarifies our position as it related to remote work.

**Grant/Contract Updates**:

Olmsted County Contracts: We are still awaiting the final approval of our 2025 contracts with Olmsted County. I believe they are intending to honor our request amounts for all of our contracts with the exception of two. We had asked for additional monies (outside of a general increase) to support our Meals on Wheels Program and our Aging Services efforts. Because contracts with Olmsted County are not finalized, we will be bringing a “preliminary” 2025 budget to this board meeting for approval.

Minnesota Department of Human Services: We have applied for a grant to support Age Friendly efforts in Olmsted and surrounding counties. If approved this grant will support the completion of a sidewalk connecting and senior living community to an adjacent park and support emergency preparedness efforts for seniors. The total amount requested was approximately $57,000.

Minnesota Department of Health: We have applied for a grant focused on healthy brains for those individuals with dementia and their caregivers. The grant will additionally focus on risk reduction and early detection and diagnosis. The total amount requested was $20,000.

**Marketing/Fundraising/Volunteer Updates:**

Denim and Diamonds: Our annual fundraiser to support Meals on Wheels will be held on Saturday March 29th. Please mark your calendars and also consider you or your employer sponsoring this effort.

Volunteer of the Month: FSR is proud to recognize Cameron Mullen this month. Originally from Caledonia, MN and having attended high school in Plainview, MN, Cameron has made Rochester his home and embraced the community with open arms. Beyond his involvement with FSR, Cameron serves on the Rochester Pride Board of Directors and is an active member of the Kutzky Park Neighborhood Association. Cameron’s passion for volunteering stems from his desire to build and foster a strong sense of community. “Volunteering allows me to connect with new people and contribute to the growth in the community both in myself and others” states Cameron. Cameron has learned that people don’t expect perfection and that even small contributions can make a big difference. Cameron’s dedication and passion for helping others have made him an invaluable part of our volunteer team!

Attached: Board Minutes from September 25th 2024.