FSR Board Consent Agenda

9-25-24

*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:

**Programming Updates:**

Housing Stability and Housing Stabilization: We have had continued conversations with Olmsted County about providing these billable services. One service works to help secure housing whereas the other service helps to maintain housing. It is likley that we will offer this service into the future.

Family Resource Center: We are continuing to move forward with our Family Resource Center efforts. With funding support from Olmsted County, at a yet to be finalized amount, we have hired an individual to lead our efforts. Ashante Gillis will be our new Family Resource Center Coordinator. Ashante had previously been involved in our 21st Century Learning Project in the Meadow Park Neighborhood. We intend to lease some space at the Empowerment Center for our first iteration of the Family Resource Center. The Empowerment Center is located in the former Gage Elementary School and also houses Head Start Classroom, the Sports Mentorship Academy, and Project Legacy.

Aeon Housing: Aeon is a developer that focuses on affordable housing. They will be building an apartment complex for seniors on land that is currently a Mayo Clinic parking lot across from the Rochester Golf and Country Club. Aeon had asked us to have a full-time senior care coordinator placed into the complex to provide services and support to the residents. Aeon had included funding to support this effort into a grant request to provide affordable housing. Aeon was notified they will not be receiving this grant, but this concept/idea will continue with their project, likely through different funding mechanisms.

Olmsted County: We have had some preliminary discussions with Olmsted County to add some social workers under a contract. One social worker may work with individuals with a diagnosed mental illness and one social worker who may focus on housing support. We will know more information prior to the end of the year as both positions would start in 2025.

**Operations Update**:

Fall Retreat: For many years we have provided a full day training/retreat for staff in the fall. We are doing this activity on September 30th at the Oxbow Park learning center. This year’s training will be focused on one’s well-being and leadership. The training is being provided by Dr. Andrea Hollingsworth. Dr Hollingsworth is Founder and CEO of Hollingsworth Consulting, author of the bestselling book *The Compassion Advantage* (2024), and one of today’s leading global experts on compassionate leadership. Since 2008, she has been studying, speaking, and writing about the science and spirituality of human emotions and relationships. Her articles have been published more than a dozen times in peer-reviewed journals, and she has taught at prestigious institutions like Princeton, Boston University, and Loyola University Chicago. If any board members have an interest in attending, please let me know.

Solar Power: Our previous Director of Aging Services, April Sutor, donated nearly $30,000 to Family Service Rochester to support solar power. These donations have accumulated over a number of of years. We installed solar panels several years ago on our south building. At the time, we intended to use the money April donated to FSR to initiate the project. In the end, we secured a grant that covered the project's full cost. To maintain the intent of April’s donation, we intend to install 28 additional panels on our south building at a cost of $30,000. This project should be completed before the end of the year.

Health Insurance: July total claims were $18,174 and the plan ran at 30% of expected. August total claims were $11,174 and the plan ran at 18% of expected. Policy (October – September is running at 52% of expected with $621,903 in total claims. FSR fiscal year to date is running 72% of expected with $329,815 in total claims. The medical plan received a 9.7% overall increase for the 2025 policy year renewal (October – September). The employee benefit work group recommended ending the FSR contribution to the Health Savings Account to minimize the premium increases to employees. This is a $15,000 transfer of resources. The majority of the premium increase is to our employee only group of the OMC Preferred Plan. This plan went from an employee contribution of $300 annually to $900 annually. Our benchmark is to offer a plan that has a monthly premium of $138 or less. Other premium levels saw decreases of .4% to increases of up to 5%. Our benchmark for family premiums is to offer a plan at or less than $742 per month. Our OMC Preferred Plan Family Coverage has a monthly premium of $745 per month. The HR Commitee of the Board approved the premiums for 2025.

Office Space: We are slowly running out of office space at our two locations. The south office space is nearly maximized. To accommodate growth, we are having a contractor build some half walls in the area that we previously the drive-up window. This will create some additional semi-private offices. It was more cost effective ($2000) to build a permanent wall than to purchase some moveable office walls from our office furniture supplier. Our north office has some open space available to accommodate some growth. This month’s board agenda will include time to further discuss our future office space needs.

Microsoft Cloud Transition: We continue to work to move from having an on-premise server environment to operating exclusively in the cloud. We have concluded we will need more outside assistance providing knowledge and time for our MS Teams set-up, our MS SharePoint set-up and end-point user training. We are currently soliciting bids for this work.

Strategic Planning: We are likely to contract with Terri Allred from Allred Contracting to facilitate a strategic planning process. This process will heavily involve our senior leadership team and our management team along with input from the board. Terri will be a guest at this board meeting for further discussion.

**Grant/Contract Updates**:

Otto Bremer Trust: We submitted a grant to the Otto Bremer Trusts to support our overall operations. We have received annual funding support from the Otto Bremer Trust for several years. The Otto Bremer Trust has awarded FSR $100,000

Family Resource Center Grant: We submitted a grant to the Minnesota Department of Human Services to support our Family Resource Center efforts. This grant would provide funding over a three-year period. We have been notified we have been selected to receive funding. The next step is to enter into contract negotiations with the state.

Clinical Supervision Grant: We submitted a grant application to the Department of Human Services to support our direct supervision time provided to clinical trainees, to prepare clinical trainees for examination and to reduce financial barriers to examination and licensure fees. The total amount requested is $349,228 over 4 contract years (2024-2028).

Child Support Grant: We submitted a grant request totaling approximately $20,000 annually to support our Family Access Center that provides supervised visits and safe exchanges for children. The original amount we received was approximately $19,000. This grant ended in September

Community Development Block Grant (CDBG): We had submitted a grant request to the City of Rochester to receive CDBG funds to support our aging services efforts in 2023 for 2024 funding. We had requested $12,000. We have finally received notification the funds are now available. We will receive $11,500.

**Marketing/Fundraising/Volunteer Updates:**

Once Upon a Playhouse Fundraiser: Our fundraising effort to support the delivery of our service to address mental health has concluded. We raised less money this year than in the most recent past years. Space will be dedicated to further discuss at this board meeting. See attached revenue/expense report.

Volunteer of the Month: Our Volunteer of the Month is Jeff Cabalka. Jeff is a regular Meals on Wheels Driver and has volunteered at FSR for 23 years. Jeff loves giving back to his community and has also volunteered with the Ronald McDonald House and at his children’s schools. When asked why do you volunteer? Jeff said, “I absolutely love volunteering! It is such a joy to share the gifts and talents that I possess.” Jeff’s gift is the ability to put a smile on people’s faces through his goofy humor. He easily mixes that humor with compassion, empathy, and encouragement to connect with people. He says he also volunteers because he knows that most organizations need a strong volunteer base to effectively operate.

Attached: Board Minutes from July 24, 2024.