

Strategic Planning Committee Report

DATE: 19 January 2022

MEETING TYPE: Zoom

MEMBERS PRESENT: Joseph Krawczyk (Chair), Gary DeGasta, Michael Klopchin, Brenda Cruickshank, Charly Dickerson, Jennifer Carmichael, Peter Niles, and Joyce Scribner (All members were present.)

MEMBERS ABSENT: None.

INVITED GUESTS: Melissa Jackson, Asa Morin, and Robyn Boland

MEETING START TIME: 11:00 am

IMPLEMENTATION of STRATEGIC GOALS/COMMITTEE ORGANIZATIONAL STRUCTURE: VVH

Strategic Plan Goals: #1 - Serve More Vermont Veterans; Goal #3 - Expand Geographic Reach and Goal #4 - Offer New Services.

SUMMARY OF DISCUSSIONS:

1. Strategic Plan/Strategic Planning Committee Implementation:

- President Krawczyk opened the first meeting of the Strategic Planning Committee by stating: “Board implementation of the Strategic Plan will require a thorough evaluation of our Committee Structure (number and responsibilities) as well as Committee membership (appointing Trustees to Committees based on their commitment, skill levels and likely contributions; publicizing and advocating for the plans and, based on responses from the Home’s various “communities” (political, veteran and broader community, stakeholders, collaborators and “competitors”) and identify and conduct feasibility studies”.
- CEO Jackson will resume reviewing the Strategic Plan and goals with department heads and work on how certain departments tie into Board committees; will ensure the Strategic Plan is communicated to the staff and family members on a regular basis and obtain their input; continue with day-to-day operations and functions (Marketing, Outreach, Quality Assurance, care of veterans, communicating to family members) since they relate to the Plan and will adjust accordingly to achieve the long-term goals. It was recommended that department-level actions link (are mapped) to the 9 Strategic Goals. The Strategic Plan’s Executive Summary will be posted on the VVH website with an option to access the entire Strategic Plan via a hot link.
- Reported on current nurse staffing vacancies and Agency rates as cited in a support letter being prepared for the Government Operations Committee.

2. Board Committee Structure:

- While still in its early stages of implementation, there was consensus that a seven-committee structure is a good starting point which seems to be working. No major issues with scheduling and posting of meetings or with completing and posting of Reports. Committee Chairs to read the Open Meeting Law (PowerPoint slides (attached).
- The intent of appointing Committee Chairs to the Strategic Planning Committee is to ensure cross-committee sharing and, via individual Committee Reports and Chairs presentations, share overall findings and recommendations with the full Board. Recruiting Board members is important. We still have vacancies and can’t rely solely on the State to recruit for us. We need qualified and committed Trustees representing a variety of ages and backgrounds (veterans and non-veterans, family members, etc.) and specific skill sets such as grant writing and strategic planning and legal experience. Board members stepping up: Jennifer will put feelers out in the banking industry; Asa will contact colleges (i.e, business majors needing an academic project), and Gary will request assistance from the National Guard. Clarification was deemed necessary as to whether a National Guard member who has not been deployed under Title 10 (active military service) would qualify as a Veteran member of the Board.

Subsequent clarification:

The word veteran is referenced in H.R. 6416 signed into law by President Obama in December 2021: “Any person who is entitled under chapter 1223 of title 10, United States Code, to retired pay for non-regular service or, but for age, would be entitled under such chapter to retired pay for non-regular

service shall be **honored as a veteran but shall not be entitled to any benefit by reason of this honor** (bold emphasis by G. DeGasta).

The use of veteran is a bestowed honor rather than a change in the legal definition of veteran. Consequently, it appears that changes in policies or By-Laws relative to qualifications for Board membership will not be necessary. Should a non-active duty retiree (someone without a DD-214) apply for membership, s/he could be appointed as a "non-veteran".

- Friends of VVH will be contacted to see what their goals are extending to the Board.
- Recommended to check with Southwestern Vermont Medical Center, or other medical facilities, to see if they also have a separate offshoot similar to Friends of VVH to see how they intertwine their activity.

3. Feasibility Studies:

- Have not received any acceptable responses to either of the two feasibility study postings. CEO is acquiring some examples of feasibility studies conducted by other State Homes. Will share them along with any recommendations which might help with implementing our own studies.
- Will check to see if any staff members have any experience with grant writing. It is unlikely a part-time or temporary employee would be approved - could explore the possibility of an internship for a college student business major as commented in section 2 above.

OTHER TOPICS DISCUSSED: n/a

FINDINGS and RECOMMENDATIONS:

- Committee Chairs to review the **attached** Open Meeting Law (slides).
- The term "veteran" as defined in H.R. 6416 is a "bestowed honor" rather than a legal definition. Consequently, changes in policies or By-Laws regarding qualifications for Board membership appear unnecessary.

ATTACHMENT:

- [Open Meeting Law slides](#)

FUTURE AGENDA ITEMS: Implementing Committee Strategic Goals (Serve More Vermont Veterans; Expand Geographic Reach; Offer New Services), other

MEETING END TIME (adjournment): 11:56 am

COMMITTEE CHAIR: COL Joseph Krawczyk
21 January 2022