

MINUTES OF SEPTEMBER 11, 2023
Inland Counties Regional Center, Inc.
Board of Trustee Meeting

BOARD PRESENT: Kiana Buffington; Jay Connor; Carmela Garnica; Alicia Lara; Theodore Leonard; Eric Naranjo; Maureen O'Connell; Briseida Ramirez; Rene Rojo; Gizelle Siojo; Teri Smith; Joshua Souder

BOARD MEMBERS ABSENT: April Stewart

BOARD FACILITATOR: Robyn Souder

DIRECTORS PRESENT: Steve Beckett; Kurtis Franklin; Eric Hamler; Lavinia Johnson; Don Meza; Merissa Steuwer; Vince Toms; Treva Webster

STAFF PRESENT: Claudia Mora; Martin Morales; Maria Rodriguez

GUEST PRESENT: Rosa Abad, Parent; Garrett Ackerman, Homies; Sofia Benitez, 24hr Home Care; Beth Burt, Autism Society Inland Empire; Marlene Gaines, Hana Interpreting; Clara Garcia, Autism Society Inland Empire; Araceli Gill, Family Member; Isabel Torres, Parent; Ives Torres, Family Member; Rocio Vazques, Hana Interpreting

RECORDING SECRETARY: Sandra Guzman

CALL TO ORDER: Meeting was called to order by Ms. O'Connell at 5:00 pm.

MINUTES OF JULY 10, 2023 Board Meeting: 1. Motion made to approve the minutes of the July 10, 2023 Board Meeting as presented M/S/C Rojo/Naranjo.

PUBLIC INPUT:

1. Beth Burt, Executive Director of Autism Society Inland Empire and proud parent. She stated she attended the July Board Meeting to talk about Mobile Crisis Services. She has been working with CJ Cook and his team and has been doing some focus groups. She wanted to thank the Board for listening to the community's needs. She really appreciates working with IRC. Thank you.
2. Lisa Dryan, family member, submitted written regarding respite care: Please update your policies regarding respite and IRC's unique policy that respite care companies are not allowed to provide care outside the family's home. This is merely a policy and as I have friends with adult children living in other counties and their respite care companies are allowed to transport their ward out into the community to do something fun - why not amend our Inland Regional Center policy to follow suit.
3. Lisa Dryan, family member, submitted written comment regarding out-of-date programming practices:

I feel like the programs that my daughter is being offered were appropriate for the 1970s and possibly the 1980s, but not now. Families want their adult children out of the house and employed. There seems little emphasis on either of these two things. Independent Living Skills

programs are being done one-on-one rather than getting a group of young adults together in a common kitchen to learn how to prepare and share a meal together. There is almost no emphasis on college to career. None of our local community colleges in the IE have a College to Career program which shows great evidence for being more effective than one-on-one ILS programs at getting people out of the house and employed. DOR completely washes its hands of IRC clients saying that they are not "work ready". Having been a clinical social worker for almost 30 years in the IE and making literally hundreds of referrals to DOR over the years - I have yet to see someone with ID/DD ever get a job. In reality, I have only had two clients with exclusive mental health disorders get a job. Whatever they are doing doesn't work. Your IRC clients are not getting jobs. My daughter has tried repeatedly to gain employment anywhere with me driving her around to no avail. Finally, the wages are so low for your IRC staff that you have difficulty recruiting and retaining great people. Where is the youth and creativity to come up with new solutions? I have a great friend who works for a marvelous South Bay vendored program that is doing outstanding things with their clients, but they won't come to the IE and make the same program because reimbursement rates for programs is too low. It is coming to the point where a family has to move from the region in order to access services and this is not right.

EXECUTIVE DIRECTOR'S REPORT: Ms. Johnson reported the following: 1. As of August 31, 2023, IRC serves 49,650 consumers. 2. IRC currently employs 1042 staff of which 712 are in case management and 194 are administrative. 3. IRC's executive team developed a new leadership position and promoted 4 Senior Program Managers to Program Administrators. Proudly, we announce the following Program Administrators: Jonathan Eckrich, CJ Cook, Mary Joseph-Bacon and Dalila Balderas. 4. IRC's Open Enrollment was held on August 23. Benefit Representatives were available in-person in building 3 to answer any questions. 5. IRC's Training and Development Unit revamped the New Staff Sponsorship Program for all new hires. 6. IRC is incentivizing our bilingual staff with a monthly stipend after successfully completing a competency test. 7. IRC continues to be vigilant regarding security and the health and safety of our staff and consumers. All visitors must have an appointment through IRC's Envoy. 8. We continue with our Hybrid model of remote and office days. Directors, Managers and all case management staff have been coming in and working in the building a minimum of once a week.

DIRECTOR'S REPORT: No questions from the Board.

COMMITTEE REPORTS:

1. **ANOTHER WAY:** Ms. Gonzales submitted a written report. There were no questions from the Board.
2. **EXECUTIVE COMMITTEE:** The notes from July and August meetings were included in the board packet. There were no questions.
3. **LEGISLATIVE COMMITTEE:** Ms. Cummings submitted a written report. There were no questions from the Board.
4. **MASTER TRUST COMMITTEE:** Ms. Miller submitted a written report. There were no questions from the Board.
5. **VENDOR ADVISORY COMMITTEE:** No report submitted.

OLD BUSINESS:

1. **2023-24 Health Benefits:** Ms. Steuwer reviewed the employee health benefits packet approved by the Executive Committee with the full Board; then requested the Board ratify the Executive Committee's decision. **2. Motion made to ratify the Executive Committee's decision to approve the health benefits M/S/C: Conner/Rojo.**

NEW BUSINESS:

1. **IRC Board Emails:** Mr. Beckett shared that in the past IRC issued Board Members their own IRC email to use to communicate with staff. Having these emails is the only way to maintain communication records between Board and staff. There is no way to maintain records when using personal emails. This is particularly important to do if the Public Records Act passes. If the Board agrees to have IRC issued emails, we will train the Board and will be in compliance with all the obligations of the Public Records Act. **3. Motion made to have IRC emails for the Board M/S/C Rojo/Leonard.** Mr. Naranjo inquired whether the Board will be issued iPads or have to use their own personal devices. Mr. Beckett stated IT will set up email on their personal devices and will provide hands-on training.

TRUSTEE INPUT:

Mr. Rojo shared he really enjoys being a board member for IRC. When officer positions become available, he would be honored to be the chairman of the Board.

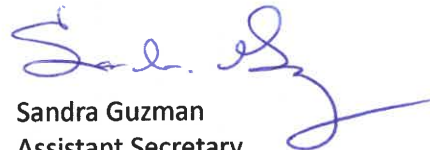
Ms. O'Connell adjourned the meeting at 5:22 p.m. to go into Executive Session. Executive Session was called to order at 5:27 p.m.

The Board reconvened at 5:45 p.m. The Board took action on a personnel matter.

Sincerely,



Alicia Lara
Board Secretary



Sandra Guzman
Assistant Secretary

MOTIONS FOR THE SEPTEMBER 11, 2023 BOARD OF TRUSTEES MEETING:

1. Motion made to approve the minutes of the July 10, 2023 Board Meeting as presented M/S/C Rojo/Naranjo.

2. Motion made to ratify the Executive Committee's decision to approve the health benefits M/S/C: Conner/Rojo.

3. Motion made to have IRC emails for the Board M/S/C Rojo/Leonard.