

MINUTES
STRATEGIC PLANNING MEETING
LIFEPATH SYSTEMS BOARD OF TRUSTEES
LifePath Systems
7304 Alma Drive, Plano, Texas
June 19, 2021

Board Members Present

Dona Watson Anne Bramlett
Matt Duncan Rick Crawford
Doug Kowalski Ernest Myers

Staff Members Present

Tammy Mahan Joanne Huffstetler
Pete Kabira Jennifer Morgan
Danielle Sneed Brandi Hazelwood
Jennifer Day Diane Kazlow
Rik Lindahl Diann Gregg

Guests

Melissa Rowan
(Facilitator)

Trustee(s) Absent: Anthony Henderson, Melvin Thathiah, Tony Nichols, Mitch Selman

Call to Order:

9:00 AM A quorum was established, and the meeting was called to order by Rick Crawford, Chair.

Welcome

Rick Crawford introduced Melissa Rowan, Executive Vice President for Policy Implementation at the Meadows Institute, describing her experience with health care policy and best practice strategies across the State of Texas. Melissa will be facilitating the planning meeting.

**Review of Federal and
State Perspectives**

Melissa Rowan presented an overview of the funding outcomes of the 87th Texas State Legislative Session which will impact Center services. Texas Centers need to position themselves to operate within reduced resources from the State. However, children's mental health may see increased support. She pointed out there may opportunity with UT Southwestern in support of expanding children's psychiatric services, and with other sources that don't require waiver through the Cares Act and American Rescue Plan funds.

Based on this information, Melissa will assist the Board and Executive Management with how to best respond to available State and Federal resources and to plan accordingly in providing maximum benefit to the growing population who need services coupled with operational excellence in the next one to three years.

**Review LifePath
Systems Operation &
Service Trends**

Tammy Mahan presented a 5 to 10-year historical overview of trends within Collin County having a direct impact on LifePath services. Collin County is the fastest growing county in Texas; the population has grown exponentially over ten years. She highlighted the multi-cultural and racial shifts which bear heavily on how LifePath can serve individuals and families. Area statistics reveal a growing need for new and increased programs such as opioid crisis care and autism therapies. Trends also indicate strong need to accommodate a wider client base with staff who are familiar with various cultures, norms, and languages, which will require strengthened recruitment and retention efforts.

Tammy included financial and human resource trends related to service volume. There has been a steady growth in the LifePath employee base, more than doubling from 2012 to current. Turnover, tenure, benefits, and pay trends were observed and compared, pointing to the need to focus efforts and position LifePath to better compete for qualified employees. Service provision requires adequate facilities, technology and data programs which require further investment considerations. Financial trends were reviewed to help anticipate fiscal

stewardship opportunities while still meeting the community needs. Trends show the need for concentrated funding efforts to support the IDD program in short and long term.

**Review and Update
SWOT and Identified
Gaps and Needs**

Melissa led the group through a review of LifePath's vision, mission, and values for updates. Previous planning strengths, weaknesses, opportunities, and threats were studied. Those no longer considerations or had been met were eliminated and new were added. The SWOT process, along with trends and known potential support avenues, helped to identify goals and objectives for the coming 2-3 years.

Establish 3-year Goals

Based on the results of the SWOT analysis, goals were established and will be captured in a written report for further consideration, discussion, and action plans to implement, measure, and accomplish.

**Call for Public
Comments
Wrap Up**

Rick Crawford called for public comment. No public attended.

Each of the participants offered their vision for the future and individual perspectives regarding priorities. The comments will be included in the written report and distributed for further discussion.

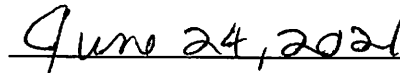
Adjourn

Rick Crawford called for motion to adjourn at 2:15 pm. Motion to adjourn was made by Matt Duncan and seconded by Doug Kowalski. Motion was unanimously approved.

Respectfully Submitted,



Anne Bramlett, Secretary



Date of Approval