

Rainbow Health Board of Directors

June 8, 2023 Meeting Minutes

Present: Kathleen Brenk, Fuzz Hussain, Tamra Moore, Pritika Kumar, Jess Daly, William Fehrenbach, Mitch Mudra, Jeff Cross, Ryan Langem, Jeremy Hanson Willis, Sue Abderholden, Kario Brooks, Maritza Steele

Absent: Tyler Curry-McGarth, Trenda Boyum, Angela Goepferd, Donna Dimenna, Shane Pugh, Roger White

Guests: Felicia Ring

1. Call to Order; Approval of Agenda and May 11, 2023 Minutes – Kathleen Brenk, Secretary
 - Motion was approved.

2. Review of SEIU Union Contract – Jeremy Hanson Willis
 - Contract has been reviewed by legal and is in the process of leading up to a union vote.
 - Economic impacts, include (non-exhaustive): 3% salary increases on July 1 2023, and July 2024, as well as adjustments to 401k contribution match, time off changes, and changes to behavioral health therapist compensation.
 - Non-economic items, include (non-exhaustive): Established cadence and process for executive board committee to meet with union leadership; Due Process and Just Cause policies established; grievance and arbitration procedure also established; a workplace Health and Safety Committee was also established; adjustments were also made to how hiring for roles is done.
 - Estimated Financial impact: +\$310k in year 1 (July 2023 – June 2024) and +\$475k in year 2, spanning both union and management employees.
 - This will impact budgeting, which will be revisited by Felicia and an updated budget will be reviewed by IAC in August.
 - Motion was made, with enthusiasm from the board, to approve the proposed union contract with SEIU Healthcare Minnesota and Iowa, based upon the information provided by staff. This motion empowered the Executive Committee to subsequently vote as needed should the contract change significantly after the vote. 1st - Fuzz - 2nd - Ryan. Unanimously approved.
 - Additional motion was made, for staff to report back, with a budget impact of the contract as part of a broader budget refresh, to the August IAC and full board meetings, 1st – Ryan 2nd – Mitch. Motion approved.

3. Internal Affairs Committee – Ryan Langem
 - Monthly Financial Report
 - i. We're continuing to operate at a break-even for the year
 - ii. Expenditures compared to YTD 2022 are down, much of which is attributed to un-recoupable early 2022 expenses.

- iii. A deeper dive into the clinic financials is on the list of things to cover in a future board meeting
 - Motion to approve financials – Kathleen. Approved.
 - Financing the office move – 701 S 4th Street. In the final stages of negotiating a lease with Hennepin County. Start date of lease is targeted for Aug 1.
 - Cost discussions (and a need for a one-time capital loan) around the move are still underway.
4. External Affairs Committee – Jeremy Hanson Willis and Jeff Cross
- Walk recap and future
 - i. Raised \$33k; had almost 200 registered walkers.
 - ii. Future of the walk: Staff brought forward an idea that that the walk needs to transform. In the future, may transition the walk to represent the broader breadth of Rainbow Health’s offering and the LGBTQ+ spectrum. HIV would still be central to the event, but will expand to represent more where the community is at.
 - October 7 “Rainbow After Dark” donor event
 - i. Two part: Progressive Dinner – hosted, themed and ticketed dinner and drinks, with a RH presentation.
 - ii. After Dark Event – entertainment and gathering at the new RH office.
5. Governance – Jessica Daly
- New Board Member Orientation
 - i. Date still TBD
 - Board planning retreat – confirmed for July 22.
6. Chair’s Report – Cyrus in absentia.
7. Chief Executive Officer’s Report – Jeremy Hanson Willis
- ACTION: Board, please fill out board commitment forms for this board term year (April-April)
 - Executive Assistant for CEO hired; Jack Grimes. Will also be interfacing with the board.
 - African American Museum of History and Culture tour next Friday with staff.
 - Tina Smith is visiting RH on 6/9 as part of her Pride month celebration.

Motion to adjourn: 1st - Mitch 2nd – Jeff

Meeting adjourned: 8:08pm