

San Luis Valley Behavioral Health Group Board Retreat, April 5-6, 2019 Santa Fe, NM

PARTICIPANTS

Facilitator: Jo Ann Romero, StrategyWorks, Inc.

Attendance: Laurie Rivera, Richard Pacheco, Oliva Martinez, Jerry Gallegos, Louise Sanchez, Brenda Villapando, Marcella Garcia, Pat Stanford, George Wilkenson.

Staff in attendance: Fernando Martinez, Cindy Lopez, Jennifer Silva, Victoria Romero, Azarel Madrigal.

The Board met on April 5 - 6, 2019 for the purpose of developing a strategic plan for the next two years. Following are the results of that meeting along with the plan developed and agreed on by the Board.

VISION

To improve the quality of life for the residents of the San Luis Valley

MISSION

To provide access to quality behavioral health services that enrich lives and promote wellness. We are driven by a profound respect for human dignity and a desire to serve the underrepresented, the disenfranchised, and those who experience behavioral distress.

Following are the 2-year strategic objectives indicating the results we are seeking to achieve followed by the short-term actions/goals committed to in order to ensure progress at meeting the objectives:

OBJECTIVE #1: BUILD RURAL ADVOCACY TO STRENGTHEN THE VOICE OF BEHAVIORAL HEALTH.

SHORT-TERM ACTIONS/GOALS:

Increase and strengthen existing and new relationships with elected officials in the area in order to increase the voice of behavioral health in rural Colorado by providing education and resources. Based on this goal the action will be to:

- a. Develop relationships with representatives of Colorado Counties Incorporated. Educate and inform this group on behavioral health challenges to align local support. (Ongoing)

Increase and strengthen existing and new relationships with elected officials in the area in order to increase the voice of behavioral health in rural Colorado. Based on this goal the action will be to:

- b. Identify Key Players on the Council of Governments to establish networks and relationships for promoting behavioral health. Success will be measured by regularly scheduled time on each agenda. (Ongoing)

As our legislative lead at the state level it is important for SLVBHG to support our membership to CBHC by assuring the prioritizing of our dues in our annual budget. In addition, SLVBHG's connection to CBHC strengthens our network and ability to work with community behavioral health centers around the state. This will keep SLVBHG ahead of external political factors that may affect funding sources. Based on this goal the action will be to:

- c. Increase responsiveness to CBHC to ensure their longevity and financial support. (Ongoing)

OBJECTIVE #2: ALIGN STAFF DEVELOPMENT TO REFLECT THE NEEDS OF THE COMMUNITY.

SHORT-TERM ACTIONS/GOALS

Executive leadership will present an annual training budget that reflects the needs of staff and the community. Ensuring that SLVBHG is prepared to provide quality services that are in high demand. For example, due to the opioid crisis Substance Use Disorder (SUD) services are needed throughout the SLV, SLVBHG prioritize the training of new addiction counselors in order to meet the demand in all the communities SLVBHG serves.

Based on this goal the action will be to:

- a. Maintain Training budget at the current level for the next 24 months.

SLVBHG needs to offer competitive compensation and benefit package in order to attract and retain quality staff. In addition, staff should have opportunities for



development and growth in alignment with the needs of the community. Based on this goal the action will be to:

- b. Increase staff retention to 85% and decrease staff turnover by 10% by 2021.

Staff with SLVBHG will conduct a needs assessment for each community to inform and prioritize training and staff needs for each community that the board can reference to set training budget. Based on this goal the action will be to:

- c. Conduct a community needs assessment for each community. Complete by June 2020.

Based on the needs assessment SLVBHG ELT will make recommendations for the training line item in the FY20 budget. Based on this goal the action will be to:

- d. Develop a recommendation for annual training and present to the Board at the June 2019 meeting.

OBJECTIVE #3: BUILD AND SUSTAIN BOARD CAPACITY AND SUSTAINABILITY.

SHORT-TERM ACTION/GOALS

In order to increase the skill diversity in the board, current board members will identify and recruit potential new members. This will increase the capacity of the current board while ensuring wider representation of the communities SLVBHG serves. Based on this goal the action will be to:

- a. Nominate/elect 2 new board members by December 2019.

Board members will work with current leadership staff to develop a detailed succession plan to fill executive level positions that may become vacant in the future. A succession plan will ensure a smooth transitions of leadership positions. Based on this goal the action will be to:

- b. Develop a succession plan for executive staffing by December 2019. Initiate quarterly continuing education topic/sessions for the Board (June 2019)

Board members will create an orientation manual that includes roles and responsibilities as board members, information about the agency, and policies and procedures to aid new and existing board members in making decisions with the necessary education and confidence to fulfill the vision and mission of SLVBHG. Based on this goal the action will be to:



c. Develop Board Orientation and Board Handbook.

As identified in the SWOT analysis, an existing weakness is a break in program communication and education between the board and staff. Board and Staff will work together to prioritize educational sessions for the board on pertinent topics. Based on this goal the action will be to:

d. Quarterly continuing education topics/sessions for the board (June 2019)

In this strategic planning session, the board identified several external and internal factors that affect the agency's success, quality of services and longevity. Moving forward the board will reference this plan when making decisions. Based on this goal the action will be to:

e. Review strategic plan update at every meeting (ongoing)