

MID-OHIO PSYCHOLOGICAL SERVICES, INC.
BRADLEY A. HEDGES, PH.D
PSYCHOLOGIST
EXECUTIVE DIRECTOR

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Pursuant to the laws of the state of Ohio in which this corporation is organized, and its bylaws, a regular meeting of the Directors of Mid-Ohio Psychological Services, Inc was held on January 13, 2011 at 5:30 p.m. at 624 East Main Street, Lancaster Ohio.

The following directors were present: Will Sharp, Karen Wolfe, Fran Uhrin, Andy Connell and Dr. John Stevenson. Also present at the meeting were Dr. Brad Hedges, Executive Director, Shawna Watts, Administrative Coordinator and Alan Young, Financial Coordinator. Absent from the meeting was Larry Novak. The meeting was called to order by Will Sharp.

The minutes of the previous meeting and the financial statements were disseminated prior to the meeting. This information is posted to the MOPS website monthly. The opportunity to discuss the minutes was brought to the floor.

No discussion being offered, Karen Wolfe moved and Fran Uhrin seconded the following motion:

Resolution #01-13-11-01

Be it resolved that the minutes of the previous meeting be approved. The motion passed unanimously.

Dr. Hedges informed the board that the agency cash balance briefly exceeded \$400,000 for the first time in agency history.

Dr. Hedges and Alan Young discussed the agency's financial statements for November and December. The agency's performance for November was negatively impacted by the expected burden of opening the Chillicothe clinic. The clinic is expected to begin contributing to income by the end of its first year of operation. The month of December is historically a loss period due to the impact of the holidays season on both billings and personnel costs associated with vacations. The results for this December reflect these factors as well as payment of \$48,313 in bonuses and related taxes as approved by the board.

Andy Connell moved and Dr. John Stevenson seconded the following motion:

Resolution #01-13-11-02

Be it resolved that the financial statements for the months ended July 31, 2010 and August 31, 2010 be approved. The motion passed unanimously.

Dr. Hedges informed the board that the agency has been contacted by ODMH requesting repayment of \$14,104 believed to have been overpaid to the agency during the 2000 fiscal year. We believe the finding to be in error and are in the process of evaluating the filings for the fiscal year to prepare a dispute to the finding. Currently, we feel any overpayment not to exceed \$3,000.

Dr. Hedges and Shawna Watts discussed "Quality of Service" matters:

- CARF has issued a letter with findings and the agency has 90 days to respond with a plan of corrective action. None of the findings are of a significant nature and the agency has been awarded a three year accreditation.
- The Franklin County Juvenile Court program under which we are performing sex offender treatment services has been evaluated by the University of Cincinnati with less than satisfactory findings. We are in discussions with the evaluators on the basis that we believe many of the issues raised as weaknesses are beyond the scope of our control. Although there is a risk that we could suffer a loss of business due to the review, we expect the matter to be resolved with no significant impact to the agency or loss of business.
- Partially in response to CARF findings, we are revising our QA activities. All new clinical staff are now being trained in QA.
- There were a number of MUI's during the period as outlined in the agenda. None of these require further agency action.
- There were no "Duty to Protect" matters or client grievances during the period.

Dr. Hedges apprised the board of staffing issues as outlined in the agenda. On discussion of the matter, Fran Uhrin accepted responsibility to act as the board contact with management with regard to staffing issues.

Dr. Hedges addressed the board regarding growth and clinic matters:

- The Ross County clinic is showing slow growth in line with expectations.
- The Delaware County clinic continues to grow slowly. The administrative supervisor, Kim Blair, is expecting her first child and will be on maternity leave soon.
- The lease for new facilities for the Licking County clinic has been signed and the area is being built-out to meet our needs. We expect to take occupancy on March 1, 2011.
- We have been in negotiations for a new Franklin County location, but have run into repeated problems with the landlord. We will be presenting a lease to the landlord tomorrow. If they are unwilling to accept the changes we are insisting on, we will terminate negotiations and try to negotiate with our current landlord for expanded space.
- The agency Strategic Planning Committee has made progress toward making revisions to the agency's mission and vision statements. The board members are asked to provide input regarding agency goal setting.

Shawna Watts reiterated that April 30, 2011 has been selected for the "Strides for Mental Health 5K Walk/Run". With the growing public acceptance of the run and employee commitment to assisting with it, Shawna has established a goal of \$10,000 to \$15,000 net revenue from the fund raising event.

Dr. Hedges advised the board of the desirability of a modification to the agency Personnel Policy to provide greater flexibility in the administration of employee benefits. During discussion, the board made suggested a minor clarification to the proposed policy.

Dr. John Stevenson moved and Andy Connell seconded the following motion:

Resolution #01-13-11-03

Be it resolved that the proposed amendment to the Personnel Policy be adopted as modified during discussion. The motion passed unanimously.

Dr. Hedges reminded the board that the agency would benefit from the addition to the board of a member from the education community.

Shawna Watts advised the board that the terms on the board of Dr. John Stevenson and Andy Connell had expired. Both members agreed to accept renewed terms if elected.

Karen Wolfe moved and Fran Uhrin seconded the following motion:

Resolution #01-13-11-04

Be it resolved Dr. John Stevenson and Andy Connell be elected to serve on the board of directors for a term of three years. The motion passed unanimously.

Will Sharp advised the board of the need to move to executive session.

Andy Connell moved and Karen Wolfe seconded the following motion:

Resolution #01-13-11-05

Be it resolved the board of directors retire to executive session. The motion passed unanimously.

Upon return from executive session, Dr. John Stevenson moved and Andy Connell seconded the following motion:

Resolution #01-13-11-06

Be it resolved that Alan Young pay a bonus to Dr. Hedges in the amount directed by Will Sharp. The motion passed unanimously.

The meeting was dismissed. The next meeting will be January 13, 2011 unless otherwise noted.

Respectfully submitted:

Alan Young
Financial Coordinator