



COMMUNITY
MENTAL HEALTH
FUND

Supporting equitable and quality mental health care in Jackson County.

Board of Trustees Meeting

Thursday, November 21, 2024, at 5:15 PM

Location: CMHF Office – 1627 Main Street Suite 500 Kansas City MO 64108

AGENDA

Call to Order, Welcome: Sandra E. Jiles, Chair

Consideration of Minutes: October 24, 2024

Staff Report: Bruce Eddy

- a. Theresa Reyes-Cummings: GMS update
- b. Bruce Eddy: Strategic Plan Policy, Community Mental Health funding and values

Education/Planning Committee: Dr. Kirby Randolph

- a. Advisory Council update: Dr. Kirby Randolph
- b. January Meeting: Strategic Plan and Education topics 2025

Finance Committee: Karla Williams

- a. Consider ratification: October 2024 Bills
- b. Consider ratification: October/November 2024 Agency Payments
- c. October 2024 Financial Statements
- d. Consider 2025 Budget

Human Resources Committee: Karla Williams

Appropriations Committee: Marsha Campbell

- a. Consider Safety Net 2025 proposals
- b. Consider Children and Families 2025 proposals
- c. Consider Genesis School Technology proposal \$6,900
- d. Consider MARC 988 Education proposal \$10,000
- e. Consider Amethyst Place Pilot proposal \$75,000
- f. Consider CLAS Indicators and Implementation Plan
- g. Information: 9-month contracts for 2025 Special Population and DV proposals

Value-Based Payment (VBP) Committee: Dr. James Walden

- a. Next Meeting: Monday, November 25 from 11:30am to 1pm

Accountability/Compliance Committee: Rochelle Harris

Public Comments, Announcements

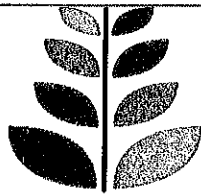
Closed Session

- Vote to close part of the meeting pursuant to Section 610.021, subsections (3) and (13) RSMo.

Next Board of Trustees Meeting:

Thursday, January 23, 2024, at 5:15PM. 1627 Main Street, Suite 500, KCMO 64108

Adjourn



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Board of Trustees Meeting
Meeting Minutes: October 24th, 2024

Agenda Item	Person Responsible	Discussion	Motion/Second; Action Taken
Call to Order	S. Jiles	<p>Meeting called to order at 5:15 PM CT by Board Chair, S. Jiles.</p> <p>Trustees present: Jessica Garcia, Rochelle Harris, Sandra Jiles, Alice Kitchen, Kirby Randolph, James Walden, Karla Williams</p> <p>Via Zoom: Marsha Campbell, Desarae Harrah</p> <p>Trustees absent: Suzie Post</p> <p>Staff and guests: Lists attached.</p>	information
Consideration of Board Minutes		Consideration of September 2024 Minutes. Minutes were approved as presented.	K Randolph/J Garcia MOTION CARRIED
Board Nomination		<p>There is a vacant Chair on the Board, the floor was opened for nominations. Board Co-Chair, Kirby Randolph nominates James Walden.</p> <p>The announcement was made that Suzie Post is retiring from the Board and will be moving to Colorado.</p>	K Randolph/K Williams MOTION CARRIED
Board Nomination		Seeking candidates for the Board of Trustees - please see packet for further details	information
Staff Report	B.Eddy	Parking attendants have moved into this building, make sure your car has been paid for if parking on the street.	information
Staff Report		Anti-DEI legislation and litigation- Oct 1st reach foundation and ACLU talked about the legal dangers of using DEI in public forums, CMHF has removed DEI from our website. CMHF has replaced DEI with behavioral health disparities.	
Staff Report	S Jones/R DePriest	S. Jones and R. DePriest: Provider Forums on Utilization- The forum was a success. They discussed how Goals of the forum will be used to introduce the basic utilization related to service delivery, to provide tools to help agencies use their own utilization. 20 agencies attended; 38 people were there.	Information

Education and Planning

Presentation (Bosswell)	K. Randolph	<p>Wayne Powell: Strategic Plan, Key Performance Indicators</p> <p>Board has approved strategic plan and goals</p> <p>We have spent a lot of time on the implementation plan</p> <p>Strategic initiative has 3 different KPI's</p> <p>Leadership Goals: the workforce, advocacy, Partnerships, accelerate innovation, access. \$134,950</p> <p>Access Goals: Access disparities, new agencies, existing agencies Increased awareness. \$150,300</p> <p>Increase awareness: Goals: Generic Public, Public officials, Agencies. \$15,000</p> <p>Grand total preliminary plan \$300,250</p> <p>Education and planning committee assigns the strategic plan's initiatives to specific Board committees.</p> <p>Progress reporting, Staff and committees will report to the Board</p> <p>Progress Review: Committee quarterly discussions</p> <p>Strategic Initiative budget items will be referred to the Finance committee, to have them ingrate it into 2025 the budget if approved</p> <p>Please see packet for further details.</p>	Information K Williams/K Randolph MOTION CARRIED
Advisory Council Meeting		Advisory Council update: Dr. Kirby Randolph is referring the CLAS Standards to the Appropriations committee	information
Grantee Tour		Reconciliation Services Lunch and Tour: Friday, October 25 th at 12pm	information

Finance and Internal

September 2024 Financial Statement	K. Williams	September 2024 Financial statements will be emailed to the Board. There were no questions.	Information										
Consider for Ratification: September bills 2024		Consider ratification September bills 2024 in the amount of \$ 53,866.13	K Williams/ R Harris MOTION CARRIED										
Consider for Ratification: September 2024 Agency Payments		Consider ratification September agency payments: <div style="margin-left: 20px;"> Special Populations <table style="margin-left: 40px; border: none;"> <tr> <td>Benilde Hall</td> <td style="text-align: right;">46,242.33</td> </tr> <tr> <td>BFMA</td> <td style="text-align: right;">40,166.67</td> </tr> <tr> <td>Jewish Voc Serv</td> <td style="text-align: right;">53,135.33</td> </tr> <tr> <td>Reconciliation Serv</td> <td style="text-align: right;">88,433.33</td> </tr> <tr> <td>ReDiscover - CIT Coord</td> <td style="text-align: right;">23,433.33</td> </tr> </table> </div>	Benilde Hall	46,242.33	BFMA	40,166.67	Jewish Voc Serv	53,135.33	Reconciliation Serv	88,433.33	ReDiscover - CIT Coord	23,433.33	K Williams/J Walden MOTION CARRIED
Benilde Hall	46,242.33												
BFMA	40,166.67												
Jewish Voc Serv	53,135.33												
Reconciliation Serv	88,433.33												
ReDiscover - CIT Coord	23,433.33												

RDI - CIT	45,333.33
Total	296,744.32
Domestic Violence	
Hope House	100,666.67
MOCSA	106,333.33
Newhouse	69,766.67
Rose Brooks	106,000.00
Total	382,766.67
Children and Family	
CAPA	77,525.00
Children's Place	73,162.50
Cornerstones	384,687.50
Crittenton	141,858.50
FosterAdopt Connect	109,750.00
Niles	162,500.00
Operation Breakthrough	47,900.00
Sheffield Place	77,300.00
Steppingstone	124,687.50
Total	1,199,371.00
Safety Net	
Burrell-Comprehensive	300,000.00
Family Conervancy	19,177.75
Jewish Family Services	27,496.25
KC Care Clinic/RW (KC Care Health Center)	16,552.25
Mattie Rhodes	59,005.00
ReDiscover	344,100.00
ReStart	82,718.75
Samuel Rodgers	32,637.50
Swope Health	203,076.00
University Health BHN - Core/NE	283,357.50
JCCMHF	1,368,121.00
Grand Total \$1,368,121.00	
<p>2025 Safety Net and children and Family proposals that were received. No significant changes. At the November meeting 2025 proposals will be presented to the Board for consideration.</p>	

Human Resources

	K Williams	The HR committee is looking at five different personal policies. The first three will be amendments to: PTO, Bereavement, and conferences. The two new ones will be continuing education and CEU's to maintain licensure.	Information
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Appropriations

Appropriations Committee Recommendation	M. Campbell	Proposals Received Proposal Summaries to the Board: Emailed Nov 4 Committee Meeting: November 15 at 11 am	Information
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		Budget Modification University Health – Information only, just an internal adjustment to services.	
		VBP Committee	
Data Submission: Update	J. Waldon	The VBP Committee has not met recently. They will meet late November to early December	Information and motion
Accountability and Compliance			
Quarterly Report Summary	R Harris	Nothing to report	Information
Public Comments	None		
Announcements	Next Regular Board Meeting: Next regular meeting will be November 21, 2024, at 5:15pm: CMHF office at 1627 Main Street, Suite 500, KCMO 64108		
Adjourn	Meeting Adjourned at 6:57 PM. Rochelle/ Kirby		

X Sandra Jiles
Sandra Jiles (Mar 13, 2025 16:01 CDT)

Sandra Jiles
Chairperson

Attendees:

Board Members:	Attended?	Staff:	Attended?
Marsha Campbell	Y - Zoom	Bruce Eddy	Y
Jessie Garcia	Y	Theresa Cummings	Y
Desarae Harrah	Y - Zoom	Susan Jones	Y
Rochelle Harris	Y	Rochelle DePriest	Y
Sandra Jiles	Y	Taryn Lichty	Y
Alice Kitchen	Y	Jenn Clark	N
Dacia Moore	N	Gino Serra	Y- Zoom
Suzie Post	N		
Kirby Randolph	Y		
James Walden	Y		
Karla Williams	Y		

Guests:	Attended
Jim Giles (University Health)	Y - Zoom
Mandy Rosenbaum-Oude Alink (Swope)	Y - Zoom
Meg Nelson (Hope House)	Y - Zoom
Justin Horton (Cornerstones)	Y - Zoom

**Community Mental Health Fund
Strategic Plan Implementation Progress Review, Reporting and Plan Changes
Policy and Procedure
Proposed October 24, 2024**

Policy

CMHF shall maximize the use of the strategic plan as our “road map” by maintaining an ongoing process of plan review, reporting and updating to ensure our focus and efforts are targeted to meeting our mission, supporting community needs, and fiduciary responsibilities.

Procedures

Plan Oversight and Review of Progress/Achievement:

1. The Education and Planning Committee assigns each initiative of the Strategic Plan to a specific Board Committee to provide guidance, input and direction to staff.
 - a. Assignment to committee will consist of a written list of the committee's initiatives, goals, and KPI's, the Chairperson responsible, and the staff liaison
2. Progress Reporting - How and Who:
 - a. Staff provide quarterly updates to the board using an electronic dashboard.
 - b. Assigned committee reviews progress and determines highlights for full Board review or support. Committee Chair reports to the Board.
3. Progress Review – How and Who:
 - a. Assigned Committee conducts quarterly discussions on the status of plan progress of Goals and KPIs and may recommend amendments, as necessary.
 - b. Committee makes summary report to the Board.

Strategic Plan Changes:

4. Plan initiatives, goals and KPIs can be amended by vote of the full Board under the following circumstances:
 - a. Recommendation by Committee, at the annual retreat and/or regular Board meeting (Board acts as a committee of the whole).
 - b. Once approved, all changes will be reflected in the Strategic Plan.



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Education and Planning



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Finance

October 2024 Administrative Expenses	Invoice # or Account #	Bank Confirmation	Check #	Amount	GL Code/Description
Alternatives EAP	10637	1720	30001242	\$100.00	9270
Kelly Liming	Building Redcap #4	1722	3001243	\$4,860.00	9790
OPA (Conference Room Technology)	38555-0	1723	3001244	\$3,457.00	9100
Infinity	6038	1725	3001245	\$491.20	9760
Green Tie	IN# 8580 Internet support package	1726	3001246	\$2,500.00	9670
Welch & Associates (CPA)	August financials	1727	3001249	\$2,000.00	9700
Allo (formerly Avid)	234363	1728	3001252	\$309.28	9180
Steri Cycle	1000223915	1729	3001248	202.8	9100
One America, 403 B Expense	G77349	1730	3001251	\$78.74	9125
US Bank Equipment Finance	IN# 539575803	1731	3001250	\$578.45	9140
Cincinnati Insurance	1000543969 4thQTR services	1732	ACH	\$25.00	9500
Rochelle DePriest	Mileage reimbursement	1733	ACH	\$140.61	9400
BCLP (Legal)	1002439778 Sept 2024	1734	3001253	\$3,995.00	9740
Mainmark	2520- NOV Billing	1736	ACH	\$7,784.81	9540
Taryn Licthy	BCBS refund	1737	ACH	\$21.11	9220
Theresa Cummings	BCBS refund	1738	ACH	\$27.15	9220
Susan Jones	BCBS refund	1739	ACH	\$30.16	9220
Rochelle DePriest	BCBS refund	1740	ACH	\$27.15	9220
Bruce Eddy	BCBS refund	1741	ACH	\$45.24	9220
First National Bank Credit Card - Business Account	Sept 2024 Billing	1742	ACH	\$3,012.93	
Blue Cross Blue Shield Kansas City	32951000	ACH	ACH	\$8,762.73	9220
Blue Cross Blue Shield Kansas City	32951000	ACH	ACH	-\$8,762.73	9220
Subtotal Administration				\$29,686.63	

Provider Initiatives					
iBosswell	AZ200115177	1721	3001241	\$4,135.00	
iBosswell	AZ200115191	1735	3001254	\$3,750.00	
Integrus	#73	ACH	ACH	\$13,705.00	
Jody Brook	09.10.24	1724	3001247	\$21,250.00	9790
Subtotal Initiatives				\$42,840.00	
Grand Total				\$72,526.63	

Sandra Jiles
 Sandra Jiles (Mar 13, 2025 16:01 CDT)

Sandy Jiles, Chairperson

10/08/2024 Disbursements
 Jackson County Community Mental Health Fund

	Distribution	Category	Initiated	Settled
ArtsKC -- Training Grant	7,000.00	Community	10/08/2024	10/09/2024
JCCMHF	7,000.00	Training		Disbursed

Sandra Jiles
 X Sandra Jiles (Mar 13, 2025 16:01 CDT)
 Sandy Jiles

10/31/2024 Disbursements
 Jackson County Community Mental Health Fund

	Distribution	Category	Initiated	Settled
Mattie Rhodes	20,000.00	Training	10/31/2024	11/01/2024
Cornerstones of Care	6,995.00	Grant		
Operation Breakthrough	3,898.00			
JCCMHF	30,893.00			Disbursed

Sandra Jiles
 X Sandra Jiles (Mar 13, 2025 16:01 CDT)
 Sandy Jiles



2025 Proposed Financial Plan - November 21, 2024

	2024		2025	
Mental Health Tax Levy Revenue				
Assessed Valuation (\$B) (a)	17.6		17.4	
Levy Rate (b)	0.000953		0.000974	
Collection Rate + Fees (c)	0.89		0.92	
Revenue = (a x b) x c	14,914,509		15,557,659	
Assets				
Current Year Tax Collections	14,164,926	52%	15,557,659	53%
Delinquent Tax Collections	240,000	1%	225,000	1%
Other Collections	1,000,000	4%	1,150,000	4%
Late Fees: Tax Collections	120,000	0%	120,000	0%
Interest: Investments	225,000	1%	225,000	1%
Prior Year Ending Balance	600,000	2%	2,300,000	8%
Prior Year Ending Investments	10,000,000	37%	10,000,000	34%
Total Assets	27,134,509	97%	29,577,659	100%
Allocations				
Children and Families	4,900,000	30%	5,450,200	29%
Safety Net	5,800,000	36%	6,534,400	34%
Domestic and Sexual Violence	1,100,000	7%	1,250,000	7%
Special Populations	750,000	5%	815,737	4%
Prior Year Performance Bonus	1,500,000	9%	1,600,000	8%
Pilot Projects	400,000	2%	400,000	2%
Discretionary Projects	500,000	3%	500,000	3%
Total Program Allocations	14,950,000	92%	16,550,337	87%
Administration	1,260,000	8%	2,432,911	13%
Total Allocations	16,210,000	100%	18,983,248	100%
Board Designated				
Technical Support/Evaluation	350,000		350,000	
Agency Emergency/Contingency	200,000		200,000	
Declared Disaster	250,000		250,000	
Special Initiatives	10,124,509		4,794,411	
Reserve	-		5,000,000	
Total Board Designated	10,924,509		10,594,411	
Recap Assets and Expenditures				
Total Allocations	16,210,000	60%	18,983,248	64%
Board Designated	10,924,509	40%	10,594,411	36%
Total Assets	27,134,509	100%	29,577,659	100%

Community Mental Health Fund Administrative Budget

2025

Category	2024	2025 First Draft	2025 Final Draft	Notes:
Salaries				
				Addition of Communication Specialist (Strategic Plan). Solidified COLA of 3.4% for staff and Merit pool.
Subtotal Salaries	\$ 716,830	\$ 831,536	\$ 854,724	
Employee Benefits				
				Addition of benefits for 6 FTE @ 12 months and 2 FTE at 9 months.
Subtotal Employee Benefits	\$ 169,916	\$ 117,436	\$ 148,642	
Total Employee Costs	\$ 886,745	\$ 948,972	\$ 1,003,366	
Insurance				
				Finalized costs for agency insurances
Subtotal Insurance	\$ 12,323	\$ 9,854	\$ 10,805	
Office/Admin Expenses				
				Finalized hardware costs for additional employees and marketing expenses (Strategic Plan)
Subtotal Office Expenses	\$ 115,726	\$ 106,620	\$ 114,716	
Professional Fees				
				Finalized costs for Auditor and Legal Fees. Slight increase for accounting and consultants.
Subtotal Professional Fees	\$ 94,900	\$ 109,427	\$ 110,800	
Meetings, Staff Development				
				Added marketing materials, and staff development for new employees
Subtotal Meetings and Staff Development	\$ 31,000	\$ 37,000	\$ 45,000	
Technology				
				One time cost for new GMS, new computers for staff and website updates. Reduction in old GMS system costs.
Subtotal Technology	\$ 108,500	\$ 124,000	\$ 268,500	
Contingency	\$ 20,000	\$ 25,000	\$ 25,000	
GRAND TOTAL	\$1,269,194	\$ 1,360,873	\$ 2,432,911	

Community Mental Health Fund Program Budget

Financial Plan Category	Budget	Notes:
Board Designated: Special Initiatives	\$ 2,544,411	Budgeted for 2025
Strategic Plan Budget Items:		
Workforce Training Feasibility Study	\$ 42,000	New Expense
Moran and Associates: VBP Consulting	\$ 92,000	Was 134,000
Brooks PhD: VBP Evaluation	\$ 40,000	Was 25,000
Demographic Mapping	\$ 15,000	New Expense
SubTotal	\$ 189,000	Total projected expenditures
Balance Total	\$ 2,355,411	Balance in Special Initiatives

Allocations: Discretionary

Projects (includes Innovations, Community and Agency Training)	\$ 500,000	
Community-Based Mental Health Grants	\$ -	Approximately 2 for 2025



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Human Resources



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Appropriations



CMHF Appropriations Committee Meeting 11.15.2024

2025 Funding Recommendations

SAFETY NET

Agency	2024 Contract	2025 Request	Recommendation	Follow-Up
CMHS/Burrell	\$1,200,000	\$1,317,188	\$1,373,600	
Family Conservancy	\$161,050	\$211,840	\$211,900	
Jewish Family Services	\$122,730	\$152,175	\$152,200	
KC CARE - Core	\$80,340	\$91,990	\$92,000	
KC Care Ryan White				
Mattie Rhodes	\$262,500	\$296,500	\$296,500	
ReDiscover	\$1,376,400	\$1,483,310	\$1,483,400	
reStart	\$330,875	\$330,875	\$400,00	
Samuel Rodgers	\$130,555	\$159,350	\$159,400	
Swope	\$950,000	\$1,050,002	\$1,050,100	
University Health	\$1,133,430	\$1,315,246	\$1315,300	
TOTAL Safety Net	\$5,747,880	\$6,408,476	\$6,534,400	

CHILDREN AND FAMILIES

Agency	2024 Contract	2025 Request	Recommendation	Follow-Up
CAPA	\$310,100	\$411,545	\$411,600	
Children's Place	\$292,650	\$303,946	\$304,000	
Cornerstones of Care	\$1,538,750	\$1,681,141	\$1,681,200	
Crittenton	\$575,300	\$427,000	\$427,000	
Foster Adopt Connect	\$439,000	\$439,024	\$439,000	
Niles	\$650,000	\$1,031,555	\$1,031,600	
Operation Breakthrough	\$200,900	\$226,775	\$226,800	
Sheffield	\$309,200	\$343,815	\$343,900	
Steppingstones	\$535,000	\$535,000	\$585,000	
TOTAL Children & Families	\$4,850,0900	\$5,399,801	\$5,450,100	
Grand Total			\$11,984,500	

TECHNOLOGY AND TRAINING REQUEST

Agency	Request	Recommendation	Purpose
Genesis	\$6,877.84	\$6,900	Equipment for Mental Health Team
988	\$10,000		Marketing for 988
TOTAL Technology and Training:		\$16,900	
Notes:			

PILOT REQUEST

Agency	Request	Recommendation	Purpose
Amethyst Place	\$75,000		First Year Pilot
TOTAL Pilot: \$75,000			
Notes:			



Staff Recommendation for Implementing the Indicators

Behavioral Health Disparities can occur due to gender, age, race or ethnicity, education, poverty, disability, geographic location, language, and sexual orientation. The effects of disparities are measurable, serious, and persistent. They include misdiagnosis or underdiagnosis, worse mental health, decreased well-being, and the experience of structural barriers to care (Kaiser Family Foundation 2024).

The Community Mental Health Fund (CMHF) is a public resource committed to access and quality mental health care for all Jackson County residents. Since 2006 CMHF contracts have required cultural competence and language access planning as a condition of funding.

Culturally and Linguistically Appropriate Services (CLAS) standards, produced by the HHS Office of Minority Health, have been in existence for 25 years. The CMHF has used the standards in a variety of ways.

Implementation Starts with Agency Review, Recommendations Follow

Six CLAS standards serve as indicators of agency engagement. Implementation will be phased. During Phase 1:

- Planning Document(s) continue to be required attachments to funding applications.
- Agencies self-assess, using the six indicators using an electronic survey. This will be a contract requirement.
- CMHF staff will analyze and report results of the self-assessment to the Board, including:
 - Strengths, needs, opportunities for impact, patterns, documentation, and policy items
 - Recommendations for training, technical assistance for agencies and the CMHF, and
- Create a new VBP incentive domain: Behavioral Health Equity.

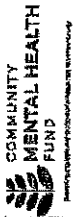
In future phases We will implement the new VBP domain, recommend training and technical assistance, and continue to respond to disparities among factors in funding recommendations.

Behavioral Health Equity Resources

CLAS Behavioral Health Implementation Guide is a free, comprehensive tool designed to support the use of the Enhanced CLAS standards in behavioral health organizations. It provides strategies for the implementation of each standard and an extensive list of additional resources. Available at: <https://minorityhealth.hhs.gov/clas-behavioral-health-implementation-guide>

The Star Rating System (SRS) is a free tool designed by the CMHF Advisory Council that helps guide mental health agencies to self-assess their capacity for culturally and linguistically appropriate mental health services. The results guide strategic decisions to improve equity and service delivery. Modules include Readiness for Culture Change; Language Access Structure; Americans with Disabilities Act; Cultural Competence Plan; Policies, Sustainability, Commitment. Available at: <https://jacksoncountycare.org/about/value-based-payment#equity>

CMHF Network Agencies may apply for support in addressing behavioral health disparities, expanding trauma-informed care, and cultural and linguistic competence. Please visit our website for information about single **training grants** and **mental health innovation grants**.



Indicators for Mental Health Organization Response to Health Disparities

CMHF ADVISORY COUNCIL 9-25-2024

Suggested Priority Indicators

Source: Standards for Culturally and Linguistically Appropriate Services

Sub-Indicators

Rate – N Not Present, I In-progress, P Present
Add Check Mark if documentation is available
Agencies may provide additional evidence for each indicator

Establish and maintain culturally and linguistically appropriate goals, policies, and accountability practices; infuse them throughout the organization's quality planning, operations, and culture (Standard 9).

Multidisciplinary committee or team is responsible for accountability; duties included in committee's job description

Infused in Quality Review process

Informed by participant feedback (clients served – internal/external)

Communicates quality review outcome, assigns accountability, and takes action.

Offer language assistance at no cost to individuals who have limited English proficiency and/or other communication needs to facilitate timely access in all Behavioral Health and related services (Standard 5).

Formal relationship/agreement exists with language access providers (dual job description, contractor, etc.)

Formal procedure is utilized to facilitate on behalf of participant

Staff receive training on language assistance procedure

Inform all individuals of the availability of language assistance services, clearly and in their preferred language, verbally and/or in writing. (Standard 6).

Physical signage and/or other communication tools are available at points of service access (i.e. physical location, web, digital)

Ensure the competence of individuals providing language assistance, recognizing that the use of untrained individuals and/or minors as interpreters should be avoided (Standard 7).

Agency has a formal means to define/measure competence/qualifications.

Agency commits to using well-qualified interpreters.

<p>Educate and train governance, leadership, and workforce in culturally and linguistically appropriate policies and practices on an ongoing basis (Standard 4).</p>	<p>Included in onboarding of new staff, governing board</p>
	<p>Included in ongoing processes of training and supervision</p>
<p>Collect and maintain accurate and reliable demographic data to monitor and evaluate equity related to service access and outcomes, and to inform service delivery (Standard 11).</p>	<p>Community demographic reports are created or identified and used</p>
	<p>Staff, participant, and leadership demographics are collected and compared to the communities served</p>
	<p>Inclusive, retention, promotion, and succession planning of staff are quantified as indicators.</p>
	<p>Access data are stratified for comparison</p>



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Value Based Payment



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Accountability and Compliance



November 21 2024 Board Packet - final

Final Audit Report

2025-03-13

Created:	2025-03-12
By:	Jenn Clark (finance@jacksoncountycare.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAfQWLsDSb36vjZWcDvEolBDQOxDxx-YsW

"November 21 2024 Board Packet - final" History

-  Document created by Jenn Clark (finance@jacksoncountycare.org)
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-  Email viewed by Sandra Jiles (sejiles50@gmail.com)
2025-03-13 - 9:00:44 PM GMT
-  Document e-signed by Sandra Jiles (sejiles50@gmail.com)
Signature Date: 2025-03-13 - 9:01:50 PM GMT - Time Source: server
-  Agreement completed.
2025-03-13 - 9:01:50 PM GMT