



Administrative Office, 105 Hall Street, Suite A, Traverse City, MI 49684

Board of Directors Meeting Minutes

December 16, 2021

2:15 p.m.

Northern Lakes Community Mental Health Authority 527 Cobb Street Cadillac, MI 49601 and Microsoft Teams Meeting (Virtual)

This meeting is being held remotely due to the State of Emergency being called in the City of Cadillac which would have been the location of the meeting.

Board Members Present: Ben Townsend, Dan DeKorse, Justin Reed, Mary Marois, Rose Denny, Ty Wessell, Al Cambridge, Randy Kamps, Penny Morris

Virtual – Angie Griffis, Barb Selesky, Greg McMorrow, Nicole Miller, Pam Babcock, Sherry Powers

Board Members Absent: None

Others Present: Joanie Blamer, Interim Chief Executive Officer; Lauri Fischer, Chief Financial Officer; Matt Leiter, Director of Human Resources; Tracy Andrews, Director of Integrated and Managed Health Services; Brian Newcomb, Director of Recipient Rights; Deb Lavender, Executive Secretary; Deb Bumbalough, Administrative Specialist; Jessica Whetstone, Jail Diversion Clinical Specialist; Nathan Belleville, Registered Nurse; Captain Chris Barsheff; Sheriff Tom Bensley; Terry Piachak; Alicia King; Kristen Kenny; Aaron Fader, Executive Administrative Specialist

Virtual – Dan Mauk, Chief Information Officer; Carrie Gray, Chief Population Officer; Darryl Washington, Director of Long-Term Care and Support Services; Michelle Dosch, Compliance Secretary; Dr. Curt Cummins, Medical Director; Mardi Link; Toni Stanfield; Kate Dahlstrom; Cindy (Public)

Confirmation of a Quorum – yes

Timekeeper – Rose Denny

1. CALL TO ORDER:

The meeting was called to order at 2:19 PM by Randy Kamps.

2. AGENDA:

The Board reviewed the proposed agenda. Mary moved that Public Comment be made before The Board enters Closed Session.

MOTION:	Move Public Comment to the top of the agenda
RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Mary Marois
SECONDER:	Dan DeKorse

3. CONFLICT OF INTEREST DECLARATION:

None

4. CITIZEN COMMENT

- a. Captain Chris Barsheff – “Good afternoon, thank you for giving us time to speak with you. I am Chris Barsheff, I am the captain of the Grand Traverse County Jail. A little bit about me, I’ll be quick because I am a little bit long winded, and I only have a limited amount of time. I have a 26 year long personal career and the last two years I have spent operating the corrections division, I also have a background in Law Enforcement, and in the jail for two years as well. What brings me here today is that in a prior committee meeting in selecting a new CEO, there was a comment made by a former employee of ours and a current CMH employee that us at the Grand Traverse County Jail did not care for people with mental illness and that is false, it is a mischaracterization of myself, the administrative staff, and it is just flat out wrong. So, I’m here to provide some facts as you folks have to decide who is going to be the next leader of this organization, and I will try to be as quick as I can because the attorney is waiting, and I appreciate this time you allowed me to be here. You may know some of this, you may not – and I believe it was brought up in this meeting by this employee that back in 2018 there was a contract in place between CMH and our jail to provide additional services beyond the enabling agreement. That particular program was modeled by a Sheriff Department in Texas, a 10,000-bed facility – ours is 168, no comparison. That particular jail is designed differently than ours, it is a podular style that allows direct supervision. They were able to run that program with safety in mind for staff and providers. So, when I took over our jail and went through a MEOC Inspection and began the men’s program and how it was being ran because it was all in place before I came on board. The inspectors were walking through our jail, saw the CMH clinician in a six-person cell (female) with six men conducting a class and they couldn’t believe it. They said, ‘what’s that about?’ and I said, ‘well, you know, it’s our program.’ I sure hope that the former captain vetted it and made sure it was appropriate and I did a lot of homework to figure out if that was the case – I found that it wasn’t. I reached out to a lot of people who have a great understanding for safety in jails and what we were doing was not appropriate and conflicted with our classification of how we house people according to risk. So, we also had an audit done in ’20 by NCCHC Resources – National Commission of Correctional Health Care and they did an audit of our medical services and that also included an audit of our mental health at the time. That audit revealed that our program that we were running was underserving the inmate population who needed it. So we were spending a lot of time with six people when you had maybe 30 other people in the jail who needed some time and attention as well to help their mental illness. I recognize that as a captain and just looking at the operation, I saw the shortcomings and the gaps and questioned CMH and was referred to that agreement. We had this agreement in place, the agreement does this much, the program we were doing – we can only do this much service. And it was constantly referred to that what you were talking about is not covered, we are not paid to handle all of these. And it didn’t make sense to me why anybody wouldn’t do a thorough assessment of the needs of the jail and put together a program that met all the needs. The audit verified what I believed to be the case, so I wasn’t just dreaming it and just being anal, or whatever you want to call it. We began contract negotiations for ’21 in early ’20 and it went great, we agreed on a lot of things to increase services. We recognized we needed assessments, we recognized we needed counseling, there were a lot of things that we agreed to increase. However, CMH was very specific that this program that conflicted with our in-house rules and standards of correctional safety. It conflicted and CMH was unwilling to deviate from that. They felt that this was the best way to deliver care in a correctional facility – and that’s their opinion and that’s okay. So I did a lot of research with Wayne State University who are involved in the Stepping Up Initiative and also visited a lot of jails in the state who Wayne State recommended that I go check out their CMH programs. The way they felt that we could reach more people, unlike we were doing, was to go to a program where you are teaching a bigger group and not be so narrowly focused into an individual cell where you

are with six people. So, I didn't understand it, why are we doing this when everybody else – and again, CMH has their own way of doing things and I respect that.”

Randy Kamps – “Sir, it is our custom, and I did not state this ahead of time, to give you five minutes. I have just timed five minutes; I will give you one more to summation.

Captain Chris Barsheff – “Just to wrap it up, I feel as if we continue down the road as we are with the current system CMH, there has already been a demonstration of unwillingness to flex and work with different organizations. And the rules that I have to operate are MDOC, not mine. There are also other regulatory organizations who tell me what to do and I have to follow for the safety of staff, inmates, and the people who are in my jail providing services. So, if they are unwilling to flex for that reason, what does that hold for the future? That is my concern is that how do we reach CMH and provide additional care and help out in a way that – and it's not a personality conflict, it's purely just a conflict with rules and regulations. You've got a big responsibility with community mental health in all of Northern Michigan or areas you represent. Mental health has gotten worse over the last ten years, and I don't see it getting better. So, you really have an enormous responsibility to put the right person in place who is going to be there to meet the demand and take care of what needs to be taken care of. You have to decide, is it going to be status quo? Have you done your homework as a committee?”

Randy Kamps – “Thank you very much. It is our policy to listen, it is not our policy to respond. We thank you for your comments”

Captain Chris Barsheff – “I appreciate the extra minute and I am always available to this Board in the future at your convenience if you ever want to discuss anything that I mentioned in further detail. Anytime in the future – and I plan on attending future Board Meetings just to keep you up to date as to what is going on in our jail as it related to mental health. Thank you”

- b. Sheriff Tom Bensley – “Good afternoon, my name is Tom Bensley, I am the Grand Traverse County Sheriff. I'm going to echo what Captain Barsheff has just said. Hopefully you have all received a letter from me regarding the selection of the next CEO for Northern Lakes Community Mental Health. If you have any questions of me during that deliberation or at any time, please don't hesitate to give me a call either. Thank you.”
- c. Jessica Whetstone – “I'm not going to just sit here and not say anything. When I took over as the jail diversion clinician, we had a meeting with the Grand Traverse County Jail, and we all sat at a table and most of them got up and left and would not even listen to what we had to say. I am working on two cases right now for Grand Traverse County – they don't want to call me, they don't help us, they are not helping us either in this situation.”
- d. Deborah Bumbalough – “Hi, I am Debbie, I'm with Northern Lakes Community Mental Health. I am the administrative specialist – I do particular intricate work that needs to be done, confidential work, that type of thing. I talked with the interview committee and I'm here to present again. I just wanted to express that we work hard around here, and we work with everybody that we can. I pull a lot of information together for everybody and we do a lot of collaborative work. The Sheriff's Department – I cannot show you this because it has not been redacted yet, but this is the paperwork (she held a folded sheet of paper that she referenced) that I worked on with them and this is the last one and they said that it was January 7, 2021 where I received this daily from their secretary and I went through our mental health records and let them know if there was somebody there that could possibly be in danger of hurting themselves or if they were open to us, I let the case manager or therapist know immediately so they could go right in a help with treatment or whatever was needed. If they were on medication or with the psychiatrists, the nurses told me immediately. All kinds of things. And I got these daily and I got them over the weekend, and they were done daily and returned to them immediately. We do everything we can to make sure everyone is kept safe. I also put other paperwork together for other organizations that we've handed out as resource material and referral material, and I have some examples of that if anyone would like to look at it. Yes, Joanie Blamer is my supervisor, but I will let you know that I root for everyone in the agency – right on down to the consumers and that I do whatever I can that needs to be done because the consumers are my number one priority. I

just can't focus on this well enough to know that – I would be happy to speak with any of you that have any questions because there is so much information out there that possibly needs to be shared that isn't being shared that – it is very hard to articulate or it's confidential or can't be told – possibly. I just needed to show, and I probably won't still be here where I can show sometime. Thank you.”

- 5. CLOSED SESSION:** regarding response(s) to pending Administrative Charge allegations as authorized by Section 8(h) of the Open Meetings Act to consider material exempt from disclosure by state or federal statute.

MOTION:	Move into Closed Session
RESULT:	ROLL CALL VOTE – ADOPTED [13 yeas – 2 nays]
MOVER:	Randy Kamps
SECONDER:	Dan DeKorse

The Board moved into closed session at 2:42 PM.

MOTION:	Come out of Closed Session
RESULT:	ROLL CALL VOTE – ADOPTED [UNANIMOUS]
MOVER:	AI Cambridge
SECONDER:	Ty Wessell

The Board moved out of closed session at 4:04 PM.

6. CONSENT AGENDA:

Consideration of the Consent Agenda

MOTION:	Accept the Consent Agenda for December 16, 2021
RESULT:	ADOPTED [UNANIMOUS]
MOVER:	AI Cambridge
SECONDER:	Ty Wessell

7. OWNERSHIP LINKAGE:

- A. *Citizen Comment* – [This section was moved to the beginning of the meeting]
- B. *Ownership Communication* – none

8. CHIEF EXECUTIVE OFFICER'S REPORT:

Joanie highlighted that NLCMHA is seeing results from the signs that were put up and the revamping of the NLCMHA website. There have been four new RCA applications and one clinical applicant in one week. One of the RCA applicants was a walk in at one of the homes. Joanie spoke with the Record Eagle this week regarding crisis services and long wait times in the emergency room. She referred them to Munson regarding the waits in the emergency room and how that impacts the hospital, though she did speak to wait times and the psychiatric beds available. There has been a lot of attention given to the crisis center. Kate Dahlstrom has been working with community partners to do showings for the Copper Ridge building and the Crisis Intervention Center. There still needs to be inspections on if this facility can be certified for adult foster care and childcare requirements with the State. Nancy Stevenson is about 50% staffed for the new center – with the marketing recruitment campaign Joanie hopes that she will be fully staffed in January. Joanie spoke with Lauri about options regarding a facility – Munson has pushed back on opening their behavioral health program beds to January 1st, 2022, due to the hospital's COVID red status. Joanie and Lauri would like the Board to consider creating an ad hoc committee in the future to help decide what facility

to use at the Crisis Center. Randy continued that we should be looking for every revenue source we can hope to achieve, be that health insurance companies, ASOs, etc. Earlier this week Joanie, Nancy, and Terry Kelty from Munson met with Blue Cross Blue Shield to complete an application to be an outpatient psychiatric facility for them. They would like NLCMHA to provide intensive mobilization services to their population. The conversations will continue with Lauri and the Accounting Staff as well.

Randy would also like to see an expansion into the mild to moderate population in any way possible as well. Mary would like the Board to develop a Strategic Plan and have a more thorough Annual Assessment moving forward, especially in looking at community stakeholders, partners, etc. and where they would like to see the organization go. Randy noted that Governance Style Policy 3.2.11.5 includes a section that states the Board may also periodically engage an independent consultant and based upon the evaluation results, the Board may develop a Governance Improvement Plan. He thinks that it would be a beneficial thing to do in the near future. With support from the Board, Randy would like to begin this process. The Board agreed.

Ty wanted to thank Joanie for coming out to Leelanau to meet with him, The Leelanau Court Administrator, Judge, and The Board Chair to discuss the needs of Leelanau County.

Mary asked if there was anything in writing explaining why NLCMHA did not receive the SAMHSA Grant to support the Community Crisis Center. There has not been anything in writing or otherwise stated giving a reason yet, though Joanie noted that we will be notified when the scorecards are ready.

9. NORTHERN MICHIGAN REGIONAL ENTITY REPORT:

No comments.

10. ASSURANCE OF ORGANIZATIONAL PERFORMANCE:

- A. *Receipt of CEO Response to Monitoring Report –2.0 Global Executive Limitations (Internal Inspection)*

MOTION:	The Board finds the organization 100% in compliance with Policy 2.0 Global Executive Limitations (Internal Inspection)
RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Rose Denny
SECONDER:	Ty Wessell

- B. *New Operational Worries – Ty mentioned that last week during Joanie’s visit to Leelanau County, she reminded them that their Board had not acted on a resolution. Joanie noted that Wexford and Roscommon have approved, Grand Traverse will have it on the agenda in early January, Leelanau will have it on their next meeting, Missaukee has not done it, though Joanie will be reaching out.*

There was a resolution brought up at the last meeting that the Board did not want to take action on until Randy was in attendance. The resolution stated that NLCMHA had received an ethics complaint filed against a member of the Board and that it had been reviewed by the Board Chair, Vice Chair, and the NLCMHA Interim CEO. The matter has been addressed and settled per Section 3.3.7 of the NLCMHA Governance Policies. Be it resolved, The Board sincerely apologizes for what transpired and wants to ensure that all employees have their full support. The Board recommits itself to its responsibilities and principles as outlined by The Governance Policies with emphasis to the roles outlined in Section 3: Governance Process/Ownership Linkage and Section 4: Board/CEO Linkage.

MOTION: To Resolve the ethics complaint made to NLCMHA regarding a Board Member
RESULT: ADOPTED [UNANIMOUS]
MOVER: Randy Kamps
SECONDER: Justin Reed

Randy asked if there was any further discussion. Dan said that it is difficult for him to apologize, not knowing what was done wrong, as he would not know how to best correct himself. Randy explained that a NLCMHA staff member was disparaged by a Board Member which caused emotional harm to the individual. Ty also mentioned that he too was uncomfortable apologizing without knowing specifically what was done. Barb asked if the person in question apologized – they had. She said, with that in mind that she felt that a resolution wasn't necessary, just a reminder to read the policies. Penny said that everyone has said something in the past that they didn't necessarily mean, but that this case doesn't seem like it would warrant this level of ethics complaint and wondered if it should require this level of motion. Randy explained that he is following policy and thought that a motion as a whole Board would be necessary because the affected staff member asked if "the whole Board felt this way?" Randy wanted to make the motion as a Board to show that they do not feel this way and apologize for the comment made. Al said that he was not sure what he should be feeling, and Dan mentioned that he is in agreement with the policy but does not know what was said. Since Randy was unsure if he could disclose what the actual complaint made was, he said he will have to look into it. Mary told the Board that she was the person who made the comment. She explained that a few meetings ago Mary and Al were discussing the clear and concise nature of one of the presenters. During this talk one of the microphones were left on and Mary also said that she agreed that the presentation was concise, unlike on of the other presenters. Since the mic was on, those listening virtually were able to hear the comment, though Mary said that even if it was not heard by others, it was still inappropriate. Barb asked if this topic could be tabled for another month.

MOTION: To table The Board ethics resolution until the January Board Meeting
RESULT: MOTION DEFEATED
MOVER: Barb Selesky
SECONDER: Sherry Powers

Randy referred to the previous motion to resolve the ethics complaint made to NLCMHA regarding a Board Member

C. December Monitoring Assignment

*2.6 Community Resources (Internal Inspection), 2.10 Administrative Cost (Internal Inspection)
Please complete and turn in.*

11. BOARD MEANS SELF-ASSESSMENT

A. Receipt of CEO Response to Monitoring Report – None.

B. Receipt CEO Response to Monitoring Report –3.2 Governance Style (Direct Inspection)

MOTION: The Board finds the organization 100% in compliance with Policy 3.2
Governance Style (Direct Inspection)
RESULT: ADOPTED [UNANIMOUS]
MOVER: Rose Denny
SECONDER: Ty Wessell

C. Receipt of CEO Response to Monitoring Report –3.4 Annual Workplan (Direct Inspection)

MOTION: The Board finds the organization 100% in compliance with Policy 3.4 Annual Workplan (Direct Inspection)
RESULT: ADOPTED [UNANIMOUS]
MOVER: Ty Wessell
SECONDER: Rose Denny

D. December Monitoring Assignment

3.1 Board Job Description (Direct Inspection) Please complete and turn in.

12. GOVERNANCE POLICIES DISCUSSION AND ASSESSMENT:

A. Ends – None.

B. Executive Limitations – None.

C. Governance Process/Ownership Linkages

RRAC Minutes – December 7, 2021 – Review and Approve

MOTION: Approve RRAC Minutes – December 7, 2021
RESULT: ADOPTED [UNANIMOUS]
MOVER: Ty Wessell
SECONDER: Rose Denny

Appoint Recipient Rights Advisory Committee Member(s)

MOTION: Appoint Nina Zamora and Marleen Cassady to the Recipient Rights Advisory Committee
RESULT: ADOPTED [UNANIMOUS]
MOVER: Barb Selesky
SECONDER: Ty Wessell

Scheduling of 2nd interviews for CEO

Randy asked that the CEO Search Committee identify two candidates for CEO that they have selected to bring forward to The Board.

MOTION: To bring forward Joanie Blamer and David Pankotai for the Board to Consider for CEO
RESULT: ADOPTED [UNANIMOUS]
MOVER: Mary Marois
SECONDER: Al Cambridge

The Board agreed that a Special Board Meeting will be held on January 10, 2022 at 10:00 AM to interview CEO Candidates and decide on the next CEO of Northern Lakes Community Mental Health Authority. Mary asked if Board Members will be able to participate in the meeting, Randy didn't see a reason why not, but he is unsure if those not attending in person will be able to vote because of the possible changing rules to the Open Meetings Act during COVID.

D. Board/CEO Linkage - None.

13. OWNERSHIP LINKAGE:

a. Citizen Comment

- i. Kristen Kenny – “Members of The Board, thank you. My name is Kristen Kenny, and I am speaking today to express my support for Joanie Blamer as CEO of Northern Lakes. My relationship with Joanie began over three years ago when she reached out to me recognizing my work as a community advocate. Recently I talked with her again at Club Cadillac where I am a member of the Advisory Board. It was in that capacity that she and I worked on a project together at a very critical moment of Club Cadillac’s situation. Since that time, Joanie has been extremely supportive and encouraging of my attempts to develop a local NAMI group here in Cadillac, including advising me on a presentation to develop and present at the NAMI Grand Traverse meetings and has offered to do them for any group that I might bring together here as well. I’ve always found Joanie to be honest, insightful, and exceptionally professional. She challenges me and it is rewarding. As a result of my experience, it is without hesitation that I offer my honest recommendation of Joanie Blamer to this Board for the position of Chief Executive Officer for Northern Lakes Community Mental Health. I hope you find my opinions valuable, and I wanted to thank you for this opportunity to speak.”
- ii. Matt Leiter – “I didn’t want to raise my hand earlier, but we did discuss with the partial Board a couple weeks ago – it should be in the minutes, that it would be recommended that the Executive Team have a chance to meet the final two candidates. I have received comments from some of our leadership team and I have to strongly recommend that that would be a great idea. There was some discussion in the last meeting that should be at Executive Team level or beyond, we have 35 leaders and counting at the organization. I would recommend to you that the Executive Team would be plenty as the top ten leaders of the organization and it would be greatly valued. Thank you.”

14. ANNOUNCEMENTS/BOARD MEMBER REPORTS:

Penny wanted to mention of an item that came up on the Grand Traverse Board of Commissioners meeting the other day. What was approved was not the purchase of an armored vehicle, they approved a budget, but did not remove the line item from the budget. Penny mentioned that it could be used for an additional patrol officer. There were a lot of comments from the public that the funds should be used for mental health services in the jail. She wanted to make it clear that it is not an “either or” situation. It is an ongoing process and is a separate issue from the purchase of an armored vehicle to protect police officers from active shooters. She said that there will be discussion with the public on this decision.

Randy shared that the Board Association has been focusing on maintaining public delivery of mental health and substance use disorder services. The bills were not advanced, but there will likely be a bill following this one and so on. The Association is very grateful to the CMHs and PIHPs who helped fund the advocacy campaign to ensure that the bills remain in the public sectors. Randy also sincerely thanked the members of the Search Committee for their herculean efforts in bringing forth two very qualified candidates for the CEO position.

15. January 20, 2021 AGENDA PLANNING:

Board By-Laws

16. MEETING EVALUATION:

Comments – none.

17. ADJOURNMENT:

The meeting adjourned at 4:55 PM

Respectfully Submitted,

Randy Kamps, Chairperson

Sherry Powers, Board Secretary

Aaron Fader, Recording Secretary
