



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

Board of Directors Meeting Minutes

January 10, 2022

10:00 a.m.

Northern Lakes Community Mental Health Authority, Virtual and 527 Cobb Street Cadillac, Michigan..

Called to order at 10:00 a.m. by Randy Kamps.

Board Members Present: Randy Kamps, Dan DeKorse, Mary Marois, Al Cambridge, Rose Denny, Ben Townsend, Barb Selesky, Greg McMorrow, Nicole Miller, Penny Morris, Ty Wessell, Sherry Powers

Virtual – Justin Reed

Board Members Absent: Pam Babcock (advance notice) and Angie Griffis (advance notice).

Others Present: 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; Dan Mauk, Chief Information Officer, Aaron Fader, Executive Administrative Specialist; Deborah Bumbalough, Administrative Specialist; Heather Sleight, Administrative Specialist; Pam Blue, Justice Diversion Operations Manager; Stacey Kaminski, Crisis Services Operations Manager; Jessica Whetstone, Jail Diversion Clinical Specialist; Nathan Belville, RN ACT; Rob Ordiway; Teri Peacheck; Dave Simpson, Residential Services Administrator; Harold Meeuwes, Building Grounds Coordinator; Doug Nielsen, Maintenance Worker; Joanie Blamer, Interim CEO; David Pankotai.

Virtual – Carrie Gray, Chief Population Officer; Eric Harvey, Psychologist; Alyssa Hansen, Human Resources Generalist; Ann Ketchum, Programmer Analyst II; Brie Molaison, Customer Service Specialist; Chris Biggar, Finance Manager; Darryl Washington, Long Term Care & Support Services Director; Curt Cummins, Medical Director; Jennifer Wisniewski, RN; Kari Barker, QI Compliance Director; Kathrine Robertson, Clinical Therapist; Mardi Link, Reporter Record Eagle; Jan Pytlowany, Customer Service Provider; John Boonstra, OnCall Clinical Therapist; Michelle Dosch, Compliance Secretary; Michelle Michalski, HR Specialist; Rick Coates, NAMI; Sheryl Dey, Outpatient/ACT Operations Manager; Jessica Williams, Performance Improvement Specialist; Kasie Morse, Customer Service Provider; Kellee Hoag, Administrative Specialist; Lisa Woodcox, Clinical Review Manager; Melissa Bentgen, Accounts Payable Team Lead, Pam Lynch; Rob Veale, Programmer Analyst III; Dean Baldwin, Network Administrator; Mats Andtbacka, Programmer Analyst II; Travis Merz, Business Intelligence Specialist; Kaitlyn Reinink, Nursing Supervisor; Gina Aranki; Colette Gomez, Clinical Therapist; Beverly Buchanan, Clinical Therapist; Ashlee Brock, Federal Program and Payroll Specialist; Leslie Burns, DD Case Manager; Janice (Public), 8 unnamed phone participants.

Confirmation of a Quorum – yes

Timekeeper – Rose Denny

1. CALL TO ORDER:

2. AGENDA:

MOTION:	The Agenda for the January 10, 2022 Special Board Meeting was Approved.
RESULT:	ADOPTED; (MOTION APPROVED)
MOVER:	Rose Denny
SECONDER:	Barb Selesky

3. CONFLICT OF INTEREST DECLARATION:

None.

4. COIN TOSS:

There was a coin toss to determine who will be interviewed first. Mary tossed the coin. If heads it will be Joanie and tails will be Dave. Dave will go first.

5. PUBLIC COMMENT:

Randy read the public comment statement.

Public comment was provided by Deb Lavender, Executive Secretary; Justin Reed, Board Member; Nate Belville, RN ACT; Toni Stanfield, BDAI; Jessica Whetstone, Jail Diversion Clinical Specialist; Judy Barrett, NAMI; Pam Blue, Justice Diversion Operations Manager; Kathrine Robertson, Clinical Therapist; and Carrie Gray, Chief Population Officer for IDD;

6. INTERVIEW CANDIDATE #1:

Mary Marois, Chairperson of the CEO Search will be asking each candidate the questions and the candidates will respond. Randy reviewed the process. David Pankotai was interviewed.

Done at 11:18 a.m.

Break for Lunch.

7. INTERVIEW CANDIDATE #2:

Started at 1:00 p.m. Joanie Blamer was interviewed.

Ended at 2:15 p.m.

8. PUBLIC COMMENT:

Public comment was provided by Justin Reed, Board Member; Toni Stanfield, BDAI; Stacey Kaminski, Crisis Services Operations Manager; Dave Simpson, Residential Services Administrator; Judy Barrett, NAMI; Pam Blue, Justice Diversion Operations Manager; Matt Leiter, Human Resource Director; Deborah Bumbalough, Administrative Specialist; and Rick Coates, NAMI.

Done at 2:37 p.m.

9. DELIBERATION/BOARD ACTION:

Board Members shared what they thought of the process; the Board needs to look at our governance so we are more in control of this organization; number of vacancies; personnel issues; want changes and new leadership to be transparent and a vision for the future; improve external relationships; felt people have been hurt because of our governance; believes we have serious problems – the Board's, crisis relationship, consumer, NAMI and caregiver; local government issues, Sheriff Department, human resources, collaborative relationships in our communities, the Board has caused some of those problems; people must feel appreciated, must be able to work in their environment, must do the best for this organization, has a great deal of respect for Joanie, it would be a dream team; Joanie is a communicator and was the better communicator, feels that Joanie is ready to be CEO; both candidates could do the job, learned more at the CEO Search meetings than he has at Board meetings, barriers at the Sheriff Department and could work at; bringing fresh eyes in a situation and maybe you didn't know what you were missing; risk both ways, every organization has morale issues, it is false to think that a change in personnel might help, is there a risk to take a new CEO and keep the CEO, felt Joanie was spot on and did well in her interview, not sure whether we are adhering too strictly to the Carver model, Board meetings were structured entirely different, could tweak the service lines; have had difficult times in the past, we are a resilient organization and will continue to be; convinced today that Joanie can do the job, commended staff's commitment to attend the interviews and thanked staff; the Board has work to do on Board governance to improve upon; the Board has come out stronger and wonderful learning experience for all concerned, agrees that hopeful Joanie will stay; deeply respect the employees and respect you and values your comments; it is the Board's job to hire an individual that will take us to the next level, needs someone

who will truly listen and then quietly lead, hopes that none of the people would leave if she was not CEO and hopes you will stay and hopes that Joanie will stay and that we will move to the next level.

MOTION:	The Northern Lakes CMH Board of Directors hire Dave Pankotai to be our new CEO.
RESULT:	Roll Call Vote – 8 yes – Marois, Cambridge, Miller, Morris, Wessell, Denny, Dekorse and Kamps. 4 no – McMorrow, Powers, Townsend and Selesky. MOTION APPROVED.
MOVER:	Mary Marois
SECONDER:	Al Cambridge

Clarification regarding voting against the motion. Randy identified that Al mentioned as Parliamentarian if there is a situation of a 6 to 6 vote then we will vote again and continue voting until someone changes their vote.

Determined that an Ad Hoc Committee made up of Randy, Rose and Al will negotiate with the Board's permission and bring back to the Board.

MOTION:	To form an Ad Hoc Committee made up of Randy, Rose and Al.
RESULT:	ADOPTED; (MOTION APPROVED)
MOVER:	Rose Denny
SECONDER:	Barb Selesky

10. MEETING EVALUATION COMMENTS:

Al noted that Randy handled this difficult situation tremendously. Mary said to staff expect good things. Randy noted he heard the comments about the Board. He believes that this Board as a whole we are going to go through a process but we will regain your trust and the community's trust. He hopes all concerned will begin to believe we are taking a step today. It is the Board's responsibility.

11. ADJOURNMENT:

The meeting adjourned at 3:38 p.m.

Respectfully Submitted,

Randy Kamps, Chairperson

Sherry Powers, Board Secretary

Deb Lavender, Executive Secretary
