

Board of Directors Meeting Minutes

July 17, 2025

1:00 p.m.

Board Members Present: Al Cambridge, Mary Marois, Lynn Pope, Dean Smallegan, Ty Wessell, Mark Nyman, Penny Morris, Greg McMorrow, Ruth Pilon, Tony Lentych, Vince Cornellier, Ben Townsend, Shawn Kraycs, Kim Morley, Dave Freedman

Absent: Christal Frost Anderson

Others Present: Stacy Maiville, Curt Cummins, Kevin Hartley, Dan Mauk, Kim Silbor, Brian Newcomb, Christina Schaub, Jeremiah Williams, Amy Kotulski, Darcy Smith, Marleen Cassidy, Marissa Ortiz, Jay Gross, David Shindorf, Betsy Zeeryp, Aarox Cox, Jacquelyn Reyhl, Breana Demaray, Olivia Debortoli, Hannah Driver, Ana Anco, Joshua Emry, Ashley Cross, Frances Krystyniak, Cheryl Askwith, Holly Barton, Jamie Shepler, Steve Bakke, Kelly Bustly, Carrie Rutfer, Tyler Stachowski, Joseph Robinson, April Weinrick, Masha Brown

Virtual Attendees: 16 unknown, Abby Schonfeld, Aimee Horton Johnson, Alexandra Coon, Alyssa Heider, Alyssa Withun, Amanda Ritchie, Amy Trumbull, Angie Schroeder, Ann Ketchum, Becky Brown, Bobbi Hudson, Carrie Hubbell, Cassie Garland, Cindy Petersen, Daniel Mauk, Danna Hendrickson, Deb Freed, Derek Miller, Donna St. Germain, Erica Longstreet, Erica Smith, Erin Barbus, Erin Brotherton, Gina Schlegel, Heather Sleight, Jaclyn Dugan-Roof, Jeff Kaiser, Jennifer Edwards, Jennifer Huffman, Jeremiah Williams, Jillian Smithingell, Jordan A Langley, Jordan Byington, Joseph Barkman, Judy Childs, K. Rappleyea, Kaitlin Merritt, Kari Barker, Kayla Sklener, Kellee Hoag, Kendall Sidnam, Kevin Hartley, Kristie Maier, Kristin Page, Kristina Raymer, Kristina Woodworth, Lauren Barnard, Linnzi Hubble, Lisa Jones, Lisa Woodcox, Logan Hutek, Lori Stendel, Lynda Zeller, Manda Clements, Mark Draeger, Matthew McRoberts, Melanie Schopieray, Melissa Trout, Neil Rojas, Pamela Petroelje, Peter Kobs, Rick Charmoli, Rob Palmer, Shelly Schmidt, Somer Quinlan, Stacy Maiville, Sue Hamel, Susan Wilson, Teri Dougherty, Terri Henderson, Tiffany Fewins, Tina Burgess, Treasa Cooper, Victoria Ferris, Victoria McDonald

Call to Order: 1:00 p.m.

Conflict of Interest: None.

Timekeeper: P. Morris

Approval of Agenda:

The Board agreed to strike "Strategic Plan" from the Executive Committee section, removing it from the agenda.

MOTION: Approve the Consent Agenda (Minutes)

RESULT: ADOPTED [UNANIMOUS]

MOVER: A. Cambridge

SECONDER: T. Wessell

The consent agenda included the Board of Directors meeting minutes for June 20, 2025, and the Emergency Meeting minutes on June 27, 2025.

The Board requested a change in the motion made on June 27, to “position cuts” not “employee cuts”. Additionally, Mr. Lentych and Mr. Freedman to be recorded as an extension to the movement since they were not at the June meeting.

Mr. McMorrow welcomed Mr. Lentych back to the Board and praised former Board member, Tom Bratton for his hard work on the NLCMHA Board of Directors.

Public Comment:

Amy Kultoski, Director at Club Cadillac – Voiced concerns over the layoffs. She feels the process has been demoralizing and there has been a lack of communication with the staff. She stated that the changes have been a devastating blow to the growth and flourishing of the clubhouse.

Hannah Driver, Director of Traverse House – Ms. Driver no longer feels supported, the staff was reduced to three this past week and it will be hard to provide services with little staff support.

Jana Emerson, member of Traverse House – Disappointed in how things have been handled. She is upset that 2 members of the Clubhouse staff have been laid off and feels they should have been given more notice. Ms. Emerson would like the Board to look at how things are handled.

Marisa Ortiz, Club Cadillac – Stated that the Clubhouse is a home to many. Consumers have found a safe haven and gained skills that help them. Ms. Ortiz referred to the comfort that the Clubhouse brings. She asked the Board, “Is what you are doing really worth it?”

Justin Reed, Grand Traverse City – Spoke about the make-up on the Board and that it needs more consumers. Mr. Reed referred to other Boards and their make-up of members.

Report of Officers:

Recipient Rights Report: Brian Newcomb, Director of the Office of Recipient Rights, gave an overview of his report to the Board. The office remains at 100% compliance and has 38 open investigations. The report also included the complaints per provider. The ORR team is working on their submission for the tri-annual review in September. The information is tracking to be on time for submission. The full report is available in the board packet.

Interim Chief Executive Officer’s Report: Dr. Curtis Cummins, Chief Medical Director & Interim CEO, presented his report to the Board. The CEO Report included responses to citizen comments, Dashboard Report, dates of note, recent email blasts and media coverage. The full report is included in the board packet. Last month the cost containment plan was approved. The HR department has been working closely with the union regarding the layoffs. Leadership is meeting weekly with an emphasis on cost containment. The Grand Traverse Mental Health and Access Center opened up 24/7 for crisis care. The decision has been made to not merge the Grayling and Houghton Lake offices.

The Board questioned how the NMRE is made aware of decisions made by the board.

Mr. Lentych recommended that moving forward, the NMRE should be notified in writing when the NLCMHA makes high-level decisions.

Chief Financial Officer's Report: Kevin Hartley, the Chief Financial Officer of Northern Lakes, presented the financial report. The report contained a summary of variances and fluctuations, statement of net position, statement of revenue compared to budget, and contract provider activity. Mr. Hartley reviewed the different categories of the budget and identified which areas were over and under budget. The full report with specific numbers is in the Board packet.

Ms. Marois stated that the NMRE may not bail out NLCMHA and for the Board to think about what strategies to use for the future if the agency is without the financial help from the NMRE.

Mr. McMorrow stated that there is potential that the NMRE may do what they are required to do, but no more. The Finance Committee will look into this issue further.

Audit Report: Derek Miller and Christina Schaub of Rosland, Prestage & Company presented the 2023 audit and 2024 audit. Ms. Schaub reviewed the financial audit, single/award audit, compliance audit. Both audits are included in the packet. Mr. Hartley provided corrective action plans to the auditors and these are included in the packet. It was noted that the current Chief Financial Officer was not employed by NLCMHA during the years of 2023 and 2024.

Committee Reports:

NMRE: Deferred on reports. Ms. Marois spoke and clarified that when she said that she didn't trust the former Interim CEO, Mr. Martinus, at the NMRE meeting, she meant that she was speaking for herself, not the Board.

CEO Search Committee:

Mr. McMorrow, stated that he has negotiated a work contract with Dr. Curtis Cummins as the Interim CEO. The last special meeting was cancelled due to one of the candidates withdrawing their application. The Meyers Group will continue their search for potential CEO candidates. Mr. McMorrow stated that he will identify someone from the Board to lead the Ad Hoc CEO Search Committee.

Executive Committee: The committee met to discuss the agenda for today's meeting. No new updates.

The Finance Committee:

The Finance Committee recommends that the agency approves the auditing firm, Rosland, Prestige and Company as the 2025 auditors.

MOTION: Approve Rosland, Prestige and Company as the NLCMHA Auditor

RESULT: Unanimous, Adopted

MOVER: A. Cambridge

SECONDER: D. Smallegan

There has been some discussion about selling some land the agency owns in Cadillac. Cash flow is a major concern. There may need to be a line of credit as the current allotment of money comes after payroll each month, which tightens the budget.

The committee recommends that the Board needs to find out why the NMRE is withholding funds, and if they are allowed to do so. The Board engaged in a lengthy discussion regarding this topic. Points were made by the Board members that the NMRE owes NLCMHA funds, and it seems as if the NMRE wants more review into years 2018 and prior to search for funds the agency may owe the NMRE before they will release funds to NLCMHA. When the Board approved the budget last year, they did so with the assumption that the NMRE would give the agency the money it owes to NLCMHA. It was stated from Board members, that that the NMRE is “not our friend”, and has presented “a hostile tone” at times towards NLCMHA. A member of the Board commented that the consumers are still being served and served well. However, the staff are now overworked, stressed, and left wondering “who is next” regarding potential layoffs. Several of the Board members commented that there seems to be a miscommunication between the NMRE and NLCMHA. The members of the Board agreed that it is important to keep a good relationship with the NMRE and agreed the that first step would be to have the Board Chairperson, Mr. Greg McMorrow, have a “very serious discussion” with the CEO of NMRE, Mr. Eric Kurtz. Mr. McMorrow stated that he would use the minutes from today’s Board meeting as points to bring up to Mr. Kurtz.

Policy Committee: The policy committee has not met. The Board approved the updates to the Governance Policies, “CEO Evaluation” and “Board Monitoring Policy” that were presented last month.

MOTION: Approve the CEO Evaluation Policy and Board Monitoring Policy

RESULT: ADOPTED

MOVER: D. Freedman

SECONDER: M Marois

ABSTAINED- T. Lentych

Personal Committee: They plan to review certain policies in the near future.

Unfinished Business: None

Public Comment:

Marsha Brown, supervisor at Board Operated Homes- Shared a success story of an individual brought back from out of catchment; this individual is now “finally home” and on less medication and his quality of life has “gone through the roof”.

Betsy Zeeryp, Clubhouse – Commented on a letter she read from a Clubhouse staff member who has been laid off, and mentioned her peer support management has been let go. She expressed her disgust and sadness from these events. She stated to the Board, “Shame on you. You put a wrecking ball through persons’ lives”.

Nancy Korble, Traverse City - As a parent of someone who lives at a CMH residential facility, stated that GTI is her child’s community and has helped him. Urges CMHs to stop the model changing that is being explored by CMH.

Kelly Bustly, Traverse City – Older brother is disabled and relies on services CMH gives. Brother is involved with GTI, funded by CMH. Ms. Bustly expressed her concern if her brother were to lose GTI, that he would lose out on many of his freedoms, choices, caregivers that fill his cup, and skill building.

Marleen Cassidy, Cadillac – Praised Club Cadillac, along with the staff and the advocacy the directors Hannah and Amy give to the members. She has seen firsthand the work the Club gives to the members and the directors who “work their tails off for us”. Believes that the Board’s decision is very unethical.

Aaron Cox, Traverse City Clubhouse – Significantly reduced on medication since he has attended Clubhouse. The staff has motivated him to use the skills he has since learned while at the Clubhouse. He stated that staff being lowered has hurt everybody, and that the changes are making him and others suffer.

Michael Lowery, Traverse Clubhouse- Learned skills from the Clubhouse and has no family support outside of the Clubhouse family. By removing one of the staff members, it puts more strain on the current staff. Thankful that the Board is trying amend things, but the Board really needs to visit the Clubhouse.

Katie Cutright, Grayling, MIA Case Management – With resources dwindling it puts more strain on the staff and she has a deep concern for the staff and those the agency serve. There will be a ripple effect that will negatively impact the entire community. Believes the deficit should not be compared to the care provided to the consumers.

Darcy Smith, Traverse City Thinks the Board is making a huge mistake. The Traverse Clubhouse and its staff makes a family, she stated that she loves the staff.

Kari Barker, Quality and Compliance Director - Thanks the Board for rallying today and being of one mind to go after the funds needed to preserve the agency. The agency just came through the CARF review, it was nearly perfect. Even though the agency is going through heartbreaking times, people showed up for interviews and the reviewers were impressed by the staff and consumers’ resilience. Would like the Board and staff to be proud of that.

Announcements/Board Member Reports/Board Association:

Mr. Wessell thanked all the people who came out to speak today.

Next Meeting: August 21, 2025 – Suttons Bay

Adjournment: 3:30 p.m.

Respectfully submitted,

Stacy Maiville, Executive Administrator

Greg McMorrow, Board Chairperson

Lynn Pope, Secretary
