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Committee Minutes : Board of Directors - January 16, 2024

Board Meeting Information

Meeting Date: January 16, 2024	Meeting Location: Northpointe Administrative Conference Room 715 Pyle Drive Kingsford, MI 49802
Meeting Time: 4:30 PM	

Agenda Item	Minutes																																																																
Meeting Called to Order:	<ul style="list-style-type: none"> K.Pirlot, Chairperson, called the meeting to order at 4:30 PM 																																																																
Board Member Roll Call:	<ul style="list-style-type: none"> L.Gardipee, Executive Assistant, conducted roll call: <table border="1" style="margin-left: 40px;"> <thead> <tr> <th rowspan="2">Board Member</th> <th colspan="2">Present</th> <th colspan="2">Absent</th> </tr> <tr> <th>Onsite</th> <th>Remote*</th> <th>Excused</th> <th>Unexcused</th> </tr> </thead> <tbody> <tr><td>Mary Stein</td><td>X</td><td></td><td></td><td></td></tr> <tr><td>Patricia Mueller</td><td>X</td><td></td><td></td><td></td></tr> <tr><td>Millie Hofer</td><td>X</td><td></td><td></td><td></td></tr> <tr><td>Wendy Mattia</td><td>X</td><td></td><td></td><td></td></tr> <tr><td>Robert Roberge</td><td>X</td><td></td><td></td><td></td></tr> <tr><td>Ann Martin</td><td>X</td><td></td><td></td><td></td></tr> <tr><td>Mari Negro</td><td>X</td><td></td><td></td><td></td></tr> <tr><td>Nancy Pasternak</td><td></td><td>X*</td><td></td><td></td></tr> <tr><td>Patricia Phillips</td><td></td><td>X*</td><td></td><td></td></tr> <tr><td>Kathy Thompson</td><td>X</td><td></td><td></td><td></td></tr> <tr><td>Kevin Pirlot</td><td>X</td><td></td><td></td><td></td></tr> </tbody> </table> <p>*Remote participation per request for reasonable accommodations under ADA</p>	Board Member	Present		Absent		Onsite	Remote*	Excused	Unexcused	Mary Stein	X				Patricia Mueller	X				Millie Hofer	X				Wendy Mattia	X				Robert Roberge	X				Ann Martin	X				Mari Negro	X				Nancy Pasternak		X*			Patricia Phillips		X*			Kathy Thompson	X				Kevin Pirlot	X			
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Representing Administration:	<ul style="list-style-type: none"> J.Cescolini, CEO 																																																																
Pledge of Allegiance:	<ul style="list-style-type: none"> The Pledge of Allegiance was recited by all. 																																																																
Public Comment:	<p><u>Discussion:</u> K. Pirlot opened the floor for Public Comment.</p> <ul style="list-style-type: none"> Chad Niemi, BHH Nurse, thanked the Board for the things the Board has done for the employees and expressed how they are affecting the community and the staff. He also attributed the work J. Cescolini puts in to make the culture and work environment a great place to work. He stated that the division of the Board is causing a lot of stress and anxiety for all and he hopes it can be resolved. 																																																																
Approval of Agenda:	<p><u>Discussion:</u> K.Pirlot requested approval or amendment of the meeting agenda.</p>																																																																

Motion By:	P. Phillips made a motion to approve the agenda as submitted.
Supported By:	M. Stein
Outcome:	Motion carried to approve the agenda as submitted.

New Business

Conflict Resolution:

Discussion: K. Pirlot asked J. Cescolini to introduce Steven Burnham, the facilitator, for the meeting.

- S. Burnham gave his experience and history to the Board Members.
- S. Burnham stated there are a few issues to work on:
 - Menominee County Crisis Services and the Wisconsin Boarder
 - Authority Resolution
 - Board governance and orientation
- Menominee County Crisis Services
 - S. Burnham stated there is a strong push on Michigan Department of Health and Human Services (MDHHS) to help resolve the Menominee Crisis border issue. S. Burnham stated he will not go into detail on how we will solve the problem, but it is a solvable problem.
- Authority Resolution
 - S. Burnham explained that the Authority Resolution was not completed correctly and that MDHHS needs to provide an answer on resolving it.
- Board Governance
 - S. Burnham explained that the Board needs to determine how it will govern and develop its own personality. He explained the importance of Board education especially with new members.
 - S. Burnham went on to explain that Northpointe needs to figure out what we do as a Board and what we do as Administration.
 - S. Burnham explained that Board training is necessary annually which will help Board Members to support the agency.
 - S. Burnham will provide information on experts to assist with developing the Board.
- J. Cescolini shared a written statement explaining personal history which drives her to working for Northpointe. She expressed that much has been accomplished with the help of the Board and much more can be accomplished with their continued assistance.
- K. Pirlot asked for comments regarding this meeting:
 - K. Thompson expressed the validity of the questions regarding training and the need for training. She also expressed that it is difficult to hear complaints about Northpointe. K. Thompson expressed that the Board needs to work together in order to reach the community.
- J. Cescolini expressed that the Board relationships have not always been this way and that in her first 4 years that they all worked well together. She is encouraged to hang on because she knows it can get there.
- M. Hofer expressed that the Board is made up of people who have different backgrounds and experiences but finding a common denominator will draw the Board together.
- R. Roberge expressed that his orientation included getting binders that he knew he would not read. He recognized the need to enhance our orientation and with the new members we need to be understanding.
- P. Mueller expressed that we are all looking at situations from different perspectives, different timelines, different previous life experiences. She stated the Board will come together if we can be appreciative of the different opinions. P. Mueller stated that problems should be resolvable.
- M. Negro apologized for being late and asked various questions regarding the Board training that was discussed.
 - S. Burnham stated it will be training on how to function as a Board and give the ground level/foundational information of the agency.
- Various discussion ensued between Board members and S. Burnham regarding Board training.
- J. Cescolini stated with all the training in the world it is not going to fix anything if we have mistrust. The Board needs a process to be able to get the information they seek and the reassurance to put doubt/mistrust away. She expressed that the manner of resolving those trust issues needs to be created.
- M. Stein expressed the need for respect and that Northpointe staff, including the CEO, need to know they are supported by every member of the Board.
- W. Mattia stated we are all human and we all make mistakes and continued to explain that sometimes we say things in the heat of the moment that are not meant. She emphasized that all problems are fixable but you have to own what you do.
- M. Hofer stated she thinks respect is earned. You do not have automatic respect for a person. They have to earn respect.
- P. Phillips shared that we need to work together to solve problems instead of everyone trying to run different avenues.
- N. Pasternak agreed that trust and respect is needed and that we have to work together because if we are divided there are going to be problems. So she thinks exactly what P. Phillips said is the truth.
- A. Martin agreed in the importance of trust and expressed that the FOIA request of emails was a mistrust.
 - J. Cescolini provided an apology and expressed the reason for the request was to identify the source of the ongoing issues in order to resolve them.
- K. Pirlot expressed the need to set all things aside to work on moving forward.
- P. Mueller expressed her desire and commitment to working at improving things for Menominee County.
- Various comments made regarding the role of a County Commissioner.
- Miscellaneous discussion continued regarding training, strategic planning, board governance, emails, and communication.
- S. Burnham explained the current status of the authority resolution and Menominee Crisis issue to the Board.
- Plans
 - S. Burnham stated it was key to find out if all members of the Board are ready to make some changes and move forward. He indicated he would provide some resources to work with the Board to develop governance, training, and processes.

Public Comment:

Discussion: K. Pirlot opened the floor for Public Comment.

- Mary Grable, Director of Nursing with Northpointe, expressed her concerns regarding the discord amongst Board members. She thanked S.Burnham for being present and J.Cescolini for opening up her heart and sharing a very difficult time of her life. M.Grable expressed that Board Members are a part of Northpointe and need to represent the entirety of Northpointe.
- Jason Carviou, Menominee County Administrator, stated he is present on behalf of the Menominee County Board of Commissioners. He expressed that the Menominee County Crisis issues did not happen overnight and have been coming up for years. J.Carviou continued to express the frustration of not getting answers or resolution. He shared that there is a lack of trust with the Menominee County Board. J.Carviou continued with statements regarding responsibility, accountability, and serving the communities.
- Vivien Johnson, Human Resources with Northpointe, made comment regarding respect includes admitting a mistake is made, apologizing, and mending relationships.
- Maria Nerat, Director of Acute Services at Northpointe, shared that she worked for Northpointe when the decision was made to stop practicing in Wisconsin and the "nightmare" it has been. M.Nerat expressed that there is much more to the issue to look at regarding law enforcement and judges which Northpointe can not solve. She stated that the community as a whole will need to work together to figure out how to serve the residents and stop placing blame on Northpointe. M.Nerat also shared concern for sharing of confidential information via emails and the requests for clinical information regarding mental health treatment which occurs on almost a daily basis within Menominee County.
- Jessica Melius, Facilities Director at Northpointe, expressed that having Board training will have a positive impact.
- Diedra Hinds-Springstroh, Nurse Practitioner at Northpointe, offered an idea of incorporating some team building in addition to the training offered to the Board.
- Mary Grable, Director of Nursing at Northpointe, requested to speak again. She stressed that the Board has to be open to change. M.Grable also addressed some comments she heard made at the Menominee County Board Meeting.
- Terry Bidleman, Peer Support Specialist at Northpointe, shared his experience as an employee and that he has seen a negative change in the way the Board interacts.

Board Comment:

Discussion: K. Pirlot opened the floor to Board Comment.

- M. Negro stated she feels encouraged by this meeting tonight and expressed positivity toward moving forward. She provided an apology to staff and to any of her fellow Board Members who have taken her the wrong way. She shared her willing to put in the work and effort to do it.
- W. Mattia commented on the negativity and requested that the positivity is what is taken away from the meeting. She expressed the desire to leave it behind and work cohesively as a Board. W. Mattia requested that the message to the commissioners be that Northpointe is working together, will involve others in the communities, and other agencies to find resolution to problems.
- A. Martin expressed her unhappiness with the criticism occurring of the commissioner and a statement made about her as the liaison to the Dickinson Board. A.Martin stated she would like to work together and shared that she felt the way forward is transparency, answering questions, and keeping the Board informed.
- M.Stein expressed her gratitude and thanked the Northpointe employees and J.Cescolini for their work. She shared the desire for the Board to work better moving forward.
- K. Pirlot stated that he felt the Board is going to move forward from here. He expressed that being back to 2 meetings a month will help with information sharing. K.Pirlot shared that Northpointe is dedicated to resolving the Menominee crisis issues and ensure there is better functioning around the processes. He expressed his appreciation for the staff and thanked everyone for coming together. K.Pirlot stated that everybody is passionate and passion boils up easy, but that everybody is committed to working together.

Meeting Adjourned:

Chairperson K.Pirlot called for the meeting to be adjourned at 6:47pm

Document Owner:

Cescolini, Jennifer

Collaborators:

Jennifer Cescolini
Kellie Davis
Laurie Gardipee

Approvals

- Committees:

(02/01/2024) Board of Directors,

- Signers:

Laurie Gardipee

Laurie Gardipee, CARE MANAGER/EXECUTIVE ASST (02/29/2024 11:02AM PST)

Kevin Pirlot

Patricia Phillips

Kevin Pirlot (03/05/2024 05:00AM PST) Patricia Phillips (03/06/2024 10:57AM PST)

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Attachments:

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Other Documents:

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