COOK HOSPITAL & CARE CENTER

218.666.5945
10 Fifth Street SE
Cook, MN 55723
www.cookhospital.org

1) **The Regular Board Meeting was called to order on Tuesday August 26, 2025, at 5:16 p.m.**

2) **Roll Call**

Board Members Present

Liz Dahl – Linden Grove
Mike Enzmann – Field
Marge Hyppa – Owens
Karis Antikainen – City of Orr
Karen Baxter – Unorganized St. Louis County
Don Potter – Town of Goodwill
Eric Pederson - City of Cook
Shirley Conaway – Camp 5
John Stegmeir – Kabetogama
Jodell Driggs – Crane Lake

Board Members Excused

Kathy Weiand – Portage
Denise Parson – Willow Valley
Wendy Long – Leiding
Theresa Martinson – Angora
Judy Pearson – Beatty

Staff Members Present

Teresa Debevec - CEO
Stephanie Maki – CHRO
Kaylee Hoard - CFO

3) **Pledge of Allegiance**

4) **Approval of Minutes – 08/26/2025**
   a) A motion was made by Karen Baxter, seconded by Karis Antikainen, to approve July 26, 2025, regular board meeting minutes as presented.
      - The motion was approved unanimously.

5) **Administrators Report – Teresa Debevec**.
   a) **Facility Staffing:**
      - Active recruitment efforts are ongoing for multiple positions throughout the facility.
   b) **Wilderness Health:**
      - Notice was provided to Wilderness to terminate the facility's membership. The termination will go into effect on December 12, 2025.
   c) **Endoscopy Re-design:**
      - The facility is still waiting on engineering plans from MDH to proceed with the endoscopy re-design.
   d) **Custom Learning:**
      - Providers received physician training provided by Custom Learning.
      - Accelerated Staffing sessions continue weekly for members of management.

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e) **Rural Health Center – Community Health Needs Assessment:**
- Senior Leadership will review the CHNA reports on September 9, 2025.
- Although the survey was conducted online this year, the turnout of survey respondents was minimal.

f) **Nursing Home Workforce Standards Board – Minimum Wage Rule:**
- Plans and policies are being developed to prepare for the wage increase affecting Nursing Home staff members, per the Board's minimum wage rule.

g) **Strategic Planning:**
- Senior Leadership will participate in an off-site session to prepare for the 2026 strategic plan.

h) **Heiam Event:**
- The Annual Heiam Event was a success.

6) **Committee Reports**

a) **Executive Committee – 08/26/2025 – Liz Dahl**
- **Unorganized St. Louis County**
  - Heather Brandon was suggested to replace Don Potter's previous seat for unorganized St. Louis County.
  - Karen Baxter has chosen not to run for her seat when her term expires on December 31, 2025.
- **Board Portal**
  - Dahl reported, according to the information provided by Debevec, the board portal has only been accessed three times since January 1, 2025.
  - Board members noted they have had issues accessing the site.
  - Debevec will review alternative options for board member's access.

b) **Legislative Committee – 08/26/2025 – John Stegmeir**
- Stegmeir provided a Legislative update to the board.

c) **Finance Committee – 07/22/2025**
- **Financials – Kaylee Hoard**
  - July gross revenue report was reviewed.

d) **2026 Levy – Kaylee Hoard**
- The Finance Committee made a recommendation to approve the following 2026 Levy increase.
  - 2025 - $1,790,000.00
  - 2026 - $1,990,000.00
    - MCU (All in Favor)

- **Mike Enzmann – Capital Item – Action Needed**
  - The Finance Committee made a recommendation to accept the following capital item:
    - Nurse Call Upgrade – Not to exceed $50,000.00.

  (MCU) All in Favor

7) **Credentialing Committee – 08/13/2025 – Teresa Debevec**
   a) A motion was made by Marge Hyppa, seconded by Eric Pederson to approve the following reappointments:
   - Daniel Courneya, MD
   - Willard Hurley, MD
     - MCU (All in Favor)

8) **QAPI Hospital - 07/24/2025 – Marge Hyppa**
   a) Hyppa provided an overview of the Hospital QAPI meeting.

9) **QAPI Care Center - 07/24/2025 – Marge Hyppa**
   a) Hyppa provided an overview of the Care Center QAPI meeting.

10) **Compliance – 07/24/2025 – Liz Dahl**
    a) Dahl provided an overview of the Compliance meeting.

11) **New Business & Correspondence**
    a) Unorganized Township Representative (remainder of Don Potter's term) – Liz Dahl – Action Needed
    - A motion was made by Don Potter, seconded by Mike Enzmann, to approve Heather Brandon to fill the remainder of Don Potter's previous term as a representative for Unorganized St. Louis County until December 31, 2025.

    b) Radiologists Associated in Duluth – Teresa Debevec – Action Needed
    - A motion was made by Jodell Driggs, seconded by Karen Baxter to approve moving from Medical Imaging North to Radiologists Associated in Duluth.
      - (MCU) All in Favor

    c) Policies – Teresa Debevec – Action Needed
    - A motion was made by Marge Hyppa, seconded by Karen Baxter to approve the changes to the Facility Assessment policy.
      - (MCU) All in Favor
    - A motion was made by Mike Enzmann, seconded by Eric Pederson to approve the changes to the Record Retention Policy.
      - (MCU) All in Favor

    d) Trustee Conference
    - Debevec, Dahl, and Enzmann provided input from the Trustee conference.

12) **Next Board Meeting – 9/23/2025**

13) **Questions or comments**

14) **Board Meeting Evaluations**
   a) Provide meeting feedback to Debevec or Dahl

15) **Adjourn – Liz Dahl**
   - At 5:59pm, a motion to adjourn the meeting was made by Eric Pederson, seconded by Don Potter. Motion carried.

Minutes respectfully submitted by Stephanie Maki, Human Resources Director – Approved by Teresa Debevec.