

1) **The Regular Board Meeting was called to order on Tuesday December 16, 2025, at 5:19 p.m.**

2) **Roll Call**

Board Members Present

Liz Dahl – Linden Grove

Mike Enzmann – Field

John Stegmeir – Kabetogama

Denise Parson – Willow Valley

Heather Brandon – Unorganized St. Louis County

Eric Pederson - City of Cook

Don Potter – Town of Goodwill

Karis Antikainen – City of Orr

Marge Hyppa – Owens

Shirley Conaway – Camp 5

Theresa Martinson – Angora

Board Members Excused

Kathy Weiland – Portage

Jodell Driggs – Crane Lake

Judy Pearson – Beatty

Board Members Absent

Wendy Long – Leiding

Staff Members Present

Teresa Debevec - CEO

Stephanie Maki – CHRO

Kaylee Hoard - CFO

3) **Pledge of Allegiance**

4) **Approval of Minutes – 12/16/2025**

- a) A motion was made by Marge Hyppa, seconded by Theresa Martinson, to approve November 18, 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) **Patient Donation**

- A recent Emergency Room patient donated \$500 in appreciation for the excellent care received. It was requested that the funds be used to benefit staff members.

c) **Pain Clinic**

- Patient volumes for the pain clinic have increased substantially since the last clinic session.

- d) **CMDI 3D Mammography**
 - A significant cost reduction will occur in 2026 with the CMDI Mammography renewal, resulting in annual savings of \$46,848.00

 - e) **Care Center Website**
 - A new website for our Care Center is currently being developed by our Marketing Coordinator.

 - f) **St. Louis County Board**
 - The St. Louis County board met today (12/16/2025) to reappoint Heather Brandon for a term of 4 years.

 - g) **Nursing Home Minimum Wage**
 - The nursing home minimum wage increase has been delayed as the state awaits approval from CMS.

 - h) **H.R.1: Impacts on Minnesota's Hospitals and Health Systems**
 - Debevec directed board members to review a fact sheet from the Minnesota Hospital Association on the federal H.R. 1 law, including its potential tax and health program impacts on Minnesota hospitals and health systems, via the board portal.
- 6) **Committee Reports**
- a) **Executive Committee – 12/16/2025 – Liz Dahl**
 - The Executive Board reviewed finance and budget.

 - b) **Legislative Committee – 12/16/2025 – John Stegmeir**
 - Stegmeir provided a Legislative update to the board.

 - c) **Finance Committee – 12/16/2025**
 - **Financials – Kaylee Hoard**
 - Hoard provided the gross revenue year-to-date report.

 - **Resolution Boiler Project – Mike Enzmann – Action Needed**
 - The finance committee recommended approval of the resolution to proceed with the boiler project and authorization of:
 - Management to engage an appraisal firm to complete the required appraisal at a cost not to exceed \$10,000.
 - Engagement of Clifton Larson Allen LLP (CLA) to provide financial modeling for the boiler project at a cost not to exceed \$30,000.
- Motion carried unanimously (MCU)

- **2026 Budget – Kaylee Hoard – Action Needed**
 - A recommendation was made by the finance committee to approve the 2026 budget reflecting a positive net income of \$597,635.00.
Motion carried unanimously (MCU)
- 7) **Credentialing Committee – No meeting**
- 8) **New Business & Correspondence**
 - a) **Camp 5 – Appoint Lisa Tosel to fill remainder of term – Liz Dahl – Action Needed**
 - A motion was made by Marge Hyppa, seconded by Shirley Conaway to appoint Lisa Tosel to fill the remainder of Shirley Conaway’s Camp 5 term through December 31, 2026.
Motion carried unanimously (MCU)
 - b) **Minnesota Rural Health Transformation Application – Teresa Debevec**
 - Debevec provided an overview of Minnesota’s Rural Health Transformation Program, a multi-year statewide initiative. It was noted that hospitals will participate through annual grant awards, with Year 1 direct grants estimated at approximately \$140 million statewide.
 - Debevec reported that the program includes identified focus areas, and that our facility will need to select priority areas for participation.
- 9) **Next Board Meeting – 01/27/2026**
- 10) **Questions or comments**
 - a) Dahl asked board members who attend the MHA conference to provide a brief overview to other board members.
- 11) **Board Meeting Evaluations**
 - a) Provide meeting feedback to Debevec or Dahl
- 12) **Adjourn – Liz Dahl**
 - At 6:02 pm, a motion to adjourn the meeting was made by Eric Pederson, seconded by Don Potter. Motion carried.

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