

1) **The Regular Board Meeting was called to order on Tuesday March 24, 2026, at 5:16 p.m.**

2) **Roll Call**

Board Members Present

Liz Dahl – Linden Grove

Karis Antikainen – City of Orr

Denise Parson – Willow Valley

Eric Pederson - City of Cook

Wendy Long – Leiding

Heather Brandon – Unorganized St. Louis County

Don Potter – Town of Goodwill

Mike Enzmann – Field

Marge Hyppa – Owens

Lisa Tosel – Camp 5

Theresa Martinson – Angora

Jodell Driggs – Crane Lake

John Stegmeir – Kabetogama

Board Members Excused

Kathy Weiand – Portage

Judy Pearson – Beatty

Staff Members Present

Teresa Debevec - CEO

Stephanie Maki – CHRO

3) **Pledge of Allegiance**

4) **Approval of Minutes – 03/24/2026**

- a) A motion was made by Don Potter, seconded by Eric Pederson, to approve February 23, 2026, 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.
- The Accounting, Payroll and Benefits Specialist has resigned.
- The Nurse Manager in the Care Center position has been filled; with the selected candidate scheduled to begin in April.

b) **Auxiliary & Heiam Foundation Donations**

- Auxiliary – The Auxiliary has confirmed donations to the facility totaling \$71,747.00 to support the purchase of Care Center outings, Dietary warming plates, two NuStep replacements for Rehabilitation and Wander Guard.
- Heiam Medical Foundation – The Heiam Medical Foundation has confirmed donations to the facility totaling \$83,000 to support the purchase of an ER trauma bed, endoscope re-processor, and phone system upgrade.

- c) **Records Retention Policy**
 - The Records Retention Policy is being reformatted based on feedback from the Minnesota Historical Society.

- d) **Elections**
 - Board member terms are set to expire on December 31, 2026. Board members were asked to notify Debevec of their intent to either continue serving or conclude their term.
 - Judy Pearson – Beatty Township
 - Lisa Tosel – Camp 5 Township
 - Mike Enzmann – Field Township
 - Don Potter - Goodwill Township
 - John Stegmeir – Kabetogama Township
 - Wendy Long – Leiding Township
 - Liz Dahl – Linden Grove Township

- 6) **Committee Reports**
 - a) **Executive Committee – 03/24/2026 – Liz Dahl**
 - Dahl asked board members if they had any feedback from their annual township meetings.

 - b) **Legislative Committee – 03/24/2026 – John Stegmeir**
 - Stegmeir provided a Legislative report.

 - c) **Finance Committee – 03/24/2026**
 - Financials – No report

 - **Capital Items – Mike Enzmann – Action Needed**
 - A recommendation was made by the Finance Committee to accept the following capital items.
 - Phone System Upgrade – Not to Exceed \$25,000.00
 - AiPhone Replacement – Not to Exceed \$23,000.00
 - Door Panel Replacement – Not to exceed \$50,000.00
 - Motion carried unanimously

- 7) **Credentialing – Teresa Debevec – Action Needed**
 - a) A motion was made by Wendy Long, seconded by Karis Antikainen to accept the following Appointments and Re-appointments.
 - Appointments: Kevin Frame, MD; Christopher Garcia, MD; Megan Hellfeld, MD; Ty Ovella, MD
 - Reappointments: Joseph Vidmar, CRNA
 - Motion carried unanimously

8) New Business & Correspondence

- a) Emergency Preparedness Plan – Teresa Debevec – Action Needed
- A motion was made by Theresa Martinson, seconded by Marge Hyppa, to accept the Emergency Preparedness Plan.
 - Motion carried unanimously
- b) Credentialing and Granting Privileges – Teresa Debevec – Action Needed
- A motion was made by Wendy Long, seconded by Karis Antikainen, to accept the updates to the Credentialing and Granting Privileges policy.
 - Motion carried unanimously
- c) Bylaws – Liz Dahl – Action Needed
- Following board member review and suggested revisions, the bylaws will undergo further updates. The final version will be presented at the April Board meeting for approval. No action needed at this time.
- d) Board Member Role – Liz Dahl
- Board members in attendance reviewed and signed the Board Member Role form, reaffirming their commitment to ethical, responsible, and lawful conduct, appropriate use of authority, and professional decorum. The form also outlines the core expectations required of all board members regardless of individual roles or areas of contribution.
- e) Trustee Pledge – Liz Dahl
- Board members reviewed and signed the Trustee Pledge, affirming they are meeting the code of conduct and their commitment to governance excellence. This includes focusing on strategic oversight rather than operations, respecting board and staff roles, participating actively and collaboratively in meetings, supporting majority decisions, maintaining confidentiality, and upholding professionalism, accountability, and continuous improvement in all board activities.
- f) Board Self – Evaluations
- Board members were asked to complete self-evaluations. Feedback indicated a need for additional education and information in areas such as AI and financial interpretation.
- g) Conflict of Interest – Liz Dahl
- Conflict of Interest forms were completed and reviewed. Three board members disclosed potential conflicts of interest. Appropriate measures will be taken to manage these conflicts in accordance with board policy.

9) Next Board Meeting – 04/28/2026

10) Questions or comments

11) Board Meeting Evaluations

- a) Provide meeting feedback to Debevec or Dahl

12) Adjourn – Liz Dahl

- At 6:12 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.