

Hi-Desert Memorial Health Care District dba
Morongo Basin Healthcare District
BOARD OF DIRECTORS REGULAR MEETING MINUTES
March 7, 2024 at 6:00 p.m.

Convened on the La Contenta campus; the public was invited to attend the meeting on campus or via Microsoft Teams, an electronic, remote-site platform.

- **Mission Statement:** *To improve the health and wellness of the communities we serve.*
- **Vision:** *A healthy Morongo Basin.*
- **Core Values:** *Commitment, Collaboration, Accountability, Dignity, Integrity, Equitable.*

Board of Directors:

- Director Cooper
- Director Evans
- Director Markle-Greenhouse
- Director Savitt
- Director Stiemsma

Guests:

- Shaun Johnson, CPA, Dingus|Zarecor & Assoc

Administrative Staff:

- Cindy Schmall, CEO
- Joe Ruddon, CCPO
- Deborah Anderson, CFO
- Karen Graley, Board Clerk (*remote*)
- Beverly Krushat, Executive Assistant
- Kathy Alkire, Education Nurse
- Janeen Duff, Program Dev. Liaison (*remote*)
- Dianna Anderson, Outreach Manager
- Shauna Tucker, Comm Health Worker (*remote*)
- Gladys Cardenas, Comm Health Worker

CALL TO ORDER

Director Evans called the meeting to order at 6:00 p.m. The meeting was convened on the La Contenta campus and by electronic platform using Microsoft Teams platform.

ROLL CALL

Karen Graley, Board Clerk, conducted roll call and declared a quorum.

OBSERVANCES

Director Greenhouse read the mission, vision, and core value statements.
Director Evans led the assembly in the pledge to the American flag.

PUBLIC COMMENT

No public comments were presented.

APPROVAL OF MEETING AGENDA

Motion 24-14: Director Stiemsma motioned to amend the meeting agenda and move Action Items before the presentations; the motion was seconded by Director Savitt and passed by unanimous vote.

APPROVAL OF THE CONSENT AGENDA

Motion 24-15: Director Savitt motioned to approve the Consent Agenda as presented with the edit as stated below; motion was seconded by Director Greenhouse and passed by unanimous vote.

- Minutes: Regular Meeting of the Board of Directors, February 1, 2024. Minutes for the strategic plan were edited to read: *Goal 1: Advocate for health as a human right, and opportunities for all community residences to attain their full health potential.*



ACTION ITEMS

AUDITED FINANCIAL REPORT

Mr. Shaun Johnson, CPA, Dingus | Zarecor & Associates, presented the annual financial audit report for fiscal year 2023. Mr. Johnson began his presentation by reviewing the role of the firm in administering the audit, and then proceeded through the written report, explaining the categories and their significance. He concluded his report stating there were no material weaknesses, no significant deficiencies, and no findings to report.

Director Evans thanked Mr. Johnson for his presentation. She asked Debbie Anderson to forward copies of the audited report to the Directors so the report may be studied by the Directors. She proposed that the action item of accepting the report be deferred to the next meeting so that the Directors have opportunity to review the report in detail.

- **Motion 24-16:** Motion by Director Evans to defer acceptance of the financial audit report for fiscal year 2023; second by Director Greenhouse; motion passed by unanimous vote.

NOTE: A copy of the FY2023 Audited Financial Report is posted on the District's website at MorongoBasinHealth.org.

ADD "EQUITY" TO THE VALUES STATEMENT – *Cindy Schmall, CEO*

Ms. Schmall noted that this action item to add "equity" to the list of values, comes out of the strategic planning process and in response to the declaration made in Resolution #20-04 "Racism is a public health crisis." There was no discussion.

- **Motion 24-17:** Director Savitt motioned to approve the addition of "Equity" to the District's value statement; second by Director Stiemsma; motion passed by unanimous vote.

FIRM TO ADMINISTER ANNUAL FINANCIAL AUDIT FY2024 – *Debbie Anderson, CFO*

Ms. Anderson recommended to retain Dingus | Zarecor & Associates for the FY2024 financial audit. She prefaced the recommendation with a history of firms who had administered the audit in the past and noted that Dingus | Zarecor fit the board's adoption of industry standards to contract with different auditing firms every few years.

- **Motion 24-18:** Director Greenhouse motioned to approve Dingus | Zarecor & Associates to administer the annual financial audit for FY2024; second by Director Stiemsma; motion passed by unanimous vote.

PRESENTATION

MARKETING & OUTREACH UPDATE – *Joe Ruddon, Chief Community Programs Officer*

Mr. Ruddon reviewed:

- **HIV Grant:** Now in year three of the three-year grant. With provider and staff education, PrEP prescriptions have increased 60%. He showed the Hwy 62 billboard, ads and educational handout materials promoting "Get Tested" and PrEP.
- **Community Health Workers:** their role, certification, and their presence in community outreach efforts.
- **Radio spots and ads for the dental campaign and Covered California enrollment.**
- **Social media campaigns (HIV and pediatric services).**
- **Community education schedule of seminars.**
- **Events:** Flying Doctors and the Yucca Valley Community Health and Resource Fair.



EMPLOYEE ENGAGEMENT SURVEY RESULTS – *Cindy Schmall, CEO*

Ms. Schmall gave a PowerPoint presentation which delineated how Press Ganey (third party vendor) measures / compares the survey results against organizations of similar size. District employee participation was 81%, the national average is between 65% and 85%; last year's employee participation was 76%. Five categories are measured by Press Ganey:

1. Engagement of team connection and personal investment in the organization and their job in terms of work environment. The survey showed 58% of employees were engaged/highly engaged; 30% were neutral; and 11% were disengaged.
2. Team function and viability and the level of support needed to effectively drive improvement and positive outcomes. The survey indicated that 44% of employees would benefit from improvement planning with support and oversight; 56% would benefit from significant support and additional training.
3. Leadership and employee relationships. The survey indicated that 44% were well prepared to work together, and 55% require focus on improving leader-employee relationships.
4. Resilience measures the ability of employees and physicians to recover and remain engaged even in challenging work circumstances. The survey showed that 94% of employees find satisfaction and meaning in their work and focusing on patient/clients as individuals.
5. Diversity measures diversity-based issues. The survey indicated that 92% of employees were satisfied with the culture of diversity at the District.

Ms. Schmall stated that executive leadership is working with managers to develop a plan to address opportunities for employee relations as presented in the survey.

DISCUSSION – *Cindy Schmall, CEO*

Ms. Schmall announced that on April 4 both the District and CHC boards will meet in a special meeting to receive training on the California Brown Act. No business or action items will be presented in the special meeting. Mr. Thomas Rice, Attorney at Law and Partner, Best, Best and Krieger, will present the training. The District board will then convene for a brief regular business meeting to conduct District business.

REPORTS

QUALITY REPORT: ANNUAL UPDATE – *Angie Villaluz, Quality Manager*

The annual update was deferred to next business meeting.

FINANCIAL REPORT – *Debbie Anderson, CFO*

Ms. Anderson reported that the consolidated financials for the month of February show a loss of (119,209) and year to date of \$1,745,023. The non-clinic financials for the month of February show income of \$23,864 and year to date income of \$2,401,108. The clinic financials for the month of February show a loss of \$(143,073) and year to date loss of \$(656,085).

Investment income was negative for the month, which as usual, has affected the bottom line. Also, district expenses are now trending over budget due to personnel not budgeted for community relations. These employees are needed for expanding the outreach program. Clinics continue to struggle with patient volumes, and despite expenses being diligently monitored and controlled, the clinics continue to lose money.



- **Motion 24-19:** Director Stiemsma motioned to accept the financial reports as presented, second by Director Savitt; motion passed by unanimous vote.

CEO STAFF REPORT

Ms. Schmall referred the Directors to her written report under tab 3. There were no questions.

CALENDAR REVIEW AND COORDINATION

- Flying Doctors event: March 9, 8:00 a.m. to 3:00 p.m. @ Bell Center, CMC
- Yucca Valley Health Fair, April 27

DIRECTOR COMMENTS

DIRECTOR GREENHOUSE: “This is the third year in a row with no material finding in the financial audit. Congratulations!”

DIRECTOR SAVITT: “I appreciate the employee survey report, and I’m glad staff is working on a response to the survey.”

DIRECTOR COOPER: “Thank you to leadership for a great job. I’m so glad people are coming to our meetings.”

DIRECTOR STIEMSMA: “I love the HIV program. Thank you to everyone for their hard work.”

DIRECTOR EVANS: “It was a great report on the financial audit. Thank you Debbie and Cindy for your hard work and diligence.” She thanked Dr. Jack for his support of the HIV program; and thanked staff who joined the meeting, and said, “It was good to hear all the good work that staff is doing.”

ADJOURN MEETING

The meeting adjourned at 7:46 pm.

A handwritten signature in black ink, appearing to read 'Heidi Stiemsma', written over a horizontal line.

Heidi Stiemsma, Secretary of the Board

Board meeting minutes recorded by K. Graley, Board Clerk.