

NKHS Board meeting (May meeting)

MINUTES

6/2/2025

Board present: Kari White, Chair; Lisa Boskind, Vice-chair; Jane Kitchel, Secretary; Patrick Shattuck, Treasurer; Heather Lindstrom, Diana Gibbs, Susan Franzblau, Neila Anderson-Decelles, Christine Milne-O’Grady, Stacy Thrall

Staff present: Kelsey Stavseth, Executive Director; Laura Nelson, Chief of Org. Development; Kate Olney, Director of Development; Terri Lavery, Director of Trainings; Carol Hemenway, Executive. Office Administrator

Guest: Greg Hessel, Consultant

Called to order at 10:04 am by Chair White.

A motion to approve the agenda as presented was made by Neila. This was seconded by Susan and carried by unanimous consent of the Board present.

The consent agenda was brought to the Board for approval. Jane noted that within the children’s report the number of youths in Residential Services or receiving school-based services was frequently under ten. She raised the question of whether the standard of not giving a specific number under ten that is typically used for reporting and research should apply. Any number under ten is not given as a low number of clients increases the concern for confidentiality. Kelsey will follow-up and report back to the Board.

Motion to approve the consent agenda as presented was made by Jane. This was seconded by Heather and carried by majority consent of the Board approved. Diana abstained.

DMH Site Visit Update (Kelsey):

DMH/DSU staff are coming to the 6/30 Board meeting and the June meetings of the standing committees. This is part of CCBHC and redesignation process.

Director of Development – Raffle Info (Kate/Terri):

Terri noted that NKHS recently won an American Association of Suicide award at a national level.

Terri stated that the 988 trainings NKHS provides are given for free; however, there are no state or federal funds to continue those trainings. Kate and Terri are proposing a “trip raffle” that would run from 7/4 - 10/1 and the grand prize would be a trip to one of the following destinations: Cancun, Hawaii, Tahoe, or Jackson Hole. The Development team is asking for Board help to sell tickets. Kate is working with Windspire to organize this event. We need to sell 100 tickets to cover the cost, and only 400 tickets at \$25/per ticket will be sold. More information will be available later this month. The raffle is not open to the Board or staff but will be open to their families.

Kate noted that we are hoping to be a 100% donor Board. There are only a few Board members who have not made a commitment. A gentle reminder will be sent.

Health Insurance Renewal Update (Kelsey):

Staff have asked for lower cost health insurance options through comments on the survey and during other employee/leadership interactions. Our last broker didn't offer other options, but with the change to The Richards Group they have afforded that option. At the next open enrollment NKHS will be offering three plans to staff at various premium payment levels; all are self-insured options with CBA Blue and are new plan options for staff.

- First plan option is rated at 90% (gold): will have higher premium (co-pay plan)
- Second plan option is rated at 85% (same premium as the current plan and has an HSA option)
- Third option is rated at 80% (co-pay plan)

Open enrollment for 7/1 is for a 6-month plan and there will be another open enrollment for 1/1/2026 to align with other DA's and to be included in that captive plan. The Richards Group is coming on site to site this week to review the new insurance options with employees.

Finance Committee update (Kelsey):

The Finance Committee met last week and reviewed the April finance reports. April was a great financial month for NKHS, having a strong year overall with an expected year-end surplus of \$2 million. Several operational efficiencies have improved the budget; leadership continues refining the staffing levels for each program. The Finance Committee recommended the April reports for approval by the Board.

The Employee Retention Tax Credit (ERTC) first payment has been received. The total received was \$900k (this included \$200k in interest). There is a 10-year audit window for the ERTC. The Board and Leadership will determine how best to invest the money received such as an endowment or trust.

There was some discussion on how and where to invest these funds. There was also discussion around paying off other debt. Kelsey and Denis will do a debt study to see if we should buy some debt down.

April Finance overview:

April revenues were \$310k ahead of budget and \$722k ahead for the year

Expenses were \$349k below budget for April

There is a YTD \$2 million margin

Cash in the bank at \$15.05 million

\$205k invested in capital expenditures

The motion to approve the financial reports as presented was made by Jane. This was seconded by Lisa and carried by unanimous consent of the Board present.

FY 2026 Budget Review (Kelsey):

The FY 2026 State Budget provides a 2% increase, and the provider agreement is being finalized. There will be a cost-of-living adjustment for all staff: increase of \$1.25/hour for grades 1-8 and 2% for grades 9-15.

Health insurance renewal is \$5.2million

Cell phone costs of \$250k have been budgeted and are rolling out in Children's programs

Will have 14 June grads from DS, that program continues to grow
Mileage reimbursement will increase by \$.05/mile; still not at the federal rate (\$.70), mileage will be reimbursed at \$.64/mile
FY 2026 has an 8% projected increase in revenue, and a 100% hiring assumption
The item noted Executive Office for a \$75k budget includes the cost of consulting for technical data work/business development/revenue diversification

The FY26 budget will come to the Board for a vote next month.

Culture & Climate Survey Results (Greg Hessel, Consultant):

The results of this year's survey are available here: [2025 NKHS Culture & Climate Survey](#)

This year's survey had a 7% increase in participants from last year. Every variable saw improved scores over last year.

There was some discussion around the definition of "leadership" and Greg stated that the survey specifically noted who was in the SLT.

The survey data was broken down by the department/program and will have focus groups to address any areas of concern.

Jane noted that survey participation is done in good faith by the employees and that it's not meant to be a "gotcha" exercise, but rather to identify areas needing improvement and areas where the Agency is doing well. The survey was anonymous, and it is not known who specifically participated.

The survey results align with the strategic goals. A lot has been accomplished and Kari noted that this has improved drastically over the past few years, and work had been very intentional.

Conclusions/Recommendations

- ▶ Leadership and Communication continue to be leverage points to increase satisfaction.
- ▶ Progress was made on all the key questions when compared to 2024.
- ▶ While overall results for behavioral health improved, results for the children's team decreased, indicating that some attention may be needed there.
- ▶ Satisfaction with pay and benefits is a significant issue. Compensation also includes PTO and health benefits.
- ▶ Supervisory training may be a place to focus attention moving forward.

The Board thanked Greg for his detailed presentation of the survey results.

Executive Committee Update (Kari):

- The Executive Director evaluation is due and is underway. The Board will present the results and complete the evaluation with Kelsey on 6/30 at 9:15 am.
- DMH will be at the 6/30 Board meeting as part of the CCBHC and regular DA reaccreditation process.
- The 7/28 Board meeting location is TBD: however, it's likely to be held at the Cornerstone property.
- 8/14 is the Annual Picnic, a save-the-date will be sent to the Board.
- The Annual meeting is being held on 10/27 with lunch to follow at the East Side Restaurant.

Executive Director Updates (Kelsey):

Due to time constraints, no additional updates were presented.

Other business:

None

A motion to enter Executive Session to discuss employee concerns was made by Neila. This was seconded by Heather and carried by unanimous consent of the Board present. The Board entered executive session at 11:53 am.

A motion to exit Executive Session was made by Jane. This was seconded by Heather and carried by unanimous consent of the Board present.

The Board exited from Executive Session at 12:12 pm.

Kelsey provided a brief update and a client success story that was followed by additional kudos for clinical staff from both Stacy and Neila.

Having completed the agenda and lacking a quorum, the Chair adjourned the Board Meeting at 12:15 pm.

Respectfully submitted,

Signed by:

Jane Kitchel

6/11/2025

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Jane Kitchel

Board Secretary