

<b>Meeting</b>	Board of Directors		
<b>Date / Time</b>	November 24, 2025, 6:30 pm	<b>Location</b>	Port of Morrow, Sand Hollow Conference Room 2 Marine Dr NE, Boardman, OR 97818 Microsoft Teams
<b>Chair</b>	Janet Greenup	<b>Recorder</b>	Julie Baker
<b>Board Members</b>	<b>Present:</b> Russel Nichols, Stephen Munkers, Annetta Spicer, Jason Hanna		
<b>Attendees</b>	<b>Staff:</b> Bob Houser, Julie Baker, Jodi Ferguson, Rick Worden, Kirsten Espinola, Danielle Hoeft, LeAnn Wright, Jamie Houck, Lisa Spencer, Katelin Tellechea, Tina Montgomery, Natalia Wight, Staci Hedman, Dr. Emily Jack, Caroline Scrivner		
<b>Guests</b>	Eric Volk, WIPFLI		

**Mission**  
Bring essential health services to our rural communities that meet the unique needs of the people we serve.

**Vision**  
Be the first choice for quality, compassionate care, and lead the way in promoting wellness and improving health in our communities.

**Values**  
Integrity, Compassion, Quality, Respect, Financial Responsibility

Agenda Item	Minutes
<b>1. Call to Order &amp; Pledge of Allegiance</b>	Chair Greenup called the meeting to order a 6:40 pm
<b>2. Public Comment</b>	<ul style="list-style-type: none"> <li>Jonathan Tallman: Asked the Board to not make Executive Session decisions until another time</li> <li>Mike Hughes: Discussed the building of a helipad at Boardman Fire through in-kind donations, applying for grants and wanted to mentioned the opportunity, with a need of \$75,000.</li> <li>Brenda Proffit: City Council Member and resident, asked if Board had ideas on improving presence in Boardman, such as Occupational Health. She also asked about potential of Senior Living, similar to what is currently being offered in Heppner.</li> <li>Susan Booher: Discussed Occupational Health was done in the North end clinics in the past.</li> <li>Karen Pettigrew, Boardman: Discussed past donations to Columbia River Health. Houser addressed this, stating they would like to work and collaborate with CRH to provide services and not provide duplicate services. He will continue to meet with leaders at CRH and Good Shepherd.</li> <li>Sheryl Tallman: Discussed foot clinics in Boardman that used to occur. It was addressed this service has started again.</li> <li>Board member Russ Nichols: Stated that everyone realizes we are on the same page, the Board wants discussion to work together.</li> <li>Bob Houser, CEO: Stated the community can continue to share ideas for needs in Boardman by emailing the District at <a href="mailto:community@mocohd.org">community@mocohd.org</a></li> </ul>

<p><b>3. Approval of Meeting Minutes</b> A. October 27, 2025</p>	<p><b>MOTION:</b> Russ Nichols moved to approve the minutes for the October 27, 2025 meeting. Annetta Spicer seconded the motion. The motion passed unanimously by all Board members.</p>
<p><b>4. Presentation of Cost Report 2024-2025 – Eric Volk, WIPFLI</b></p>	<p>Eric Volk presented to 2024-2025 Cost Report for the District. <b>MOTION:</b> Russ Nichols moved to approve the 2024-2025 Cost Report as presented. Jason Hanna seconded the motion. The motion passed unanimously by all Board members.</p>
<p><b>5. Consent Agenda</b> A. CEO Dashboard – Bob Houser B. Quality Report – Dr. Seals C. EMS Stats – Bob Houser</p>	<p>A. Bob Houser discussed the CEO Dashboard (see packet), noting the improvement in the turnover rate and vacancy rate. He discussed two open positions with the District. Houser discussed Days Cash on Hand, stating the number is lower than he would like, but it is improving as of three weeks ago, adding the same with Days in A/R in Cerner.  Dr. Jack asked a question regarding total clinic visits on the CEO Dashboard, do they include behavioral health visits or not. Julie Baker responded these numbers only reflected visits with medical providers, not visits with BH providers or Medical Assistants. The Board requested to add Behavioral Health visits to the Dashboard totals.  B. No Quality Report presented this month.  C. Jodi Ferguson reviewed the EMS Stats (see packet).</p>
<p><b>6. Reports</b> A. CEO Update – Bob Houser B. Financial Report – Jodi Ferguson</p>	<p>A. Houser provided a CEO Update (see packet). He noted that Jeremy Filip, Lab Technical Supervisor had resigned as he was moving out of the area, Diana Sharp has been hired to fill this role starting in December 2025. He discussed the CEO position will be closing at midnight tonight (11-24-2025), as of this time there were 101 applicants. He will review applicants, narrowing approximately 40 to the second round, and continue to narrow down candidates, the Board will become involved in the review and interview process after they have been narrowed down more. Houser and the Board discussed key aspects of a strong potential candidate, they would like to see a candidate with experience in a Critical Access Hospital, Rural Health Clinic, willing to communicate with the public, be part of the community and collaborate.  Houser presented a Community Benefit Request from the Heppner Fire Department for a new AED. The Board discussed the request. <b>MOTION:</b> Annetta Spicer motioned to grant the request form the Heppner Fire Department for a new AED. Russ Nichols seconded the motion. The motion passed unanimously by all Board members.  Houser discussed he met Mary Killion with the Boardman Food Pantry to tour the MCHD Boardman Ambulance Hall for their use. which was approved by the Board in the October meeting. Their Board members and volunteers will be cleaning the building and they would like to be able to use all of the space as their temporary location, as Houser recommended.</p>

	<p><b>MOTION:</b> Annetta Spicer motioned to allow the District provide use of the entire space and utilities to the Boardman Food Pantry as their temporary location. Jason Hanna seconded the motion. The motion passed unanimously by all Board members.</p> <p>Houser provided an update on the upcoming MCHD Christmas party, which will be held on December 12, 2025 at the Gilliam &amp; Bisbee building in Heppner. The Board is encouraged to attend. Chair Greenup agreed to speak at the event.</p> <p>Houser updated the interior double doors located in the South corridor of Pioneer Memorial Hospital have been replaced. The outside will be replaced next. Chair Greenup requested a visitation.</p> <p>B. Jodi Ferguson presented the Financial Report (see packet). She noted the District did not need to draw on their available loan. Discussion held regarding losses and how bringing in new providers and services will have an effect on revenue.</p>
<p><b>7. Medical Staff Report</b></p> <ul style="list-style-type: none"> <li>A. Approve Staff Privileges – None</li> <li>B. Approve Staff Privileges - Appointment of:             <ol style="list-style-type: none"> <li>1. Shelby Payne, MD – Radiology</li> <li>2. Leonardo Campos, MD – Radiology</li> <li>3. Michelle Black, MD – Radiology</li> <li>4. Blake Hansen, MD – Radiology</li> <li>5. Jeremy Austin, MD – ER</li> <li>6. Emily Jack, MD – Family Medicine</li> <li>7. Lori Lammers, APRN- NP</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>A. None</li> <li>B. Bob stated staff privileges to review include four radiologists, one ER provider and two clinic providers. He noted Dr. Jeremy Austin, MD is pending Medicaid enrollment. Nichols stated he had no concerns with the files.</li> </ul> <p><b>MOTION:</b> Russ Nichols motioned to approve staff privileges as presented. Annetta Spicer seconded the motion. The motion passed unanimously by all Board members.</p>
<p><b>8. Old Business</b></p> <ul style="list-style-type: none"> <li>A. Church building has been listed with Sykes Realty in Heppner.</li> <li>B. Appointment of board committee to review final CEO applicants</li> </ul>	<ul style="list-style-type: none"> <li>A. Houser stated the building had been shown five times by Sykes Realty. The furnace had been recently looked at by All American Heating and Cooling.</li> <li>B. Houser asked the Board how they would like to proceed with appointment of a Board committee to review final CEO candidates. Discussion held by the Board.</li> </ul>

	<p><b>MOTION:</b> Russ Nichols nominated Janet Greenup and Jason Hanna to serve as the candidate review team for the CEO position. Annetta Spicer seconded the motion. The motion passed unanimously by all Board members.</p>
<p><b>9. New Business</b></p> <ul style="list-style-type: none"> <li>A. CEO Candidates</li> <li>B. Approval of ONA contract – To be discussed in Executive Session, voted on in open session.</li> </ul>	<p>A. Houser had reviewed the CEO candidate update in his CEO Report.</p> <p>B. Bob discussed the Oregon Nurses Association (ONA) Contract, stating it had been provided to the Board members. He added it can be discussed in Executive Session and voted on in Open Session. Houser said discussions with ONA started around January 2025. He said he had served on the current negotiating team with Sheryl Angel and Katelin Tellechea, and the negotiating team for ONA included Christine Houck (ONA), Kathleen Greenup and Kalah Barnett. He said both teams agreed to the terms stipulated in the agreement. It will be up for renegotiation June 30, 2027.</p> <p><b>MOTION:</b> Russ Nichols motioned to approve the Oregon Nurses Association Contract as presented. Jason Hanna seconded the motion. The motion passed unanimously by all Board members.</p>
<p><b>10. Executive Session</b></p>	<p>Chair Greenup called Executive Session to order at 7:48 pm under:</p> <ul style="list-style-type: none"> <li>A. Discussion of litigation or litigation likely to be filed. To be held under ORS 192.660(22)(h)</li> <li>B. Discussion of continued negotiations involving matters of lease agreement. To be held under ORS 192.660(2) (e).</li> </ul> <p>Members of the news media may attend Executive Sessions, with limited exceptions. News media are instructed not to report about what happened in Executive Sessions.</p>
<p><b>11. Return to Open Session</b></p>	<p>The Board returned to open session. No items were discussed or voted on.</p>
<p><b>12. Adjourn</b></p>	<p>With no further business to come before the Board, regular session adjourned at 8:06 pm</p> <p>Minutes taken and submitted by Julie Baker. Approved January 26, 2026.</p>

### Promise of Excellence

**Compassion:** Being motivated with a desire to assist patients and staff with empathy and kindness and committed to going the extra mile to ensure patients and staff feel comfortable and welcomed.

**Respect:** Recognizing and valuing the dignity and uniqueness of everyone. Respect creates a work environment based on teamwork, encouragement, trust, concern, honesty, and responsive communication among all employees and our patients.

**Integrity:** Encompassing honesty and consistently adhering to the principles of professionalism and accountability with our patients, fellow employees, and community partners. Integrity is at the heart of everything we do.

**Excellence:** Creating standards of performance that surpass ordinary expectations. We want to make this the place where patients want to come, our providers want to practice, and people want to work!