

# **Board of Directors**

## **Meeting Minutes**

**Friday, March 6, 2020**

**Bishop, CA – TIHP Conf. Center**



**TOIYABE**  
INDIAN HEALTH PROJECT

### **BOARD MEMBERS PRESENT:**

#### Big Pine Paiute Tribe of the Owens Valley:

- ☐ Virgil "Dave" Moose – TREASURER
- ☐ Cheryl Andreas
- ☐ Charlotte David, Alternate

#### Bishop Paiute Tribe:

- ☒ Brian Poncho
- ☒ Kristopher Hohag
- ☐ Allen Summers, Alternate

#### Bridgeport Indian Colony:

- ☒ Ervin Lent, Sr.
- ☒ Janice Mendez – VICE-CHAIRPERSON
- ☐ Vacant, Alternate

#### Fort Independence Indian Reservation:

- ☒ Marilyn Bracken
- ☒ Rick Maddux
- ☐ Lindsey Stine, Alternate

#### Lone Pine Paiute-Shoshone Reservation:

- ☐ Richard Button
- ☒ Robert Zucco – EXEC. MEMBER AT-LARGE
- ☐ Melvin Joseph, Alternate

#### Timbisha Shoshone Tribe:

- ☒ George Gholson – CHAIRMAN
- ☒ White Dove Kennedy
- ☐ Dora Jones, Alternate

#### Utu Utu Gwaitu Paiute Tribe:

- ☒ Joseph Saulque
- ☒ Geraldine Cady
- ☐ Jerold Blain, Alternate

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### **STAFF MEMBERS PRESENT:**

- ☒ Kori Novak, Chief Executive Officer
- ☒ Ethan Dexter, Chief Operations Officer
- ☒ Jernon Kelly, Chief Financial Officer
- ☒ Summer Frazier, Chief Medical Officer
- ☒ Susan Lovelace, Executive Assistant to the CEO

### **GUEST(S) PRESENT:**

## **I. CALL TO ORDER**

*Board Chairman, George Gholson, called the meeting to order at 9:12A.M.*

## **II. INVOCATION**

*An invocation was given by Janice Mendez.*

## **III. ROLL CALL**

Board Secretary, conducted roll call, establishing a quorum to conduct business with 10 Board members present. Kristopher Hohag arrived at 9:14a.

#### **IV. APPROVAL OF MEETING AGENDA**

Kori would like to add Dialysis to Exec. Session, Ethan Dexter will give the COO report and the email discussion will be added under new Business.

Brian Poncho would like to add operational concerns in Exec. Session. Brian would like to suggest to move Executive Session to the end of the meeting to make sure that healthcare is not minimized. Discussion was had on that Brian would like this item moved and why. Marilyn mentioned that usually these sessions are not as long as they have been. George mentioned we can minimize the first portion of the executive session and have two sessions. George stated we will go into the executive session for the 1<sup>st</sup> and 4<sup>th</sup> bullet and go into another executive session at a later time in the agenda, if necessary. Brian asked about a corona virus update which will be in the CEO report.

MOTION: *To approve the meeting agenda with changes.*

M/S/C: *Janice Mendez / Marilyn Bracken / Carried unanimously.*

#### **V. PUBLIC COMMENTS**

George mentioned that the Board does not respond to public comment and/or address questions.

*Francis Romero*

Francis Romero asked who knows the history of the clinic. Francis mentioned that seven women started this clinic and Francis does not know if the Board knows the history. Francis gave some history of the clinic and mentioned that we were doing good for our people throughout the valley. She does not see this happening now. This is not a clinic for us if we do not take care of the people. Francis would like some things looked into as she has heard some things and would like to know if this is true. Homes being bought for people and furniture bought. Money is being spent on gifts especially for Board members. There is a lot of travel and special meetings and she would like this proven that this is not true. Hiring spouses and special positions. Time was up and Francis would like more information on these issues. Brian Poncho wanted to allow Francis a Tribal Elder finish her public comment.

MOTION: *To let Francis continue to speak.*

M/S/C: *Brian Poncho / Joseph Saulque / Motion carried, with 3 opposed and 1 abstained.*

Francis would like to have an audit done. Francis did not know if the Executive Session was being recorded, which it should not be. There is a code of ethics that everyone should go by. Francis has a suggestion that doctors be on call to minimize emergency room visits. Are we ready for the virus? Francis wants to make sure that we do not forget the employees and wanted to know how they are treated. She does not think that this should be here for the benefit of the

Board this is here for the people. Ervin Lent, Sr. asked if this extension to speak is for everyone or just Elders? Francis also feels that if people are here to make public comment they should not get cut off.

*Leanne Stone Begay*

Leanne gave a short family history. Before this clinic Native people had to go to Schurz, NV. Since coming back to Bishop, she has heard a lot of things and that we are not helping our native people. Our native people that work here need to be treated with respect. Jobs should be open and public, she feels that we need to hire our native people, we shouldn't be hiring non-native people. She mentioned the name of the clinic and struggles of growing up native. Leanne mentioned that some people are more blessed than others and these people need to help the other people. Leanne mentioned that first we are tribal and second should be the money. She thinks that we need to have a write up in the clinic about the women that started the clinic. Kristopher Hohag mentioned that he did not realize that his grandmother started the clinic until he got on the Board and read the By-laws and Incorporation. He realizes that we need to keep in mind that this history needs to be told to new staff and they are aware of the history. Kris thanked these ladies for bringing up the history. Tina Stone mentioned that Dave swore there would be a memorial for the 7 ladies that started the clinic, which currently there is not.

*Tina Stone*

Tina mentioned that she is here putting her job in jeopardy. Joseph Saulque asked if staff/employee should be discussed and if staff are allowed to speak to the Board, as well as if this was in Executive session, which it is not. George Gholson stated that if staff choose to do so they do this at their own peril. Tina stated that she was advised by the Board Chairman of the consequences of her being a staff member and addressing the Board and she is well aware of what may/could happen as a result and it is her decision. Leanne Stone Begay stated that Tina's job should not be in jeopardy as she is a member of the Bishop Paiute Tribe and one of the descendants of the seven women that started Toiyabe. She asked how this could be dismissed, she stated that her grandma just spoke to her. Leanne stated that if fundings are being misused here that is money taken from our children and grandchildren as well as other Tribal members. Brian Poncho wanted to make sure that this time is not taken from Tina's speaking time. Tina talked to the Board about her grievance and is here risking her job. Tina mentioned that there are 65 people that could have been hired for jobs here. Tina stated that our Tribal members are educated and should be given the chance to be hired. She wants to make sure that our tribal people are being hired and that we are not just hiring the CEO's friends. George reminded Tina to not be disrespectful. Tina had Shawn speak about what he has done and he spoke about the Tribe's programs in regards to education.

Tina went into speaking about her grievance. Tina mentioned that the CFO did not do her job by getting a receipt from the CEO in a proper timeframe. George Gholson spoke about Tina making accusations in open forum and mentioned that Tina had her opportunity to speak to the Board at the Personnel Committee. George mentioned that we will not discuss personnel issues and if this continues he will clear the room. Tina stated that she has been written up for not separating checks and George mentioned that there is a process for grievances. George stated that any grievance for this issue has now been tainted. Tina was asking for the Board to not up-

hold the rulings on the grievances. Tina stated that her Auntie and Sister both just told the Board that they are here for us and Tina has been here for 28 1/2 years and has never been in trouble. Tina told the Board that they need to talk to Ellie as she has been treated badly in the finance department recently. George stated that this public comment is over and Tina kept talking regarding TIHP CEO hiring her friends and not following TERO, the law on our reservation. Tina stated that she will not stand by anymore and had been here through Dave, Rick and now Kori. Tina stated that it takes the Board to stop this. George cleared the room, taking a break.

## **VI. GUESTS**

None

## **VII. APPROVAL OF MEETING MINUTES**

Brian Poncho mentioned that under number IX. There is a mistake and Janice's name should not be there.

Friday, February 7, 2020

MOTION: *To approve the meeting minutes for Friday, February 7, 2020 with one change.*

M/S/C: *Brian Poncho / Marilyn Bracken / Carried unanimously.*

## **VIII. UNFINISHED BUSINESS**

None

## **IX. TRIBAL CORRESPONDENCE**

None

## **X. INTERNAL CORRESPONDENCE**

None

## **XI. EXECUTIVE SESSION**

MOTION: *To enter Executive Session at 10:23 am.*

M/S/C: *Marilyn Bracken / Geraldine Cady / Carried unanimously.*

Board By-laws

Meeting Response

IHS Update

## Operations discussion (including CFO and COO)

MOTION: *To exit Executive Session at 1:43 pm.*

M/S/C: *Marilyn Bracken / Janice Mendez / Carried unanimously.*

## **XII. CEO REPORT**

*Kori Novak*

Kori reviewed her report. Mentioning internal Corona Virus updates and updates to all the Tribes, including posting and signage inside the building. We have put the masks behind the desks as people are taking them due to the shortage. In March the CEO is representing Toiyabe at the NIH Brain Health Symposium, Coleville lease there is no change at this time, Keck School of Medicine is getting ready to make a site visit and rotations are being discussed. We are still working with City of Hope and Keck School of Medicine, we are moving in the direction of doing radiation and therapy as NIHD does not have the equipment. Brian Poncho stated that Bishop Paiute Tribe has reached out to get information regarding Corona Virus, which we have been sending to all the Tribes. Brian also asked what is our plan, which the CEO mentioned that we have an infection control plan and our infection control nurse has been working on implementing this plan. George stated that this is not a deadly virus for healthy people, but if you are immune compromised it is not a good outlook. The CEO stated that the Elder's program is distributing information. Brian feels that there is not enough information coming from Toiyabe, however it was stated that Toiyabe cannot distribute literature to every Tribal entity, that would be up to each individual Tribe to disseminate information from Toiyabe. It was asked who is sending this to Big Pine, which it is being sent to the Tribal Chairman of the Big Pine Paiute Tribe. Janice would like to recommend that we also send this information to each Board member to insure the Tribe is receiving the information. Val Goodwin from the audience stated that masks should be available, which they are when patients ask. Val went on to argue the point of the masks being out in the open, which Toiyabe cannot do as they are being taken by the box. Argument was had and the Board decided to go back into Executive Session with the recorder running so the Board could get through the meeting.

MOTION: *To enter Executive Session at 2:01 pm.*

M/S/C: *Marilyn Bracken / Robert Zucco / Motion carried with two opposed.*

MOTION: *To exit Executive Session at 2:14 pm.*

M/S/C: *Janice Mendez / Marilyn Bracken / Motion carried with two opposed.*

MOTION: *To close the meeting to the public.*

M/S/C: *Robert Zucco / Janice Mendez / Motion carried with one opposed.*

MOTION: *To approve the CEO Report presented by Kori Novak.*

M/S/C: *Robert Zucco / Marilyn Bracken / Carried unanimously.*

## **XIII. COO REPORT**



*Ethan Dexter*

Ethan reviewed his report. Mentioning the encounter numbers. Dental in Coleville has been accommodating more patients, we have had one interview for a Dentist, the Lone Pine dentist is now seeing patients two days a week for the time being. Geraldine Cady asked about the now show rate and why it is still so high, what are we doing to get this down to a more reasonable number. Ethan is looking into ways to mitigate this problem. In medical we are calling the appointments and we need to do more calling in dental and Ethan is looking into this issue. We are looking into ways to make the departments more productive and possibly triple booking. In dialysis we are still serving travelers, we do also have an isolation room for the needs during the covid crisis and when patients come in from traveling. This is a precaution at this time. Family services we are looking into how to expand services and how this can be accomplished. Public Health is having informational booths for the public. We are recruiting for a dialysis facility administrator. Pharmacy numbers are up and the cash and carry program is on hold. We are looking at a new EHR system, to which Brian asked where is the follow up on medications being ready to be picked up, it would have been nice to have received a call to get this taken care of. The CEO stated that this is a manpower issue and is currently up to the patient to keep track of their medication. It would make sense to have the pharmacy receptionist inform the patient of the status. Some of this should be fixed with the change over to a new system in the future. We had one complaint and two compliments, the Board would like to know more information on these in the future.

MOTION: *To approve the COO Report presented by Ethan Dexter.*

M/S/C: *Geraldine Cady / Marilyn Bracken / Motion carried.*

#### **XIV. FISCAL REPORT**

*Jernon Kelly*

Jernon reviewed the Fiscal Report, mentioning we are at 33% of the year and have made only 15% of our revenue. Jernon has provided a more detailed Board expenses ledger at the request of Richard Button. We are down from last year in revenue. Joseph Saulque asked about the 9 million negative number and Jernon will look into this number, she stated that we are not 9 million in the hole and will get more accurate numbers at the next meeting.

MOTION: *To approve the Fiscal Report presented by Jernon Kelly.*

M/S/C: *Joseph Saulque / Marilyn Bracken / Carried unanimously.*

#### **XV. NEW BUSINESS**

None

#### **XVI. EXTERNAL BOARDS REPORTS**

California Area Tribal Advisory Committee (CATAC)

Ervin reported on the CATAC meeting. They discussed COVID-19 and the recommendations to wash your hands and stay away from people. Ervin stated that they did not have much information or a plan in place to prevent the spread of the virus. They said that they would look into it and look into funding. This virus came from a research facility and the open market in China. 80% of the people that contract the virus do not die. Vaccines are 8 to 10 months away. Desert Sage Facility was discussed and that they are taking both male and female patients. Ervin mentioned the 105L leases and that this will be discussed at the Tribal Consultation, CHAP was discussed and it may be fully adopted in the future. Brian would like 105L leases added to the next meeting agenda.

MOTION: *To approve the CATAC Report presented by Ervin Lent, Sr.*  
M/S/C: *Robert Zucco / Rick Maddux / Carried unanimously.*

#### California Rural Indian Health Board (CRIHB)

No report meeting is next week

#### California Indian Manpower Consortium (CIMC)

The next meeting is

#### XVII. ACTION ITEMS

##### Consent Memorandum – Board Committees Report.

MOTION: *To approve the Consent Memorandum*  
M/S/C: *Robert Zucco / Marilyn Bracken / Carried unanimously.*

Joseph Saulque mentioned a call that was made for his granddaughter and that she had to go to the emergency room. This could have been resolved if we had an on-call doctor. He wanted to complain and see why we do not have the doctor meet the patient at the clinic after hours any more. This is also a privileging issue and we do not have a doctor privileged with NIHD.

#### XVIII. NEXT SCHEDULED MEETING

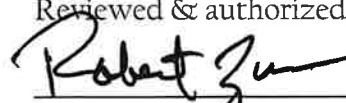
It was noted that the next scheduled meeting will be, Friday, April 3, 2020 @ 9:00 A.M. in Bishop, CA.

MOTION: *To adjourn the meeting.*  
M/S/C: *Marilyn Bracken / Geraldine Cady / Carried unanimously; the meeting thusly adjourned at 3:11P.M.*

Respectfully submitted,

Susan Lovelace  
Recording Secretary

Reviewed & authorized by:



Robert Zucco  
Secretary, TIHP Board of Directors