

**Northeast Michigan Community Mental Health Authority Board
Board Meeting – December 11, 2025**

- I. **Call to Order**
Vice Chair Lloyd Peltier called the meeting to order in the Board Room at 3:00 p.m.
- II. **Roll Call and Determination of a Quorum**
Present: Bob Adrian, Bonnie Cornelius, Jennifer Graham, Lynnette Grzeskowiak, Charlotte Helman, Lloyd Peltier, Terry Small, Lauren Tompkins
Absent: Dana Labar, Eric Lawson, Kara Bauer LeMonds
Staff & Guests: Morgan Allen, Carolyn Bruning, Rebekah Duhaime, Erin Fletcher, Cheryl Kuch (Teams), Nena Sork, Kara Steinke, Jen Walburn, Jennifer Wieczorkowski
- III. **Pledge of Allegiance**
Attendees recited the Pledge of Allegiance as a group.
- IV. **Appointment of Evaluator**
Charlotte Helman was appointed as evaluator of the meeting.
- V. **Acknowledgement of Conflict of Interest**
No conflicts of interest were acknowledged.
- VI. **Information and/or Comments from the Public**
None were presented.
- VII. **Approval of Minutes**
Moved by Charlotte Helman, supported by Terry Small, to approve the minutes of the November Board meeting. Motion carried.
- VIII. **Consent Agenda**
Moved by Bob Adrian, supported by Lynnette Grzeskowiak, to approve the December Consent Agenda.
- IX. **Educational Session: Behavioral Health Home (BHH)**
Morgan Allen provided the Board with an overview of the BHH program. Their main goal is care coordination between mental and physical health. They work with individuals to set them up with a primary care provider and make sure appointments are made for other healthcare providers (podiatrist, ophthalmologist, dentist, etc.). There are currently 122 individuals enrolled in BHH, up from 38 two years ago. Individuals must have full Medicaid and a qualifying mental health and physical health diagnosis to be enrolled in BHH. BHH staff provide whole health education to enrollees and support them with their health goals.
- X. **2025 Staff Survey Results with Cheryl Kuch from Rehmann**
Cheryl Kuch presented the 2025 Employee Engagement Survey results to the Board. The Agency's data was compiled by Gallup and compared to national data. According to Gallup, 30% of the current workforce in the US and Canada is actively engaged. The Agency's percentage increased this year, surpassing Gallup's average at 41%. 43% are not engaged ("quiet quitters") and 16% are actively disengaged ("loud quitters"). The Agency's response rate for 2025 was 45%, which is the lowest turnout over the three years Rehmann has been administering the survey. The base 12-question survey from Gallup, ranked on a 1-5 scale, had a grand mean of 3.81 for 2025, which is up from the original score of 3.70 in 2023 and 3.72 in 2024. Cheryl provided samples from open-ended questions and shared that staff focus groups will be the next step.

XI. December Monitoring Report

1. Grants or Contracts 01-011

The Board reviewed the monitoring report and did not have any questions or concerns. Nena thinks the current policy serves its purpose and meets the needs of the organization.

XII. Executive Director's Contract

The Board received a handout regarding the proposed salary for the Executive Director's new three-year contract. Lloyd reviewed the comparisons between the Executive Director's current salary and what Executive Directors at comparably sized CMHs are making. Nena's current salary is 15% below the salary average. Eric Lawson and Lloyd discussed how to bring the salary up to the average with Nena, and they would like to make a 5% adjustment in the first year and a 3% adjustment in the second year. Per the contract, she would also receive cost-of-living-adjustments as staff receive them. Nena has worked to increase staff salaries to the average and had to do so in steps, so she feels it is right to increase her salary in steps, as well, and not all at once. Board members discussed that they would have liked to have more time to review the terms of the contract, rather than receiving the information for the first time right before having to take action.

Moved by Jennifer Graham, supported by Lauren Tompkins, to approve the Executive Director's contract for October 1, 2025 – September 30, 2028. Roll Call: Ayes: Bob Adrian, Bonnie Cornelius, Jennifer Graham, Lynnette Grzeskowiak, Charlotte Helman, Lloyd Peltier, Terry Small, Lauren Tompkins; Nays: None. Absent: Dana Labar, Eric Lawson, Kara Bauer LeMonds. Motion carried.

XIII. Board Policies Review

1. Grants or Contracts 01-011

The Board reviewed the policy and did not note any necessary revisions.

2. Board Member Recognition 02-011

No revisions were requested.

3. Board Member Orientation 02-015

The Board reviewed the suggested revisions, which included corrections to module titles and updates to bring procedures up to date.

Moved by Lynnette Grzeskowiak, supported by Jennifer Graham, to approve the revisions to the Board Member Orientation Policy. Motion carried.

XIV. Linkage Reports

1. NMRE Board

The November and December NMRE Board meetings were combined. There was continued discussion of Northern Lakes CMHA and the lawsuit/hearing.

2. Advisory Council

Lloyd reported it was a great meeting, and they had a quorum for the second time in a row. They had a presentation on court ordered mental health treatment that Lloyd would like to see presented to the Board.

XV. Operations Report

Erin Fletcher reported on operations for the month of November. There were 25 crisis contacts and 44 prescreens were completed. Of those, 18 individuals were admitted to the hospital, including 3 children. The total of unduplicated individuals served for the month of November was 916.

XVI. Board Chair's Report

1. Review Board Bylaws

The Board reviewed member questions regarding the bylaws, but no revisions were deemed necessary.

XVII. Executive Director's Report

Nena reported on her activities for the last month, including chairing the CMHA Member Services Committee and attending the CMHA Contract and Finance meeting. She had an interview with The Alpena News regarding the lawsuit which has since been published in the paper. Kara Steinke has been working to deliver Carter Kits to the schools, and Nena went with her to deliver 55 kits to the AMA School District. Carter Kits contain items to assist with keeping children and adults with autism spectrum disorders safe and supported in differing situations. Every school in the catchment area has now been provided with eight kits. The kits were given out to law enforcement and fire/EMS about five years ago.

Nena provided an update on the lawsuit, as the hearing occurred downstate earlier this week. She gave her testimony on Monday. Those who attended the hearing are hopeful the result will benefit the CMHs and that the hearing went favorably for them. They believe the judge understands the region's position and concerns, and his decision should be released soon.

XVIII. Information and/or Comments from the Public

Nothing was presented.

XIX. Information and/or Comments for the Good of the Organization

Jennifer brought up a question regarding the section in the bylaws about the Nominations Committee. Nena and Rebekah will bring proposed revisions to the next meeting.

XX. Next Meeting

The next meeting of the NeMCMHA Board is scheduled for Thursday, January 8, 2025, at 3:00 p.m.

1. January Agenda Items

The proposed January agenda items were provided.

XXI. Meeting Evaluation

Charlotte reported that she felt Board members came prepared and everyone was actively engaged with meaningful conversation. She was satisfied with what the Board accomplished, and she looks forward to hearing about more programs during educational sessions. She would have liked more time to review Nena's contract and look at the salary data.

XXII. Adjournment

Moved by Terry Small, supported by Lynnette Grzeskowiak, to adjourn the meeting. Motion carried.

This meeting adjourned at 4:52 p.m.

[Signed by Bonnie Cornelius on February 12, 2026]

Bonnie Cornelius, Secretary

[Signed by Lloyd Peltier on January 8, 2026]

Lloyd Peltier, Vice Chair