

NORTH CENTRAL COMMUNITY SERVICES PROGRAM EXECUTIVE COMMITTEE MEETING MINUTES

September 10, 2021

3:00 p.m.

Wausau Board Room

Present: X Kurt Gibbs EXC Deb Hager X Lance Leonhard
X Robin Stowe X Cate Wylie

Staff Present: Jarret Nickel, Dr. Rob Gouthro, Janelle Hintz, Marne Schroeder, Jennifer Peaslee, Jessica Meadows

Staff Present via Phone: Tom Boutain, Bobby Splinter, Zach Ziesemer

Others Present via Phone: Mike Heilmann, WSAW Channel 7

Call to Order

- Meeting was called to order at 3:05 p.m. by Chair Gibbs.

Public Comment

- None

Approval of the August 19, 2021 Executive Committee Meeting Minutes

- **Motion**/second, Leonhard/Wylie, to approve the August 19, 2021 Executive Committee Meeting Minutes. Motion carried.

Review of 2020 Tri-County Agreement

- Discussion of organizational options
 - a. One of the 7 items identified by the Board in closed session in January was to have options to address. Mr. Phillips edited the Joint County Agreement and provided it to the Executive Committee for review and discussion. (The edited agreement will need Corporation Counsel review.) The original Agreement spoke in terms of having a governing body, board of directors, and delegated authority to the Executive Committee. It also identified certain retained county powers.

Option 1:

 - The Executive Committee will exercise authority separate from the Board of Directors and be the superior body.
 - The Executive Committee is apprised of the 3 counties and the Board chair.
 - Statutes are not completely clear on what the governing body should do according to the law. The Executive Committee will have decision-making responsibility and the Board of Directors will have distinct 51.42 Board responsibilities.

Option 2:

- ♦ Continue with the NCCSP Board of Directors as the governing body and delegate responsibility to the Executive Committee.
- ♦ The issue is the accountability back to the counties with decisions that impact the counties.

Option 3:

- ♦ Needs clarification/approval from DHS regarding State Statutes 59.52(7) to create more of a multi-county department of community programs which would set up North Central Health Care (NCHC) like a single county administrative coordinator.

- b. Discussion included:
 - ♦ Continued statutory responsibility of the 51.42 Board composed of the three partner counties.
 - ♦ Option 1 makes the distinction between the Executive Committee as the governing body which is separate and distinct from the 51.42 Board.
 - ♦ Option 3, if approved by DHS, is a greater role at an administrative level in each of the three counties and the administrative positions would take the place of the governing body.
 - ♦ Marathon County indicated they do not want to run NCHC but to retain the three-county partnership.
 - ♦ Chair Gibbs, in discussions with Atty. Phillips, feels the three counties deserve an explanation of the last 6 months and in context can prepare recommendations to the respective county boards. They do not want this to happen again and to get back to business of NCHC.
 - ♦ To allow continued success of NCHC it will be important to identify clear delegation of authority and role clarity and remove the impossible task of answering to 4-5 governing authorities.
 - ♦ Options 1 or 3 are preferred; Option 3 cannot be considered until response is received from DHS.
- Provide direction to counsel on organizational options
 - a. Committee members concurred that Atty. Phillips will prepare an organizational chart and summary, to include why restructuring is being considered, by October 1 for review prior to presentations to County Boards.
 - b. Potential timing to present to County Boards:
 - ♦ Lincoln and Langlade Administrative Committees – October 6
 - ♦ Marathon County Health & Human Services Committee – October 6

Discussion and Possible Action on Hiring Process for Interim and/or Permanent Executive Officer

- Leonhard distributed a memo regarding possible options available relative to performance of Interim CEO duties during recruitment planning and execution.
- J. Meschke has expressed interest and willingness to continue in the additional capacity of Interim CEO. To help support the dual role, the addition of an Accounting and Grant Manager position is being requested. The new position would work with grant management and reporting, work with operational leaders to seek out new opportunities, and feels the position will pay for itself in seeking out new grants.

- External resources that could be explored in the search for an interim or permanent CEO are with the American College of Healthcare Executives (ACHE) that represent government health institutions, Wisconsin County Human Service Association (WCHSA) that also represents government health institutions, private consultant and staffing resources which would be more costly, and non-affiliated resources consisting of individuals who may be interested in providing consulting services.
- Committee members felt it important to have consistency moving forward. J. Meschke provides that consistency and stability to the organization. The committee expressed full confidence in her abilities and fully supports her in the Interim CEO role.
- Committee members expressed desire to resolve the Tri-County Agreement issue and shift to Executive Committee authority before moving forward on a hiring strategy. External recruiting assistance may help in understanding the needs of the organization during recruitment.
- The Committee agreed to recommend to the Board to continue to support J. Meschke in the Interim CEO role and the addition of the Accounting and Grant Manager position.

Discussion and Possible Action on Internal and External Communication Strategies

- Desire of the committee is to provide a clear message to the Executive Management Team, NCHC employees, and community that we want to support and maintain the same level of service we have seen from NCHC as we transition to the next CEO or director.
- The message needs to be factual so there is no disruption in services, the mission remains important, staff know they are valued, and the organization remains strong.
- Members reinforced their commitment to the organization, taking their responsibilities seriously, and to put in correct procedures and barriers.
- Committee agreed that the Board Chair and Interim CEO will together, send a communication to include the commitment and relationship of the three counties remains strong, the Board has confidence in J. Meschke, the Executive Management Team and staff. A bi-weekly message as progress proceeds was recommended.
- Committee discussed the Executive Committee meeting with each of the 3 County Boards to provide clarity that the Tri-County Agreement will be revised to strengthen the partnership and commitment. Committee agreed they would like to do this in October with the additional documents being prepared by Atty. Phillips.

Discussion on B. Bliven Resignation

- Marathon County is the appointing authority for the vacancy on the Board. Any contacts you believe would serve well should be directed to complete the online application.

Announcements

- John Breske, appointed to the NCCSP Board as a Langlade County Board member, is moving out of district and will no longer be on the County Board. Therefore, Langlade County will be appointing another representative to serve on the NCCSP Board.
- Next meeting of the Executive Committee is scheduled for Sept. 23, 2021 at 3:00 p.m.

Adjourn

- **Motion**/second, Leonhard/Stowe, to adjourn the Executive Committee meeting at 4:23 p.m. Motion carried.