



**WHITE RIVER HEALTH DISTRICT
DESCHUTES RIM HEALTH CLINIC
BOARD OF DIRECTORS MEETING
NOVEMBER 20, 2025 MEETING MINUTES**

1605 GEORGE JACKSON RD.
PO BOX 219, MAUPIN OR 97037
www.deschutesrimhealthclinic.org

NOV 20, 2025

BOARD MEMEBERS PRESENT: David Farris, Allison Bechtol, Melissa Napoli, Laurie Barnes

BOARD MEMBERS ABSENT:

DRHC: Lindsay Roper

GUESTS: Lisa Gambee, Medy & Tom Gantz, Megan Isom, June Rickman

I. CALL TO ORDER: The meeting was called to order at 5:01 pm by the Chair, David Farris

II. PUBLIC COMMENT: Lisa Gambee introduced herself. Lisa has volunteered to work with the Board on special projects (Marketing and Communications, maybe Budget Committee).

III. CONSENT AGENDA

- A. Minutes from October 23, 2025, Regular Board Meeting minutes were reviewed as were the Financials from October 2025. There being no corrections or questions, Melissa Napoli moved to approve the Consent Agenda. David Farris seconded. All ayes. Motion carried.

IV. NEW BUSINESS

- A. Official Compensation Package for (Public) Employees: Lindsay presented the policy. Allison Bechtol moved to approve the Policy. Melissa Napoli seconded. All ayes. Motion carried.
- B. Review/Update Organizational Chart: Lindsay presented an updated version of the Organizational Chart that details the reporting structure. After discussion, the Chart will be revised slightly to reflect that the Clinicians report mutually to the Clinic Administrator and Board. This allows the Administrator to oversee day-to-day operational efficiencies/issues. Allison Bechtol moved to approve the Organizational Chart with the noted update. Melissa Napoli seconded. All ayes. Motion carried.

V. OLD BUSINESS

- A. Introduction Plan for Jennifer Lombardi, FNP: Allison, Melissa and Lindsay drafted a plan for the month of December and early January with ideas on opportunities to introduce Jennifer to S. County. Allison presented the Plan.

David shared that he has connected with One Community Health who currently sends a Mobile Medical Unit to our school. They are very interested in coordinating with our clinic. This will be part of our roll out plan for Jennifer.

David also suggested a more formal meet and greet potentially in January, where we might be able to get an "entity" to sponsor the event. David will also be sending an announcement to the city for their newsletter and to the paper.

Lisa Gambee asked, "how soon can Jennifer begin to see patients?" David explained that we are working on and waiting on insurance approvals (credentialing). Target date is early January 2026.

- B. Strategic Planning Session Debrief:

- a. Held on November 8th. Well attended. Accomplished a lot. Good start. Final report from SDAO facilitators will be out soon.
- b. Vision, Mission, Values: Lisa Gambia volunteered to lead a group to revise our V/M/V. Lindsay will assist in setting up a time. Group will be clinic employees, clinicians, and several board members.
- C. Review Budget/Proforma: Lindsay went through Proforma projections. It is very apparent that we will require additional funding by mid-2026, mostly due to our payor mix i.e. low reimbursement from Medicare and Medicaid that make up most of our patient mix. Foundation focus will be on grant opportunities. A grant writer would be most helpful! Also working with others such as the South Wasco Alliance (SWA) who may provide opportunities for us to partner with their efforts on grants.
- D. Recruitment of Providers:
 - a. Dentist: No update
 - b. Dermatologist: Dr. Amy Snow, with Project Happy Face is coming quarterly providing care for free. Next visit is 12/16. David asked Lindsay to research our ability to bill insurance on her behalf.
- E. Update on Foundation: Laurie Barnes, Don Jacklin and Keelia Carver were voted onto the Foundation Board. David will continue to chair the Foundation Board at this time.

VI. UPDATES

- A. Clinic: Lindsay's presented her Clinic Administrator Report
- B. Board: Melissa will send agenda and take minutes in December

VII. COMMUNICATIONS: None

VIII. ADJOURNMENT OF REGULAR BOARD MEETING: David Farris, Board Chair, adjourned the November 20, 2025 Regular Board Meeting at 6:54pm.

Signed by:
ATTESTATION:
Dr. David Farris
Signed by:
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David Farris, Board Chair
Allison Bechtol
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Allison Bechtol, Board Secretary

