

CALL TO ORDER	Northern Inyo Healthcare District (NIHD) Board Vice-Chair Lent called the meeting to order at 9:00 am.
PRESENT	David Lent, Vice-Chair Maggie Egan, Secretary Laura Smith, Treasurer Jean Turner, Member at Large  Christian Wallis, Chief Executive Officer
ABSENT	Melissa Best-Baker, Chair
TELECONFERENCING	Notice has been posted, and a quorum participated from locations within the jurisdiction.
PUBLIC COMMENT	Vice-Chair Lent reported that at this time, audience members may speak on any items not on the agenda that are within the jurisdiction of the Board.  <b>Public Comment:</b> None
ROLES AND RESPONSIBILITIES	Consultant Jacob Green presented on governance structure and alignment, explaining that the board defines organizational direction while the CEO and staff are responsible for execution. He emphasized best practices, including acting only as a body in public meetings, maintaining clear boundaries with staff, and building alignment to support effective CEO evaluation and organizational success.  <b>Public Comment:</b> None.  <b>Board Discussion:</b> Board members discussed community trust, governance roles, and public perception of hospital services, with differing viewpoints on the extent of mistrust and factors influencing patient decisions. The discussion underscored the need for consistent communication, stability, and unified leadership.
VISION, MISSION, GOALS/OBJECTIVES, VALUES	Consultant Jacob Green presented a framework for aligning vision, mission, and organizational goals with the CEO performance evaluation process, emphasizing that clear priorities must be established before evaluating performance. He introduced a draft vision and mission statement, along with key goals focused on service delivery, staff development, community trust, and fiscal sustainability.  <b>Public Comment:</b> None.  <b>Board Discussion:</b> Board members discussed revisions to the draft vision and mission statements, including adding “compassionate” care, concerns about emphasizing community trust, and removing limiting language such as “within district

boundaries.”

OVERVIEW OF THE CEO  
PERFORMANCE  
EVALUATION PROCESS

Consultant Jacob Green outlined a structured, five-step process for CEO performance evaluation, emphasizing that evaluations must be based on clearly defined and board-adopted goals, priorities, and measurable criteria. He highlighted a simplified evaluation approach using agreed-upon criteria, along with a supplemental “one-off” feedback document to capture individual board member input while maintaining alignment and fairness.

**Public Comment:** None.

**Board Discussion:**

Board members expressed support for the simplified and structured evaluation process, noting it would be more effective and less burdensome than prior approaches. There was general agreement that aligning expectations in advance would improve clarity, fairness, and communication between the board and CEO.

PUBLIC COMMENT ON  
CLOSED SESSION ITEMS

Adjournment to closed session for: Public Employee Performance Evaluation pursuant to Government Code § 54957(b)(1) Chief Executive Officer: Christian Wallis

RETURN TO OPEN  
SESSION

There was no report from closed session.

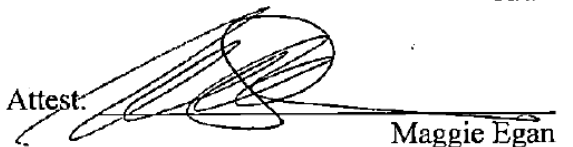
ADJOURNMENT

Adjournment at 11:20 am.



Melissa Best-Baker  
Northern Inyo Healthcare District  
Chair

Attest:



Maggie Egan  
Northern Inyo Healthcare District  
Secretary