

Spring  
2023

# Nimiipuu Health

GENERAL COUNCIL REPORT



# Nimiipuu Health

of the Nez Perce Tribe



tá'c léeheyn Nez Perce Tribal Members and Guests:

On behalf of Nimiipuu Health (NMPH), I would like to welcome and thank you for attending the 2023 Spring General Council. For those that cannot attend in person, our report is available electronically on the Nimiipuu Health website. NMPH has formally rolled out our new website, please visit and navigate the new site at your leisure and let us know if improvements can be made, we welcome suggestions and solutions. We have shared the new website on all our social media platforms (Facebook and Instagram at Nimiipuu Health). We are currently working on a list of email addresses of current active patients that do not wish to participate with social media platforms. I look forward to sharing meaningful information within our booklet as well as in person during the NMPH Report at the 2023 Spring General Council.

Nimiipuu Health is making progress with structural development. We recently had a groundbreaking ceremony for our Assisted Living Facility (ALF) on April 20, 2023. We were able to get a one million dollar grant from USDA Rural Development, U.S. Department of Agriculture with the State of Idaho, the funding will assist with the building construction, and within the ALF building we will be adding a two room wing as COVID-19 Pandemic response, for separation of patients impacted by COVID-19 or when isolation is necessary.

Nimiipuu Health would like to take the time to thank the Nez Perce Tribe – Executive Direction Department, and the Nez Perce Tribal Enterprises Executive Office staff for their help during the ALF groundbreaking, we really appreciate the staff designated to help with setup, take down, refreshment coordination, and the planning of the details to make the event well organized and successful. Several Nimiipuu Health staff provide direct care for patients, which does not allow us to pull staff from direct patient care.

Our Nimiipuu Health team is growing, and we are expanding with programs and staff. We have new staff in the Medical, Pharmacy, and Environmental Services. Employees are completing higher education goals and are happy to serve the Nimiipuu Health patient population, we have staff enrolled in certification programs and we have recently hired another Nez Perce tribal member – Pete Cunningham, Certified Physician Assistant (PA-C). He is a Lapwai High School Alumni and grew up here on the Nez Perce reservation. We continue to work with the Executive Team of the other tribal entities, we meet twice a month to discuss the workflows of our departments, current projects, and evaluate internal processes to make services better for the tribal membership and patients of Nimiipuu Health.

We are currently in our FY2022 Financial Audit process, we hope to have no significant findings, if we do, we will address them promptly. We have a history of seven consecutive years of financial audits with no significant findings. As a reminder, in March 2022 we had our required Accreditation Association for Ambulatory Health Care, Inc (AAAH) review, we successfully demonstrated our substantial compliance with AAAHC Standards. The AAAHC Accreditation Committee continues to recommend Nimiipuu Health for a full accreditation term, beginning March 1, 2022 and ending March 31, 2025. We will be initiating some in depth critical Quality Improvement Projects this year, and we will be requesting Nimiipuu Health patient cooperation. This will allow us to provide a thorough evaluation and define the expectations of care.

NMPH recently conducted the patient satisfaction survey and shared the results with the Managers. A follow-up was shared informing the Managers of the overall comments documented specific to each department. If any issues were identified, Managers were requested to address them and note how to improve the current services. We also utilized the patient comments, identifying any that shared a common theme of concern by patients.

NMPH has recently reinstated our Utilization Review Committee (URC) which was utilized when we had priority one and priority two cases. After participating in a few Circle of Elders meetings, and hosting the first set of round table discussions in the three communities this past quarter, we have identified the need to provide some education to our patients of what Direct Care only receives to being Purchased/Referred Care (PRC) eligible. Also, to share with our tribal membership that any individual who is a decedent of a federally recognized tribe is eligible for Direct Care only. This is where the newsletter is important to relay information and share public events with those that do not use our social media platforms. So please complete a survey at the Nimiipuu Health booth to provide your email information, and/or mailing address for hardcopy items.

I had hoped for our Nimiipuu Health Strategic Plan to be updated for Spring 2023, however with NPTEC having work sessions for their strategic plan, we need to add items to our list to fulfill their goals and objectives within our role and responsibility.

Again, thank you for the continued support and I look forward hearing recommendations of how we can improve.

Kind Regards,



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# **Actions Approved by The Nez Perce Tribal Executive Committee October 2022- April 2023**



## **Budget & Finance Sub-Committee**

Chairman – Quintin Ellenwood, Vice Chairman - Liz Arthur-Attao

Members -Rachel Edwards, Ryan Oatman, Tonia Garcia, Shirley Allman, Shannon Wheeler

### **October 2022**

J & J Painting Services, LLC Proposal

### **November 2022**

NMPH Christmas Bonus for NMPH Employees

Increase Direct Contract Support Cost Budget in the amount of \$50,000.

NMPH Financials for month ending October 2022

Definitive Landscaping & Concrete Contract for snow removal & sanding

Direct Contract Support Cost Policy approval

### **December 2022**

HRSA Rural Opioid Overdose Response Grant application in amount of \$298,518.

### **January 2023**

NMPH Financial for month ending November 2022

Indian Health Service Special Diabetes Program for Indian 5-year grant in amount of \$250,658.00 per year

### **March 2023**

FY 2023 Funding for Maintenance & Improvement in amount of \$255,545.00.

NMPH Financials for month ending December 2022

### **April 2023**

NMPH Financials for month of January 2023

Contract Amendment with Great Floors Commercial Sales in the amount of 44,024.83.

## **Human Resources Sub-Committee**

Chairman – Rachel P. Edwards, Vice Chairman – Ryan Oatman

Members – Liz Arthur-Attao, Mary Jane Miles, Quintin Ellenwood, Shirley J. Allman, Tonia Garcia

### **October 2022**

Appointment and Privileges for Tyler Cowart, Pharmacist

Reappointment and Privileges for Kiara Garcia, Licensed Master Social Worker

### **December 2022**

Appointment with scope of practice for Jennifer Leonard, Pharmacist

Reappointment with scope of practice for Sally Springs, Massage Therapist

Appointment and Privileges for Charles Patterson, Dentist

Appointment and Privileges for Meridith Musgrove, Doctor of Optometry

Your Health Idaho Contract approval January 2023-December 2023

Support Letter for Incorporating Portland Area CHAP Certification Board (PACCB) into the Programs, Functions, Services, and Activities in NPAIHB's ISDEAA Contract.

### **January 2023**

Professional Service Agreement with Jennifer Leonard, Pharmacist

### **February 2023**

MOU with Lewis-Clark State College to provide internship for LSCS students

Reappointment and privileges for Edward Smith, Physician

**March 2023**

Professional Service Agreement for Peter Cunningham, Physician Assistant

**April 2023**

Appointment and Privileges for Peter Cunningham, Physician Assistant

**All-Staff Memorandum Correspondence from NMPH Executive Director****October 2022**

Notification of HRM revisions to section 6.4 PTO and 6.8 Sick Leave

New NMPH Badge Policy

Authorization of Administrative Leave (7 hours) for Men's Wellness Day

**November 2022**

Authorized Admin Leave (1 Hour) to vote on Election Day

Notification of an All-Staff Meeting and closure for November 30, 2022.

Christmas Bonus approved by NPTEC

Authorized Admin Leave (8 Hours) in lieu of NMPH Christmas Party

**December 2022**

2023 Holiday/Memorial Observance Days

**February 2022**

Authorized Admin Leave (4 Hours) Valentine Luncheon for Tribal Elders (16-hour limit)

Winter Weather Advisory

**March 2023**

Round Robin Community Meetings for Kamiah, Lapwai and Orofino

Authorized Admin Leave (8 Hours) for Women's Wellness Day (16-hour limit)

**April 2023**

Reminder of Section 2.13 Dress Code

Authorized Admin Leave to attend the Spring General Council (16-Hours)

**Meetings/Trainings****November 2022**

LGBTQA Training by U of I Presenter Julia Keleher

According to Coyote Performance by Spokane Ensemble Theater

**December 2022**

CPR Drill – Kamiah 12/21/2022

CPR Drill – Lapwai 12/22/2022

Next Scheduled Trainings – May 2023

**March 2023**

Round Robin Community Meetings Lapwai & Orofino

**April 2023**

Round Robin Community Meeting Kamiah

## Medical

Contact: Lapwai: (208) 843-2271 Kamiah: (208) 935-0733

### Department Staff:

R. Kim Hartwig, MD	Sally Springs, MT	Rhonda Blegan, NA-C
Miles Robinson, DNP, FNP-C	Saker Medavarapu, PT	Deborah Everett, NA-C
Edward Smith, MD	Rebecca Kelly, BSN	Alianna Cash, MS
Danae Vu, MD	Deborah VenHuizen, RN	Marissa Verduci, BA
Dustin Worth, DO	Becky Jones, RN	Nikki Davis, PCC
Aurora Horstkamp, MD	Deborah Jackson, RN	Mildred Penney, PCC
John Horstkamp, MD	Julie Saunders, RN	Gail Jackson, PCC
Brenda Sellner, FNP-C	Gary Payton, RN	Natasha Weaskus, PCC
Peter Cunningham, PA-C	Alishia West, RN	Joanne Bohanan, PCC
Brad Capawana, DPM	Melissa Berry, MA-C	Brandy Blackeagle, PCC
Chad Lewis, PMHNP	Noel Zierlein, NA-C	Tina Holt, Contact Tracer

### Program Purpose/Overview:

The Medical Department strives to provide quality healthcare in a culturally sensitive and confidential environment. Our Nimiipuu people deserve the highest quality of healthcare, and our Medical Department endeavors to provide this. As we transition out of the COVID-19 pandemic, we are now able to focus and re-focus on new aspects for improving patient care.

### What We Do/Current Projects:

In September 2022, Nimiipuu Health was awarded 1 of 4 national IHS grants for Alzheimer's care. With this grant, we are developing a comprehensive memory program to expand community awareness for education, resources and care plans for dementia patients and their families. We are currently recruiting a Memory Program Coordinator and Memory Program Assistant to oversee this project's development. We have an obligation to share our developments to improve dementia care in all Indian Country, which is a tremendous privilege. This project is very timely as we begin to construct our Assisted-Living Facility (ALF) for our people.

This year we welcomed Peter Cunningham, PA-C, Nez Perce Tribal member, and Noel Zierlein, NA-C to our Medical team. Mr. Cunningham completed his clinical rotation with Nimiipuu Health in 2022 during his education as MEDEX through the University of Washington and has returned home to serve patients as a Mid-Level Provider. Mrs. Zierlein was previously a member of the Kamiah medical staff and has recently joined the Lapwai Medical staff to assist with patient care.

Renovations to the Medical department are nearing completion as new paint and flooring has been installed in all exam rooms and throughout our facilities.

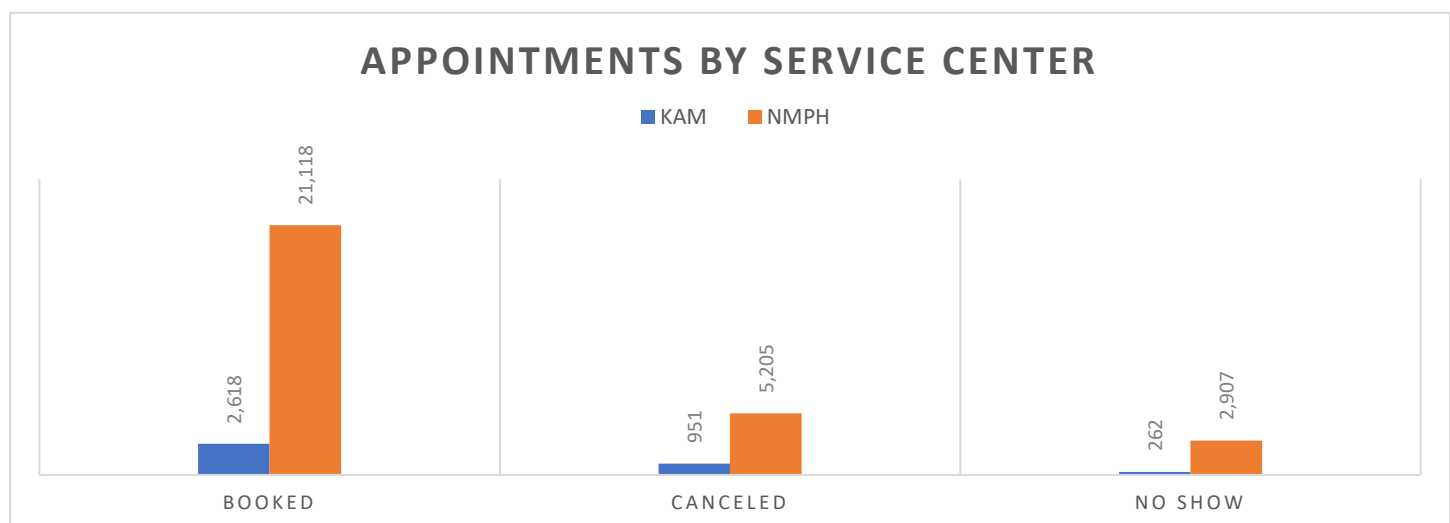
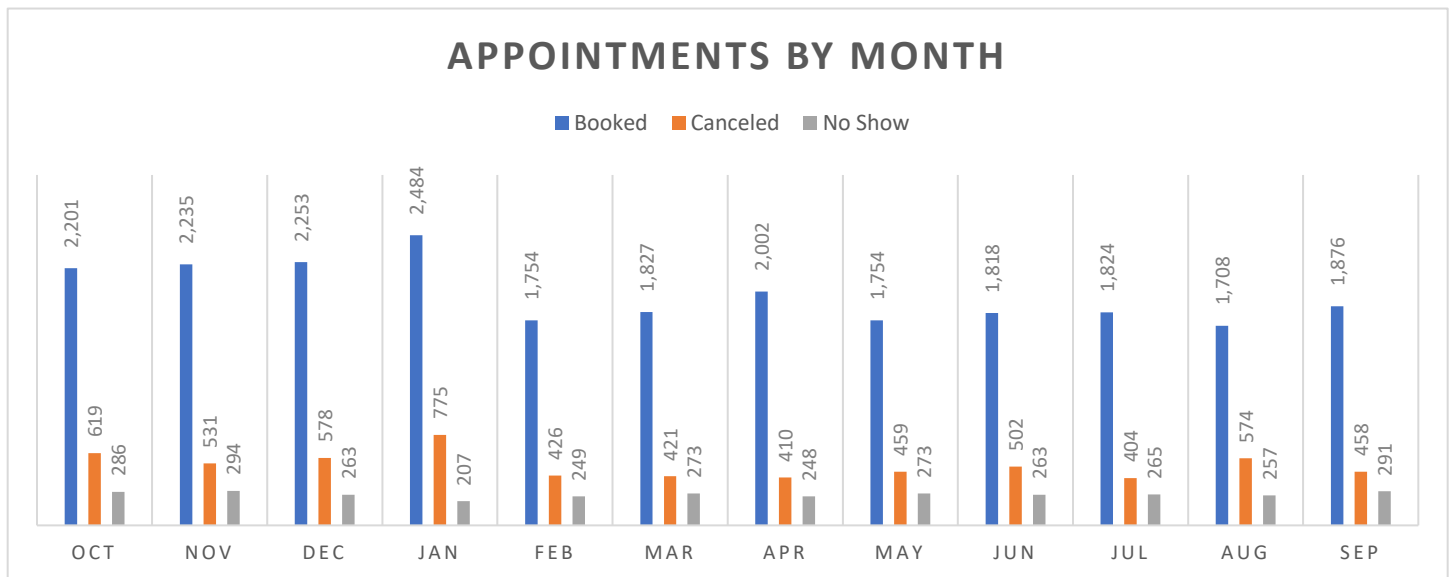
Collaborations with our local, state, regional and national partners continue in a myriad of realms including COVID-19 with Northwest Portland Area Indian Health Board (NPAIHB) and Idaho Office of Emergency Management (IOEM), Idaho Academy of Family Physicians on diversity and inclusion, public health concerns with STIs, policy updates, to name a few. We also take part in the Nez Perce Tribe's Multidisciplinary Team, planning for the Nez Perce Tribe Corrections facility, Nez Perce Tribe Vocational Rehabilitation program for training for various positions in NMPH, and planning for our ALF. These are some of our partnerships and projects, but this is not an exhaustive list.

## Planned Activities/Future Projects

- 2023 Innovative Readiness Training (IRT) in coordination with the United States National Guard
  - Will include diabetic care, asthma, cardiovascular exams, Department of Transportation physicals, Sports Physicals, dental care, optometric care/screening and immunizations.
- Ordering new fitness equipment for the Nimiipuu Health Wellness Center, Lapwai High School weight room and our soon-to-be fitness center in Kamiah with our Special Diabetes Program for Indians (SDPI) funds. This investment will assist in working on diabetes prevention in our communities.
- Development of the comprehensive Memory Program will begin as soon as staff are brought on board.
- A clinical pharmacist will be on the medical floor to assist with medication reconciliation, allergy review, clinical considerations for monitoring medications and for assistance in coordinating refills to eliminate multiple visits to the pharmacist for refills.
- A comprehensive weight loss program is in development, and we are excited to offer this to our communities for global risk reduction for several health conditions.

## Accomplishments:

- Miles Robinson, DNP, FNP, received his doctorate in nursing practice (DNP) in February 2023.



# Optometry

Contact: Optometry Direct Line: (208) 621-4965

## Department Staff:

Dr. Ileen Huh, O.D., Supervising Optometrist  
Lydia Munoz, Optician/Ophthalmic Technician  
Daniel Vantrease, Optician/Ophthalmic Technician  
Vacant, Optician/Ophthalmic Technician

## Program Purpose/Overview:

Our goal is to enhance and preserve the gift of vision for Nimiipuu by providing accessible, safe, and high-quality eye care service, optical service, and patient education.

## What we do/Current Projects:

### Services Provided:

- Comprehensive eye exam for all ages (including young children under school age)
- Eye disease management, not limited to cataracts, glaucoma, macular degeneration, dry eyes, uveitis, amblyopia, strabismus, and other binocular vision issues
- Glasses ordering, fitting, adjusting and repairs
  - Over 250 frames on in house display and continuously being updated

### Urgent/Walk-In eye exams, not limited to:

- Red/Painful eye
- Sudden vision change
- Foreign Body
- Flashes/Floaters
- Trauma

## Planned Activities/Future Projects:

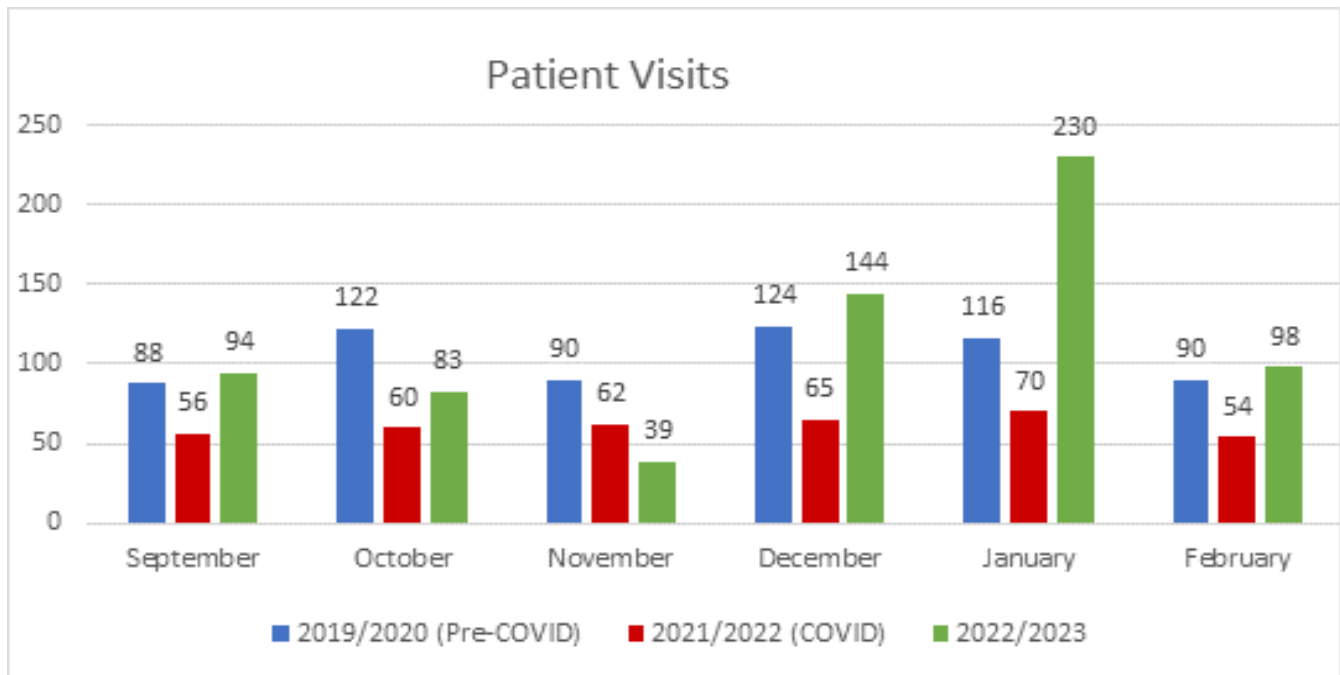
- Vacant position hiring
- Training new positions and subsequent referral site observations within the next 12 months

## Accomplishments and activities:

- Dr. Meridith Musgrove saw patients in December and January and saw over 200 patients and Optometry was able to catch up on recalls.
- Optometry photo contest winners for optical display area (Rhea Cree, Lori Picard, Elizabeth Murillo and Anthony Smith) were announced on 09/14/2022 and each received \$75 gift card per photo. Photos can be seen on display in the Optometry Department.
- Completion of furnishing new exam lanes: March 2023
- Doctor's office space furnished: (12/2022). We have desks in the office now!

## Accomplishments and activities(continued)

- At spring GC 2022, NMPH Optometry's goal was to increase the patient volume to pre-COVID state by December 2022. Over 50 more patients seen in the same period this past year compared to pre-COVID!
  - November 2022: Dr. Huh was out of the office on approved leave for the first 2 weeks. Also, 2 regular Opticians were out sick missing combined total of 15 days of work.



- Acquisition of Virtual Field device (05/2022)
  - Used for Glaucoma/glaucoma suspects, patients with Macular Degeneration or patients with long term Plaquenil intake
  - Started using the device in-house right away. And have run **74** tests since
  - Reduced PRC spending and patient travel to outside clinic
  - Increased NMPH revenue



#### Future Goals:

1. Obtaining equipment such as a retinal camera, anterior segment camera, visual field machine, and running water in each examination room to aid in providing sufficient and convenient care for Nimiipuu Health patients and reduce the need for outside referrals.
2. Giving employees the opportunity to earn their certification and expand their knowledge in the medical field so that we may best serve Nimiipuu Health patients.
3. Long term (5 year) – stronger pediatric population outreach for earlier refractive error detection and future generation ocular health care, beginning with re-participation in Head Start vision screening and starting school screening.

## Information Technology

Contact: (208)-843-2271 ext.3225

### Department Staff:

James Penney, IT Manager  
Nick Keller, System Administrator  
Amanda Calkins, Clinical Applications Coordinator



### Program Purpose/Overview:

The Information Technology department is a high-performance team providing technology support that advances efficiency, communication, and patient care in alignment with the Nimiipuu mission statement.

### What We Do/Current Projects:

We always strive to future proof our systems and network to stay current with technology standards. We provide effective technological support for audio/visual, computer, multimedia, voice, video, web-based applications, and services to all areas of Nimiipuu Health. We are responsible for a broad range of activities surrounding the implementation of a comprehensive, standardized integrated health care information system.

### Planned Activities/Future Projects

New Help Desk system – We are planning to replace our current help desk software, that we utilize for internal help tickets, with a new more modern system.

Conference Room Audio/Visual Equipment – We are upgrading all Nimiipuu Health conference room software to work with Teams/Zoom/Webex.

Phone System – We plan to explore options for a new phone system that will integrate into the new Assisted Living Facility building.

Cable Management – We will explore vendors to assist with server room cable management. This will allow us to have a more organized server room, which will also improve sufficiency.

### Accomplishments:

UPS battery backup project complete. We have upgraded our battery backup system for our network and completed server room maintenance.

# Community Health

Contact: Community Health Direct Line: (208) 843-9375 Kamiah (208) 935-0733

## Department Staff:

Leslie Smith, Lead Public Health Nurse (PHN)  
Jackienna Hopkins, PHN  
Robin Brashear, PHN (As needed)  
Alishia West, MCH, RN  
Tami Wolfe, PHN (Kamiah)  
Susie Ellenwood, (LPN) (As Needed)  
Julie Keller, Registered Dietician (RDN)  
Valerie Albert, Nutrition Aide

Crissy Garcia, School Health Specialist  
Larry Greene, Transportation Aide  
Mike Delorme, Transportation Aide – (As Needed)  
Emilie Guzman, CHR  
Jessica Ford, CHR  
Renee Stanton, CHR (Kamiah)  
Tina Zinn, Transportation Aide (Kamiah)  
Lalonni Burke, Receptionist  
(Vacant) Employee Health, PHN

## Program Purpose/Overview:

The purpose of the Community Health Department (CHD) is to provide disease prevention and health maintenance activities and education to support the Nez Perce Tribal Community. Our department provides nursing assessments and case management, assistance with medication management, vaccines, transportation, education concerning diet, exercise, diabetes, WIC services, car seat education and installation, smoking cessation, asthma education, sexual health and healthy relationships, pre-natal and postpartum education. We also provide infection control and employee health for the clinic.

## Accomplishments:

The Public Health Nurse (PHN) Department continued to provide COVID vaccines and documented all vaccines in VAMS (Vaccine Management System), with CHR assisting to enter all the data into the electronic health record. Mass vaccination clinics were held in October where the COVID booster and flu vaccines were administered for adults and children in Lapwai and Kamiah. We continue to provide the COVID Vaccine booster Monday and Friday on request (you must have the first 2 vaccines to get this booster). Kamiah Transportation Aide Tina Zinn, Emilie Guzman, and Jessica Ford Lapwai CHRs are taking Certified Nurse's Assistant training through LCSC. Lalonne Burke is taking Community Health Workers Course through Idaho State University to earn her Community Health Representative Certification. Greatly increased dietician visits related to Freestyle Libre 2 starts.

The PHN Department continued to provide COVID vaccines and documented all vaccines in VAMS (Vaccine Management System), with CHR assisting to enter all the data into the electronic health record. Mass vaccination clinics were held in October where the COVID booster and flu vaccines were administered for adults and children in Lapwai and Kamiah. We continue to provide the COVID Vaccine booster M and F on request (you must have the first 2 vaccines to get this booster). Kamiah Transportation Aide Tina Zinn, Emilie Guzman, and Jessica Ford Lapwai CHRs are taking Certified Nurse's Assistant training through LCSC. Lalonne burke is taking Community Health Workers Course through Idaho State University. Greatly increased dietician visits related to Freestyle Libre 2 starts.

## Activities:

The Community Health Department held the Men's Wellness Conference in October 2022. CHR Jessica Ford, PHN Jackienna Hopkins and LCSC students held breast cancer awareness activities in October with an information booth and mini health fair during the mammogram mobile day at NMPH, and an information booth at LHS Pink Night Volleyball game. Held a Bed Bug training with Sanitarian for tribal programs on October 4, 2022. Jessica ford attended the CHR Summit November 1, 2022 and was asked to possibly speak at next year's summit. Car seat education and installation can be provided on a regular basis with an appointment in Kamiah

and Lapwai. Nutrition and School Health Specialist provided a series of nutrition education along with a fun craft activity at The Boys and Girls Club and Family Fun Nights with Head Start. Our department continues to manage the Durable Medical Equipment Program and CHR Emilie Guzman manages the Dietary Supplement and Incontinence Supply Program through Soundview Medical. Mileage Walking Club continues to meet weekly and will be starting in Kamiah. The Mobile Food Pantry is held every month with increased participation. Vaping education at LHS for several classrooms provided by Crissy Garcia School Health Specialist.

### **Grants:**

We have been awarded the Idaho Department of Health and Welfare (IDHW) Subgrant -Tobacco Prevention and Control. Our School Health Specialist, Crissy Garcia, manages the goals of the grant. It includes a program called “Diapers and Wipes” which offers free diapers and wipes as incentive for pregnant, post-partum and other people living in the home to complete the smoking cessation program and test nicotine free. We are currently writing for a Maternal Child Health grant. We received additional funding for the WIC grant related to increased participation from the Idaho Department of Health and Welfare.

### **Challenges:**

We have advertised a Public Health Nurse position to perform Employee Health, Infection Control, tracking communicable diseases and many other duties. We have been in the middle of the flooring project which has had our department working under some challenging conditions, temporarily.

### **Future Goals:**

The Women’s Wellness conference for 2023 is set for April 25th, featuring our female providers. We are planning updated training for staff, Community Health Worker training for our new receptionist, supervisory training, and updated Infection and Control training. Our new MCH nurse is writing a grant to help get training for a native specific MCH program and continue to develop and expand the MCH program.



**Men’s Wellness Event - Oct. 2022**



**Women’s Wellness Event - Apr. 2023**

## Laboratory/X-ray

Contact: (208) 843-2271 ext. 2823

### Department Staff:

Brenda Gillispie, Supervisor, ext.2823  
Consuelo Cruz, Medical Technologist  
Michelle Bennett, Medical Laboratory Scientist  
Laurel Foster, Phlebotomist/Laboratory Technician  
Lori Drury, Radiological Technologist



### Program Purpose/Overview

To perform diagnostic laboratory and radiology testing of the highest quality in a caring and compassionate setting and being mindful of using all the available resources for the benefit of our Native American people.

### What we are doing now: Current/Future Projects:

The new urine drug screen analyzer, ImmTox 270 was installed the second week of February. Our go live date was March 28. Patient testing will be performed on Tuesdays and Fridays. The ImmTox 270 is a benchtop analyzer that offers comprehensive toxicology screening. In addition to our regular toxicology screening, we can now screen for fentanyl, tramadol, and buprenorphine. The results will be available in 15 minutes. The direct computer interface with Pathologists Regional Laboratory (PRL) went live on March 27. PRL is based in Lewiston at St. Joseph Regional Medical Center. This computer integration provides much faster turnaround times for improved patient care. The Laboratory will continue to utilize Quest Diagnostics for testing that PRL does not offer.

### Accomplishments:

Successfully passed the Commission on Office Laboratory Accreditation (COLA) inspection with a minor policy correction out of 400 possible citations. The COLA accreditation is valid for 2 years. Laboratory has also received 100% on all Proficiency testing in starting 1-3-2023. Proficiency testing is an accreditation requirement. Unknown test samples are tested and graded. This ensures the equipment is working adequately and staff competencies are acceptable.  
Laboratory patients seen from 09/01/2022 – 03/31/2023: 3321  
X-ray patients/exams performed from 09/01/2022 – 03/31/2023: 524/623  
COVID-19 tests performed from 09/01/2022 – 03/31/2023: 984

### Planned scheduled activities:

Maintain laboratory accreditation through quality policies and procedures, as well as continued monitoring and quality assurance of all patient related activities.

## **Purchased/Referred Care**

Contact: (208) 843-2271 Appointment Hotline: (208) 621-4955 Fax: (208) 843-2687  
Email: prc@nimiipuu.org

### **Department Staff:**

Pam Reisdorph, PRC Supervisor - Ext. 2836  
Trina Rogers, PRC Claims Specialist  
Cheree LeCornu, PRC Technician  
Celiisa Booker, PRC Technician  
William Antell, PRC Data Entry Technician  
(Vacant) - PRC Referral Specialist

### **Program Purpose/Overview:**

The Nimiipuu Health Purchased/Referred Care (PRC) program provides funding for medical and dental services not available at the Nimiipuu Health Clinics. The Nimiipuu Health Clinics provide two types of health services: “Direct” service which is care provided at the clinics and “Purchased/Referred Care” (PRC) which are services provided by private doctors and hospitals. These two types of services each have their own set of eligibility rules and guidelines. Not all patients who are eligible for direct services at Nimiipuu Health are eligible for PRC.

When services are not available at the Nimiipuu Health Clinics the patient’s primary care provider at Nimiipuu Health will initiate a referral to a private outside physician or facility. A Nimiipuu Health referral is not a guarantee of payment. PRC will assume financial responsibility for referrals if the patient is eligible for PRC. Patients who are not eligible for PRC are financially responsible for the costs incurred for a referral made by a Nimiipuu Health provider.

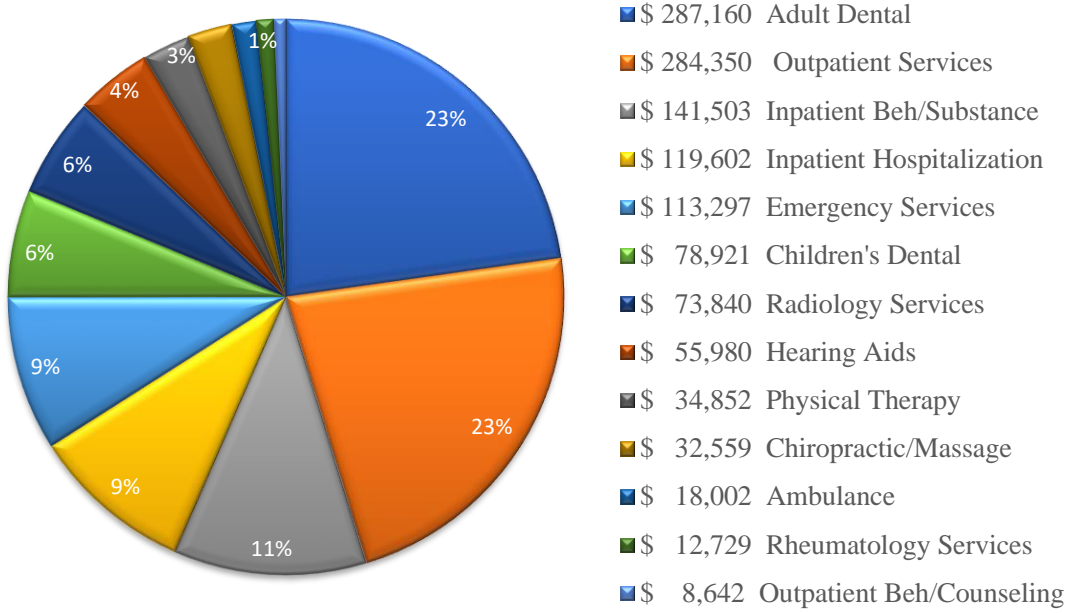
### **PRC Announcements:**

Congratulations Graduating Class of 2023! Now is a great time to contact a Patient Care Coordinator (PCC) at the Nimiipuu Health clinics to update your patient chart and find out about verifying student status. Before leaving the area for college this fall your Nimiipuu Health patient chart must be updated and student verification must be provided to continue your PRC eligibility. Beat the fall rush before leaving for school this fall by scheduling your routine medical care, eye examinations and dental appointments now.

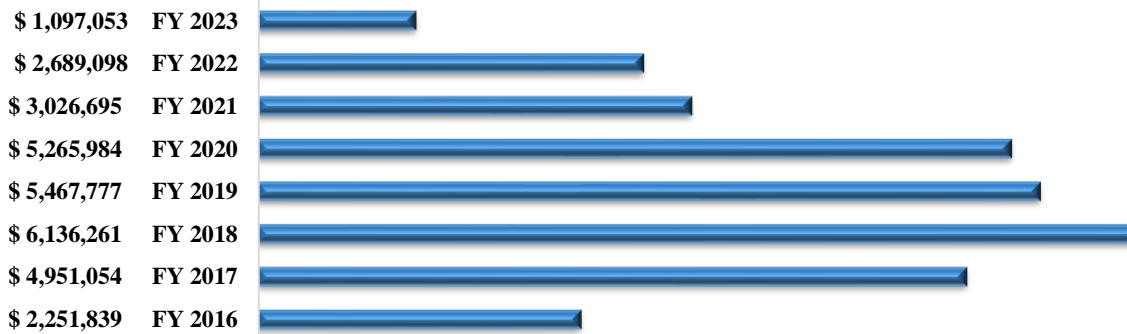
PRC graphs next page



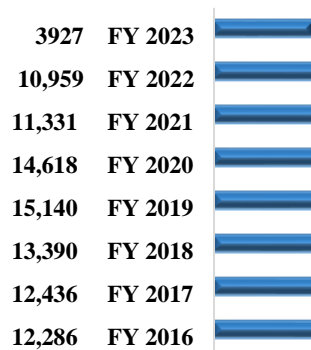
Date Range: 10/1/22-3/31/23



### Medicare Like Rate Savings



### PRC Purchase Orders Paid



# Quality Improvement/ Risk Management

Contact: (208) 843-2271

## Department Staff:

McCoy Oatman, Quality Improvement / Risk Manager, [mccoyo@nimiipuu.org](mailto:mccoyo@nimiipuu.org) or ext.2857

Adrianna Albert, Patient Advocate - [patientadvocate@nimiipuu.org](mailto:patientadvocate@nimiipuu.org), ext.2973 or Direct: (208) 621-5009

## Program Purpose/Overview:

The mission of the QI/Risk Program is to ensure the provision of quality healthcare in a culturally sensitive and confidential manner.

All services having a direct or indirect impact on the quality of patient care and safety are reviewed by the QI/Risk Program. The goal of the QI/Risk Program is to help staff develop an understanding of how risk management, infection prevention, peer review and other essential clinical and administrative programs are related to Quality Improvement (QI). QI collaborates with various internal and external stakeholders to improve patient experience, satisfaction, and sustainable outcomes.

## What We Do/Current Projects:

- Hand Hygiene Project
- LGBTQ2S+ Project
- Diabetes SGLT2 Study
- Communications Education/Outreach Study
- Employee Satisfaction Study
- 2023 Patient Satisfaction Survey

## Planned Activities/Future Projects

- Presentation to new employees during orientation
- All staff training on Risk Management/Reporting Adverse Incidents
- Yearly Training for members of the QI Committee
- Yearly Training for members of the Governing Body
- Administer the Incident/Patient Comment Process
- Coordination with all departments on developing Quality Improvement studies/projects
- Review the Incident/Patient Comment process and make any necessary policy changes

## Accomplishments:

- The QI Manager and the Patient Advocate attended the AAAHC training “Achieving Excellence through AAAHC Accreditation” that was sponsored by the Northwest Portland Area Indian Health Board (NPAIHB). The knowledge gained from this training will assist us with recertifying our next AAAHC accreditation.
- The QI manager and the Patient Advocate also attended the virtual training “Designing Quality Survey Questions” which was sponsored by the Albuquerque Area Southwest Tribal Epidemiology Center Good Health & Wellness in Indian Country Program. This training helped us design this year’s Patient Satisfaction Survey.

# Human Resources

Contact: Direct line: (208) 621-4950 E-mail: [hr@nimiipuu.org](mailto:hr@nimiipuu.org)

## Department Staff:

Carmalita Bohnnee, HR Manager  
Sergio Islas, HR Generalist  
Beverly Childers, HR Specialist  
Evelyn Bohnnee, Office Assistant - Temp

## Program Purpose/Overview:

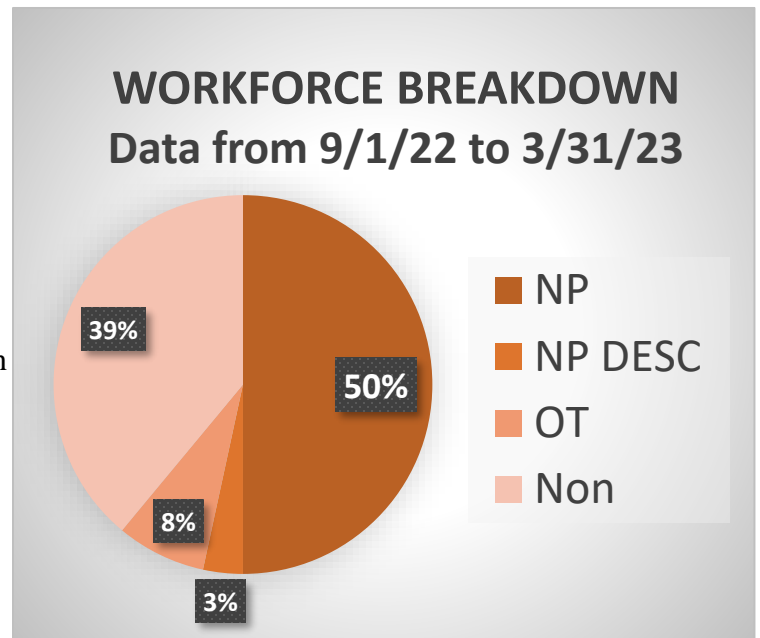
The Human Resources Office (HRO) is committed to identifying and responding to Nimiipuu Health's changing needs. We facilitate greater productivity and effectiveness by fostering an environment that values diversity, employee development, and honest feedback. Through sound policies and practices, we balance the needs of employees and the needs of Nimiipuu Health (NMPH) while ensuring compliance with all applicable tribal and employment laws and serving as knowledgeable resources and advisors to administration and staff.

## What We Do/Current Projects:

- Recruitment & Retention
- Preceptorship/Volunteers/Internships
- Employee Benefits
- Employee Relations
- Employee Development & Training

## Planned Activities/Future Projects:

- Employee Benefits—annual renewal discussion
- Employee Retention
- Employee Recognition
- Supervisor Training
- HRM revisions-ongoing
- CPR & required AAAHC trainings- ongoing
- Update Organization Chart



## Accomplishments

- **Positions filled:** Community Health PHN (Kamiah), Pharmacy Technician (Lapwai), Mid-Level Provider, Community Health Receptionist, Pharmacist, PRC Claim Specialist, Lead Biller/AR Specialist, and Optician/Optical
- **Surge Staff:** C.N.A., Environmental Services Technicians (Lapwai & Kamiah), General Laborer, Fitness Monitor, Office Assistants, and PBX Operators
- Employee Years of Service & Recognition for FY22
- Provider Contract Renewals
- Job Fairs, Career Fairs and Community Events

## **Business Office/Medical Records/Benefits Coordination**

Contact: (208) 843-2271 Fax: (208) 843-2658

### **Department Staff:**

Tina L. Bullock, Business Office Manager  
Eva Higheagle, Lead Billing/Account  
Receivable Specialist II  
Ruth Corbett-Munoz, Certified Coder II  
Cecilia Bohnee, Certified Coder II  
Aaron Nicholai, Coder I  
Wilma Williams, Billing Technician I

Jolanda Villalobos, Billing Technician I  
Camielle Chapman, Billing Technician I  
Jessica Redheart, Medical Records Technician II  
Jeanette Jackson, Medical Records Technician I  
Artrette Sampson, Benefits Coordinator  
Mark Souza, Benefits Coordinator

### **Business Office - Program Purpose/Overview:**

The Business Office (BO) team has extensive knowledge and experience in revenue reimbursement services. Our team has experience with Coding and Billing several types of patient care such as Medical, Laboratory, Optical, Behavioral Health and more. Medical billing generates revenue for Nimiipuu Health to utilize and supplement the IHS budget dollars. Revenue generated by BO has historically allowed the expansion of additional programs and services within NMPH.

### **What We Do/Current Projects:**

- Coding/Billing patient visits to generate revenue. Assist with the annual NMPH Financial Audit
- Accounts Receivable Management
- Audit software reports to ensure all billable visits are processed
- Weekly and Bi-weekly meetings with staff to ensure proper processes are followed
- Updating policies to correspond with new software processes

### **Planned Activities/Future Projects:**

- Work with Greenway Intergy software and NMPH Information Technology (IT) to guarantee continual Billing and Collection of revenue.
- Refer uninsured patients to an alternate resource and assisted by Benefits Coordination staff thoroughly during the course of this process.

Working with Idaho Medicaid contractor Gainewell, to enroll into a Fee-For-Service billing site for Nimiipuu Health

### **Accomplishments:**

- Enrolled Aaron Nicholai and Eva Higheagle in Medical Coding Certification classes with Indian Health Service (IHS)
- Meeting with BO, Pharmacy, BC and PRC to develop a process for Medicare Part D premium payments for high-cost users
- Worked with Idaho Medicaid contractor, Gainewell, regarding claims payments

### **Partnerships:**

- Meet monthly with the Northwest Portland Area Indian Health Board regarding Idaho Medicaid
- Meet monthly with Idaho Medicaid and the Tribes of Idaho
- Meet quarterly with Washington Medicaid

### **Medical Records - Program Purpose/Overview:**

Daily scanning outside Clinical Records into Greenway Intergy software. These records are Emergency Room Reports, Discharge Summaries, specialty referrals, and others. Medical records are processed through the NMPH providers and scanned into the corresponding patient's Electronic Health Record (EHR).

- Releases of Information are processed each day for requests of records by patients and outside medical offices

### **What We Do/Current Projects:**

- Working with SJRMC to implement LifePoint to expedite access to records in urgent cases
- The Medical Records staff are currently preparing paper health records for archival to the National Archives and Records office in Seattle, Washington. This includes merging all records from several departments and Kamiah NMPH
- Storage cabinets for all clinical records have been dismantled and files boxed for the flooring project
- Updating the Clinical Records Policy
- Releases of Information are processed daily for requests of records by patients and outside medical offices

### **Planned Activities/Future Projects:**

- Archival of paper health records project will take several months to complete

### **Accomplishments:**

- Hard copy clinical records prepared for final steps of archival process
- Zetafax installed and available for new Medical Records employee

### **Partnerships:**

- NMPH Clinical Care Departments
- Local hospitals
- Medical offices

### **Benefits Coordination – Program Purpose/Overview**

To assist NMPH patients in applying for Medical Benefits/Insurance (Medicare, Medicaid, Your Health Idaho, Washington Medicaid, etc.). Having Insurance is a benefit to the patient and NMPH. It saves Purchased/ Referred Care (PRC) funding and generates revenue allowing NMPH to provide additional/improved services to patients.

### **What We Do/Current Projects:**

We assist patients with Idaho Medicaid Applications; Enroll eligible patients into the Medicare B reimbursement program; Assist NMPH Pharmacy with process of enrolling eligible patients into NMPH Medicare D program; Assist with the initial/intake application for Disability and SSI; Assist eligible patients in obtaining their birth certificates; verify eligibility and benefits with various insurance databases. We also provide outreach and education on Medicaid, Medicare, and other services throughout the year.

### **Planned Activities/Future Projects:**

Working with the Idaho Department of Health and Welfare (IDHW) to assist our patients in the unwinding project. During the Pandemic (2019-2023) IDHW suspended the Re-Evaluation requirement. Since the Pandemic has ended IDHW is requiring every patient to do a re-evaluation to determine continued eligibility in the program. NMPH Benefits staff will assist patients with this process. This may affect a patient's current Medicaid coverage. This process has begun nationwide effective March 2023 with coverages closing effective April 2023. For those in Idaho that have self-declared as American Indian/Alaska Native (AI/AN) on their

initial application, your deadline has been extended to August 2023. It is important that you regularly check and read your mail from the Department of Health and Welfare and conduct your re-evaluations within the timelines noted in your letter. Feel free to bring your letter to the Benefits Coordination office for assistance.

Medicare D Open Enrollment dates are October – December annually

Medicare B Open Enrollment dates are January – March annually

**Accomplishments:**

- Hired Mark Souza as a Benefits Coordinator
- Meeting with BO, Pharmacy, and PRC to develop a process for Medicare Part D premium payments
- Annual update of Medicare Premiums for all eligible Medicare part B Premium Amounts

**Partnerships:**

- NMPH Patient Care Coordinators (PCC's)
- PRC Program
- NPT Social Services
- Idaho Department of Health and Welfare
- Northwest Portland Area Indian Health Board
- Social Security Administration
- NMPH Public Health Nurses

## Patients with Medicaid Coverage

Congress recently passed a bill that ends the expanded Medicaid coverage put in place during the COVID-19 Pandemic.

Idaho Department of Health and Welfare (IDHW) began processing re-evaluations on all individuals in February of 2023 and this process will occur in phases with Native American patients receiving letters from the IDHW in July and re-evaluations processed in the month of August 2023.

As a Native American patient, your coverage will continue to August 2023. If your letter states a different date, please contact the Benefits Coordination staff immediately.

Benefits Coordination 208.843.2271  
Artrette | [artrettes@nimiipuu.org](mailto:artrettes@nimiipuu.org) | ext. 2871  
Mark | [marks@nimiipuu.org](mailto:marks@nimiipuu.org) | ext. 2818

## **Dental**

Contact: Dental Direct Line: (208) 621-4945 Fax: (208) 843-9408 Kamiah: (208)935-0733

### **Department Staff:**

JoAnna Hendren, Registered Dental Hygienist (RDH), Dental Supervisor  
David Eichler, Doctor of Medicine in Dentistry (DMD)  
Jesse Guzman, Doctor of Dental Surgery (DDS)  
Michelle McGorky, Doctor of Dental Surgery (DDS)  
Jeffrey Lathen, Registered Dental Hygienist (RDH)  
Christie Lussoro, Dental Coder/Biller  
Julianne Big Man, Dental Receptionist  
Tina Roy, Expanded Function Dental Assistant (EFDA) (Kamiah)  
Mellissa Wilson, Expanded Function Dental Assistant (EFDA) (Kamiah)  
Suzanne McAtty, Expanded Function Dental Assistant (EFDA)  
Ariel King, Dental Assistant (DA)  
Jamie LeFavour, Dental Assistant (DA)  
Rachael Brewer, Dental Assistant (DA)  
Raquel Broncheau, Dental Assistant (DA)

### **Program Purpose/Overview:**

Nimiipuu Health Dental offers a wide array of dentistry including exams, cleanings, emergency treatment, periodontal treatment, fillings, root canals, oral surgery, orthodontics, dentures, crowns, partials, and bridges. Our dental staff proudly serves our patients by treatment and prevention of dental related diseases. Patient education is provided by NMPH dental staff to increase patient awareness about dental diseases and preventives that affect their overall health. When necessary, we provide referrals for procedure specific specialty care. NMPH Dental follows best practices as outlined by the CDC and OSHA in order to safely meet the dental needs of our patients.

### **What We Do/Current Projects:**

Other than providing quality dentistry, the Dental Department is active in the community. We attend health and job fairs. We complete fluoride applications, screening and provide oral health education in the local schools. We assist the National Guard through the Innovative Readiness Training (IRT) with their mission to provide dental services in our local schools.

### **Accomplishments:**

The Lapwai and Kamiah Dental clinics combined for a total of 3059 visits from September '22 to March '23. There were 509 visits that were not kept and were recorded as DNKA (did not keep appointment). 739 treatment plans were completed from September '22 to March '23.

# Behavioral Health

Contact: Behavioral Health Direct Line: (208) 843-7244 Fax: (208) 843-7394

## Department Staff:

Karen Hendren, Licensed Clinical Social Worker (LCSW) –Behavioral Health Director  
Toni Eneas – Administrative Assistant  
Alex “Tei” Tall Bull – Recovery Coach (Kamiah)  
Sasheena Williams – Recovery Coach  
Dora Axtell, Licensed Master Social Worker (LMSW) – Clinician  
Heather Foster, Licensed Clinical Social Worker (LCSW) – Co-Occurring Clinician  
Kiara Garcia, Licensed Master Social Worker (LMSW) – Co-Occurring Clinician  
Sabrina Wakefield, Licensed Clinical Social Worker (LCSW) – Co-Occurring Clinician  
Tammy Everson, Licensed Clinical Social Worker (LCSW) – Co-Occurring Clinician  
Tonia Aripa, Licensed Clinical Social Worker (LCSW) – Co-Occurring Clinician  
Kristy Kuehfuss, PhD – Contracted Psychologist

## Program Purpose/Overview:

The mission of the Behavioral Health Department is to promote mental wellness in Nimiipuu Health patients by providing evidence based, confidential, and culturally sensitive treatment within a well-designed, comprehensive behavioral health system.

## Current Projects:

- In the process of receiving \$140,000 from TOR grant
- Working with grant writer for two new grants

## Recovery Program

- We are currently planning several Sober activities for summer
- Expanded our relationships with other Recovery programs

## Planned Activities:

- Continued Recruiting for Addictions Counselor
- Several activities planned for summer with Recovery Program
- Improved collaboration with Tribal entities
- Continue to collaborate with other tribes to build resources

## Accomplishments:

- Collaborated with new treatment centers and established close contacts
- Completed several trainings
- 20 percent uptick of referrals

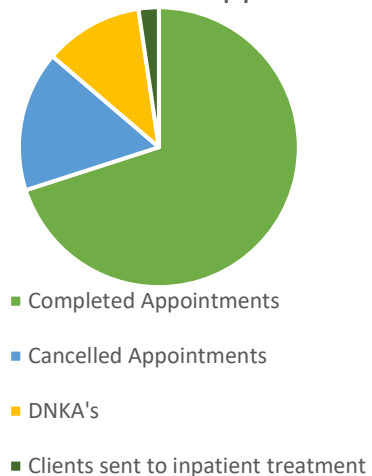
## Credential/Degree

- Dora Axtell and Kiara Garcia are working towards their Clinical Licensure
- Tei Tallbull will be back in school next semester

## Challenges:

- Lack of resources for Severe Persistent Mental Illness
- Lack of transitional housing for Tribal members returning from inpatient treatment

Behavioral Health Appointments



## Facilities

Contact: (208) 843-2271 ext.2828

### Department Staff:

Jim Stitt, Facilities Manager, [jstitt@nimiipuu.org](mailto:jstitt@nimiipuu.org), ext. 2828  
Mark Broncheau, Maintenance Technician  
Daniel Lawyer, Maintenance Technician  
Nelson Sampson, Temporary Maintenance Technician  
Victor Arthur, Temporary Maintenance Technician  
Jerry McCain, Custodian (Kamiah)  
Delia Minkey, Lead Environmental Services Technician (EVS)  
Steve Guzman, Environmental Services Technician (EVS)  
Carol Ellenwood, Environmental Services Technician (EVS)  
Elliott Scabbyrobe, Environmental Services Technician (EVS)  
Tamara Padilla, Environmental Services Technician (EVS)  
Lillian Wahpat, On-Call Environmental Services Technician (EVS)  
Alyssa Guzman, On-Call Environmental Services Technician (EVS)

### Program Purpose/Overview:

Our staff strives to maintain the integrity and cleanliness of our clinics in Lapwai and Kamiah to present our communities with safe and hygienic healthcare facilities

### What We Do/Current Projects:

- Replacing flooring throughout the clinic at Lapwai
- Repainting the interior walls of the clinic at Lapwai
- Replacing our GSA vehicle fleet with vehicles from Enterprise Fleet

### Planned Activities/Future Projects:

- Plan to install a door between Phlebotomy and the X-ray department
- Will be soliciting bids for work on our roof drainage system
- Will be making repairs to our membrane roof when the weather permits

### Accomplishments:

- Completed remodel of the Community Health reception area
- Completed installation of new HVAC units at Kamiah
- Modified Pharmacy drive thru lane for better access to drawer

### Partnerships:

- Roy's Commercial Flooring
- Enterprise Fleet

# Pharmacy

Contact: Pharmacy Refill Line: (208) 621-4963 Fax: (208) 843-2119

## Department Staff:

Tyler Cowart, Chief Pharmacist, 7 months  
Christina Hammond, Clinical/Staff Pharmacist, 9 years  
Kimberly Merrill, Staff Pharmacist, 2 years  
Natasha Stamper, Staff Pharmacist, 5 years  
Rita Jamison, Staff Pharmacist, 23 years  
Jennifer Leonard, Staff Pharmacist, 4 months  
Linore Rider, Certified Pharmacy Technician, 8 years  
Jennifer MacMenamin, Certified Pharmacy Technician, 7 years (Kamiah)  
Ann White, Pharmacy Technician, 4 years  
Amber Porter, Pharmacy Technician, 1 year  
Sadie Smith, Certified Pharmacy Technician, 9 months  
Elizabeth Murillo, Pharmacy Technician, 8 years  
Fianna Hayes, Certified Pharmacy Technician, 1 month

## Program Purpose/Overview:

Our purpose and function is to provide pharmaceutical services to Nez Perce Tribal members and descendants as well as members of other tribes. We meet the needs of individuals by maintaining a robust stock of medication within a fiscally responsible limit.

## What We Do/Current Projects:

- Fill prescriptions and request refills as needed
- Review each medication for accuracy and safety
- Contact providers for dose changes, medication changes and patient requests as needed
- Fill weekly med sets for patients at the provider's request or the patient's request
- Order medications, vaccines and supplies to have medications readily available
- Counsel patients on new medications, medication changes, and patient questions
- Maintain medication list for the providers based on what a patient is currently taking
- Workup patients for providers to offer insight on compliance and potential dose issues
- Serve as gatekeepers to controlled substances
- Earn revenue for the clinic by maximizing third party billing
- Order supplies and stock crash carts in the clinic
- Guide care for treatment of hepatitis

## Planned Activities/Future Projects

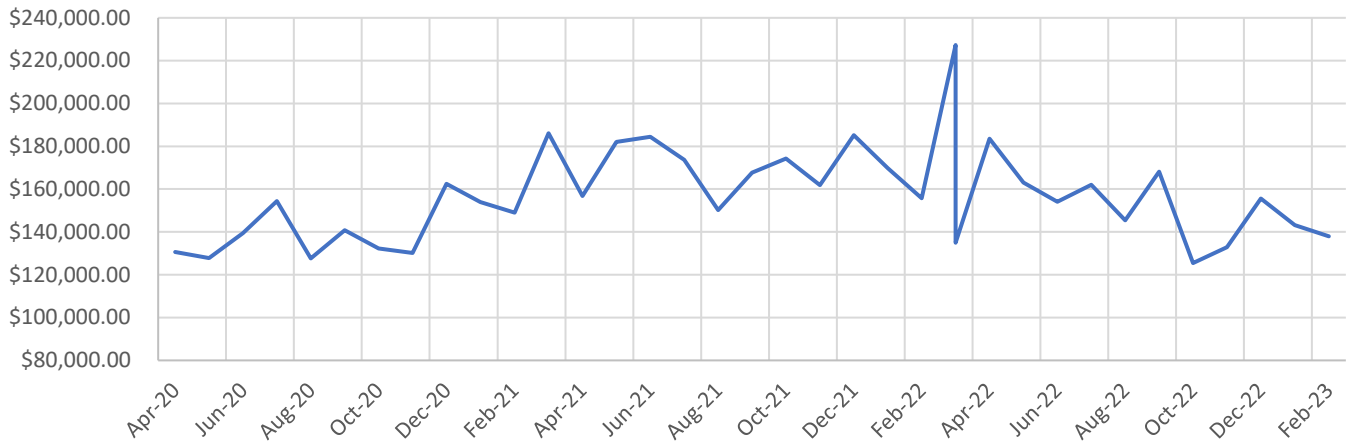
- We will be involved in the upcoming assisted living facility's pharmaceutical services
- A clinical pharmacist will work with providers to assist with care of chronic diseases
- Require all technicians to become board certified

## Accomplishments:

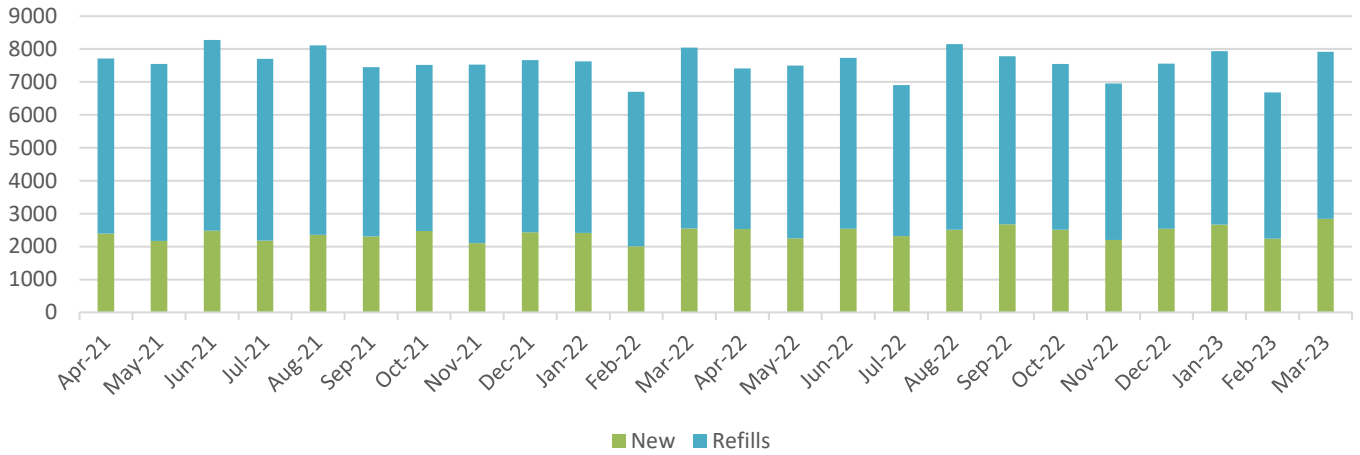
- Increased availability by expanding pharmacy hours to 8:00am–5:30pm
- Filled 51,682 prescriptions
- Generated ~ 3 million dollars of 3<sup>rd</sup> party revenue from September '22 to March '23

## Pharmacy Graphs

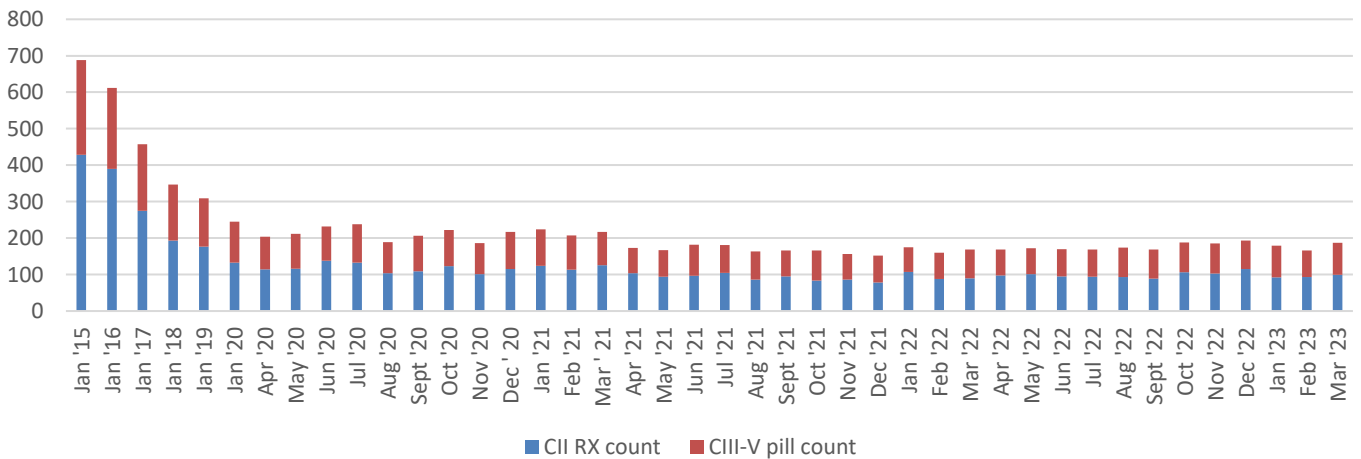
### McKesson Expenditures - 3 yr



### Monthly Prescription Volume



### Total Controlled Substance Prescriptions



# Communications

Contact: Communications Direct Line: (208) 621-4964

## Department Staff:

Cara Wilson, Communications Program Manager

E-mail: [caraw@nimiipuu.org](mailto:caraw@nimiipuu.org)

Work Cell: (208)791-4286

## Stay Connected!

Find us on Instagram, Facebook, LinkedIn, and YouTube by searching Nimiipuu Health or check our website at [nimiipuuhealth.org](http://nimiipuuhealth.org).

## Program Purpose/Overview:

To provide culturally sensitive, accurate information to the correct audiences to promote quality healthcare.

Vision: To empower the community to take control of their health with a wealth of knowledge and educational tools provided.

## What We Do:

We strive to inform the community of all updates that may affect those who frequent our facilities. We share new employees and transfer introductions, time changes, closures (both known and immediate/unknown), information on departments and what they offer. We celebrate our staff for their accomplishments such as passing clinical tests, gaining certifications, and positive feedback from the community. We spread awareness of observed important healthcare days/months. We inform the community of NMPH events as well as share other events from the tribe and tribal programs or anything that could benefit the community members.

## Current Projects:

- Active participation in community events
- Coordination of special events for employees and/or community to include the Innovative Readiness Training (IRT) with the United States National Guard and Lapwai, Kamiah, and Kooskia School Districts
- Active participant in several NMPH and NPT Committees
- Active participation/advocate for fitness classes & NMPH Mileage Club

## Future Projects

- NMPH Newsletter development
- Kamiah Outdoor Sign – waiting on power source

## Accomplishments:

- NMPH Public Service Announcements (PSAs) & Holiday shout outs on KIYE Radio
- Completion of NMPH Website
- Outdoor Signage installed at Lapwai Site

## Partnerships:

- Various NPT Departments/Programs
- Lapwai School District

## Finance

Contact: (208) 843-2271 Fax: (208) 843-2102

### Department Staff:

Sergio Islas, MBA, Interim Financial Management Officer (FMO)

Sonya Pablo, Accountant

Shelley Simpson, Purchasing Specialist



### Program Purpose/Overview:

The Finance Department at Nimiipuu Health Clinic is responsible for managing and reporting on the financial and accounting affairs of the Clinic. This includes organizing and preparing appropriate accounts, as well as providing financial information to management and stakeholders, such as grant funders.

### What We Do:

The Nimiipuu Health Finance Department plays a critical role in ensuring effective management and operations of the Clinic through the provision of timely and accurate financial information. Our finance staff manages and reports on grants received by the Clinic, in addition to making payments, processing incoming payments, and administering payroll. We also prepare annual departmental budgets and monthly financial reports to track financial performance and identify areas for improvement. Our grants management and reporting works closely with program staff to ensure compliance with grant requirements and deadlines. We also establish financial controls to prevent errors, fraud, and theft.

Kylena Guffie, Finance Manager departed Nimiipuu Health at the end of January 2023 after almost 8 ½ years of service. She was a key employee and stated prior to her departure that she leaves Nimiipuu Health in a better financial position than when she first took over as Finance Manager. Truer words could not be spoken. She worked tirelessly to advocate and maximize the financial resources of the clinic. We appreciate all that she did for the clinic and the Nimiipuu. Kylena will be greatly missed, and we wish her all the best in all her future endeavors.

### Accomplishments:

A clean audit with no findings for the last seven years (2015-2021). Finance is still awaiting the results of the FY22 audit by BlueBird CPAs.

## Nimiipuu Health Budget Summary (January 2023)

Revenue/Funding	Annual Budget	Year to Date	Remaining	YTD % Budget
Federal Funding Agreement	\$ 13,500,000	\$ 11,233,426	\$ 2,266,574	83%
Third Party Collections	5,500,000	3,737,556	1,762,444	68%
Miscellaneous Revenue	15,000	5,476	9,524	37%
Orthodontic Revenue	25,000		25,000	0%
Ophthalmology Revenue	25,000	16,269	8,731	65%
Interest Revenue	10,000	122,312	(112,312)	1223%
Indirect Revenue	60,000	11,426	48,574	19%
Direct Contract Support Cost	50,000	-	50,000	0%
Prior Year Retained Earnings	4,032,000	-	4,032,000	0%
<b>Total available funding</b>	<b>\$ 23,217,000</b>	<b>\$ 15,126,465</b>	<b>\$ 8,090,535</b>	<b>65%</b>

### Expenditures

Administration - Lapwai	\$ 802,000	\$ 363,970	\$ 438,030	45%
Administration - Kamiah	57,000	14,375	42,625	25%
Behavioral Health	1,112,000	404,154	707,846	36%
Benefits Coordination	152,000	50,416	101,584	33%
Business Office	583,000	221,229	361,771	38%
Community Health - Lapwai	376,000	108,192	267,808	29%
Community Health - Kamiah	143,000	49,700	93,300	35%
COVID-19 Response	250,000	98,435	151,565	39%
Dental Lapwai & Kamiah	2,171,000	741,153	1,429,847	34%
Direct Contract Support Cost	50,000	8,417	41,583	17%
Facilities - Lapwai & Kamiah	1,058,500	441,410	617,090	42%
Finance	381,000	132,400	248,600	35%
Human Resources	469,000	135,387	333,613	29%
Integrated Health	250,000	53,627	196,373	21%
Information Technology	517,000	165,119	351,881	32%
Laboratory	1,003,500	302,466	701,034	30%
Maternal Child Health	176,500	43,213	133,287	24%
Medical - Lapwai	3,551,000	1,151,035	2,399,965	32%
Medical - Kamiah	615,000	214,147	400,853	35%
Medical Records	122,000	44,914	77,086	37%
Nutrition	124,000	41,826	82,174	34%
Optometry	632,000	247,830	384,170	39%
Pharmacy	3,750,000	1,141,062	2,608,938	30%
Public Health	486,500	92,322	394,178	19%
Purchased & Referred Care	4,200,000	686,905	3,513,095	16%
Quality Improvement	185,000	60,213	124,787	33%
<b>Total Expenditures</b>	<b>\$ 23,217,000</b>	<b>\$ 7,013,919</b>	<b>\$ 16,203,081</b>	<b>30%</b>