

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 extend a warm welcome and express our gratitude for your presence at the 2025 Fall General Council. Our full report and accompanying PowerPoint presentation are available on the NMPH website for those who wish to review them.

This season has brought several important updates and milestones. We are pleased to share that onboarding has begun for our new Clinical Operations Manager, who will oversee Dental, Community Health, Pharmacy, Behavioral Health, and Optometry - ensuring balanced workloads and allowing the Medical Director to remain focused on medical services. Both roles report directly to the Executive Director, strengthening leadership across the organization.

We also recognize and thank our staff for their active participation in professional development and community engagement. Dr. Hailey Wilson and Evelyn Bohnee represented NMPH at the Association of American Indian Physicians Annual Meeting held in Seattle, WA, and HR hosted a recruitment booth for providers during this event. Looking ahead, we are preparing for many maintenance projects at both Lapwai and Kamiah but will begin with repainting the exterior of the Lapwai Clinic as part of an effort to further improve the spaces where care is delivered.

We are especially grateful to Dr. Edward Smith and Dr. Hailey Wilson for their dedication and leadership as Co-Interim Medical Directors. Their willingness to adjust schedules, provide dual coverage in Lapwai, and support patient care in Kamiah has been instrumental. We also extend our appreciation to Miles Robinson for stepping in to provide temporary support.

Recognizing the ongoing nationwide provider shortage, NMPH continues to work diligently and strategically to recruit and retain talented providers so we may best serve the people. Recruitment efforts are currently underway for a Medical Director, Physician, Mid-Level Provider, and Dentist. In addition, we are currently interviewing three Locums candidates for the Interim Medical Director position, with the intent to secure long-term coverage for at least a year until the permanent Medical Director position is officially filled. NMPH remains unwavering in its mission to provide high-quality, culturally grounded healthcare to our community. I am truly grateful for the resilience and commitment of our staff, and it is an honor to work alongside them in this shared calling.

Thank you for your continued trust and support. Please feel free to reach out with any questions, concerns, or suggestions.

Kind Regards,

Roberta José-Bisbee
Nimiipuu Health Executive Director
robertab@nimiipuu.org
(208) 843-2271 ext. 2943



Loretta Penney
Nimiipuu Health Executive Assistant
lorettap@nimiipuu.org
(208) 843-2271 ext.2842

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Actions Approved by The Nez Perce Tribal Executive Committee (NPTEC) April 2025 – August 2025



Budget & Finance Sub-Committee

Chairman – Ryan Oatman, Vice Chairman – Jesse Leighton

Members - Shirley J. Allman, Rachel P. Edwards, Ferris Paisano III, Samuel N. Penney, Ashton Picard

April 2025

NMPH Financials for period ending January 31, 2025
Equipment Service Agreement

June 2025

NMPH Financials for period ending February 28, 2025
NMPH Financials for period ending March 31, 2025
FY 2024 Independent Auditor's Report

July 2025

I.H.S. Backlog of Essential Maintenance, Alternation, and Repair (BEMAR) Project Agreement for FY 2024 in the amount of \$512,000.00

August 2025

NMPH Financials for period ending April 30, 2025
NMPH Financials for period ending May 31, 2025
Amend IDH&W Subgrant in the amount of \$165,000.00 (additional funds)
J&J Painting Services, LLC proposal in the amount of \$232,200.00 paid from BEMAR funds
Skelton's Carpet One proposal in the amount of \$110,748.88 (Kamiah Clinic Flooring replacement)

Human Resources Sub-Committee

Chairman – Rachel Edwards, Vice Chairman – Samuel N. Penney

Members – Shirley J. Allman, Jesse Leighton, Ferris Paisano III, Ryan Oatman, Ashton Picard

April 2025

Reappointment of Tammy Everson, LCSW
Reappointment of Edward Smith, MD
Contract Agreement with Northwest Indian College
Verification and Calibration of Laboratory Timers policy
Infection Prevention and Control Policy
Incident/Patient Comment Process Policy

May 2025

Outside Provider Orders Policy
Computer System and Equipment Downtime Policy
Preventive Medical Equipment Maintenance Policy
NMPH Anesthesia Policy

June 2025

Outside Provider Orders Policy
Computer System and Equipment Downtime Policy
Preventive Medical Equipment Maintenance Policy
NMPH Anesthesia Policy

July 2025

Allied Health Policy
Medical-Dental Policies and Procedures
Appointment of Travis Wilson, Addictions Counselor
Reappointment of Kristy Kuehfuss, Doctor of Psychology
Appointment of Faith Phillips, Doctor of Nursing Practice
Reappointment of Steven Nash, Doctor of Dental Surgery

August 2025

Reappointment of David Eichler, DDS
Clinical Records Policies & Procedures revised

All-Staff Memorandum Correspondence from NMPH Executive Director

April 2025

Admin Leave (16 hours) for Spring General Council – 5/1-3/25
AAAHC Survey – April 14-15, 2025

May 2025

Memo to NPTEC RE: NMPH Brief Overview & Strategic Discussion
Admin Leave (4 hours) for Happy You, IRT Medical Services Event
To NMPH RE: Medicaid Administrative Match (MAM) Study

June 2025

Memo to NMPH Drivers RE: NMPH Vehicle use and Cleanliness
To All-Staff RE: Planned Events need ED Concurrence
Admin Leave (1 hour) for NPTH Home Fair
Admin Leave (4 hours) for Chief Joseph & Warriors Memorials

July 2025

Admin Leave (6 hours) for Talmaks Dinner & Sale
Admin Leave (8 hours) for Thunder Mountain Sundance
To NMPH Supervisors RE: Reminder to complete staff evaluations by end of FY 2025
Admin Leave (5 hours) for Summer of 1877 Presentation
Admin Leave (8 hours) for Mud Springs Memorials & name giving Ceremony
Admin Leave (8 hours) for Chief Lookingglass Memorials

August 2025

Congratulations to program staff awarded Local Education Program Funds
MAM Time Study for week of 8/25-29/2025

Meetings/Trainings

April 2025

All-Staff Meeting – Wednesday, April 16

- Department in-service meetings: 8am-12pm
- Medical, Lab & Massage: all-day in-service

July 2025

All-Staff Meeting – Wednesday, July 30, 2025

- Harassment Training
- Risk Management- Adverse Incidents
- Infection Prevention & Control-Employee Health/Immunizations

Ongoing Staff Trainings – offered during new employee orientation

- HIPAA Training
- Employee Health
- CPR

Medical/Laboratory/Radiology

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

Department Staff:

Providers:

Edward Smith, MD
Hailey Wilson, MD
Danae Vu, MD
Dustin Worth, DO
Brenda Sellner, FNP-C
Peter Cunningham, PA-C
Miles Robinson, DNP
Brad Capawana, DPM
Sally Springs, LMT

Nursing:

Rebecca Kelly, RN, BSN
Deborah Ven Huizen, RN
Becky Jones, RN
Deborah Jackson, RN
Gary Payton, RN
Leslie Merckle, RN
Melissa Berry, CMA
Noel Zierlein, CMA
Deborah Everett, CNA

Rhonda Blegen, CNA
Gail Jackson, PCC
Nikki Davis, PCC
Mildred Penney, PCC
Leah Jackson, PCC
Mary Johnson, PCC
Lucinda Bohnee, Operator
July Woodward, Administration

Diabetes Program Staff:

Marissa Verduci, Program Coordinator
Mikayla Calkins, Fitness Assistant

Kristine Riggers, Fitness Coordinator
Julianna Kickingwoman, Fitness Assistant

Memory Care Program Staff:

Jessica Ford, Program Coordinator

Anitta (Shayna) Padilla-Gomez, Program Assistant

Laboratory/X-Ray Staff:

Brenda Gillispie, Lab Supervisor
Michelle Bennett, Medical Lab Scientist
Lori Drury, Radiology Tech

Consuelo Cruz, Medical Technologist
Jacqueline Ryan-Pearce, Phlebotomist/Lab Tech
Rhonda Blegen, Phlebotomist/Lab Tech

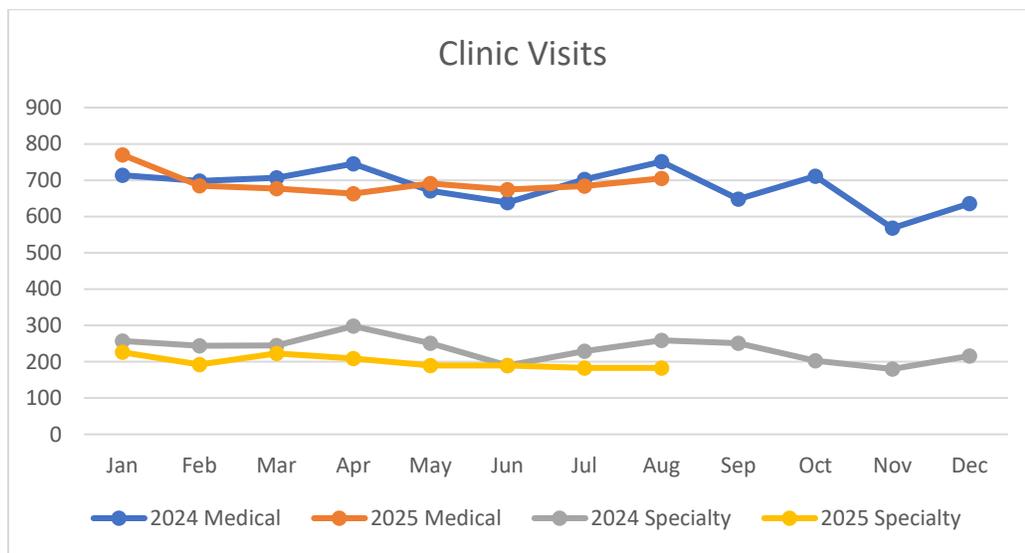
Program Purpose/Overview:

The Medical Department strives to provide quality healthcare in a culturally sensitive and confidential environment. Our Nimiipuu Health patients deserve the highest quality of healthcare, and our Medical Department endeavors to provide this.

Medical Department Highlights, Planned Activities and Accomplishments:

- Provide primary care and acute care clinics in Kamiah and Lapwai with routine nursing triage availability. Some care has been limited due to provider shortages though this has improved with locums providers and one regular provider back from medical leave.
- Ongoing specialty care by OB/GYN, podiatry and massage therapy.
- Accreditation Association for Ambulatory Health Care, Inc.(AAAHC) survey completed 4/14 – 4/15/2025 with a few findings that were quickly corrected and re-certification received 5/30/2025 for 3-year cycle.
- Medical providers started monthly Morbidity and Mortality reports to review high risk cases and provide ongoing learning in a supportive, collaborative environment.
- Reviewed measles vaccinations in all registered patients aged 5 and younger, found 89 children deficient in at least 1 vaccine and letters were sent to their guardians encouraging them to come in to update immunizations. NMPH is continuing to improve our vaccination rates for patients of all ages.
- Multi-Disciplinary Team collaborations focusing on helping our most vulnerable children and adult patients but must consider preventative measures to reduce and assist families with trauma.
- Assisted Living Facility Wéew'nikinwees project progressing, working on completing the Medicaid application, as well as contracting with consultant in collaboration with NPTEC. Water issues being resolved with the city in coordination with the tribe. The building is nearing completion and will be able to furnish soon.
 - It can take 3-6 months after the Medicaid application is submitted to the state, to receive final approval. Will also need to staff the facility including many certified nursing assistants.
- Ongoing Medication Assisted Treatment (MAT) with buprenorphine (Suboxone) for opioid use disorder available in Lapwai and Kamiah as well as ongoing community education regarding treatment.

- Coordinated with Idaho National Guard for the 2025 IRT project to provide medical check-ups, physical exams, immunization updates, dental and optometry services to the community.
 - 709 patients seen
 - 2,859 procedures completed
 - Fair Market Value - \$387,030.46
- Planning to meet with Greenway Health on the Electronic Health Record (EHR) Software Program System to help streamline and improve our EHR system for NMPH.
- Ongoing provider recruitment for 3 provider vacancies and 1 anticipated departure.
- Accomplishments
 - Ongoing collaboration with Oregon Health Science University Tribal Health Scholars Program and Lapwai High School for students to gain an understanding of several different careers in healthcare. The pilot program was successful in 2024 and in Spring 2025, 8 students completed the program and will be doing shadowing within the clinic.
 - In calendar year 2024 we provided 7691 medical clinic visits and 2823 specialty clinic visits; in year 2025, year-to-date clinic numbers are 5549 medical visits and 1596 specialty clinic visits. There are many other nursing clinic visits and triage encounters.



Diabetes Program Highlights, Planned Activities and Accomplishments:

- Special Diabetes Program for Indians (SDPI) grant programming continues with great services and programs.
- Completed phase 1 of Waq’iswiisa Comprehensive Weight Loss Wellness Program in May 2025.
 - 16 weeks total with 19 participants. All participants reported improvements in nutrition, physical activity, emotional health, energy, motivation and confidence in making healthy lifestyle choices. 17 participants lost weight and reduced their BMI. 67% had an improvement in BMI. 71% of survey respondents reported feeling “much improved” in overall health.
 - One participant commented, “My habits are being passed down to my children. They try to exercise with me, and we eat healthier.”
 - Program has submitted for the IHS Buford Rolin National Team Achievement Award.
- Phase 2 of the pilot program started 9/8/25. Will use this program data to inform our weight loss medication policy at NMPH.
- Ongoing commitment to fitness classes with expanded classes in both Lapwai and Kamiah.
- Ongoing monthly cooking and community support group classes.
- New partnerships with Lapwai High school and Prairie River Library in Lapwai.
- Fitness Coordinator completed personal training certification.

Memory Care Program Highlights, Planned Activities and Accomplishments:

- Excellent service from our Memory Care Program. We received an additional 3-year grant funding award in early 2025 for the IHS “Addressing Alzheimer’s in Indian Country.”
- The program has developed many Tribal and community partnerships and conducted lots of community outreach.
- The program was featured in the Alzheimer’s Association Diversity, Equity and Inclusion Impact Report released 8/2025.
- Completed “Missing Pieces: The Story of Colleen Lupe”, a documentary about dementia and one family’s story. This documentary has been shared throughout the reservation as well as multiple conferences and 15 other Tribal communities. The documentary is currently being adapted into 11 short clips highlighting the educational components about dementia.
- Memory Care staff have presented at the Tribal Brain Health and Dementia Summit as well as Dementia Friends “Aging with Intent” and will also be featured in 2 documentaries about early detection of dementia with the UW TRIAD Program and the Indian Health Services Alzheimer’s Disease and Dementia Program.

Laboratory/Radiology Highlights, Planned Activities and Accomplishments:

- Purpose: To perform diagnostic laboratory and radiology testing of the highest quality in a caring and compassionate setting while using all the available resources for the benefit of our patients.
- We’re excited to announce that the Laboratory has hired a full-time phlebotomist—Jacki Ryan-Pearce! Jacki has enjoyed her time working at Nimiipuu and enthusiastically applied for the position. Her experience and skillset make her a fantastic addition to our team, and we’re thrilled to have her on board.
- Michelle Bennett, MLS is cross training in the Radiology department. She is taking online classes with close supervision provided by Lori Drury, Radiologic Technologist. Once the training is completed and she is competent, Michelle will provide basic radiology services when Lori Drury is on leave.
- All staff are finishing up the required yearly competencies. This ensures every employee stays up to date and competent in performing and reporting patient testing.
 - Laboratory continues to excel in all proficiency testing. Proficiency testing is a CLIA/COLA accreditation requirement. Unknown test samples are tested and graded. This ensures the equipment is working adequately and staff competencies are acceptable.
 - Laboratory and Radiology department numbers:

2025	April 2025	May 2025	June 2025	July 2025	August 2025	Totals
Lab Patients	366	361	380	338	366	1811
Radiology Patients/ Exams	54/70	51/61	40/52	56/76	61/77	262/336

COVID Testing	April 2025	May 2025	June 2025	July 2025	August 2025	Total
Positive/Negative	5/27	2/42	0/10	0/7	14/17	21/103
Total	32	44	10	7	31	124

- **Planned scheduled activities:**
 - Maintain laboratory accreditation through quality policies and procedures, as well as continued monitoring and quality assurance of all patient related activities.
 - Pass the required laboratory COLA accreditation.

Optometry

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

Department Staff:

- Dr. Ileen Huh, O.D., Supervising Optometrist
- Lydia Munoz, Optician/Optomeric Technician
- Vacant, Optician/Optomeric Technician
- Vacant, Optician/Optomeric Technician



We are grieving the loss of Virginia Scott. She started working as an on-call for NMPH Optometry in July 2024. She transitioned into a full-time position in November 2024 and stayed with us until her passing (09/05/2025). Her bright personality, smile and laughter will be remembered by NMPH Optometry and everyone she interacted with.

Sincere apologies for frequent closure of the NMPH Optometry recently. With prolonged limited staffing, often to less than 50% of our full capacity, it has been very difficult to have our doors open during normal business hours.

Program Purpose/Overview:

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

What we do/Current Projects:

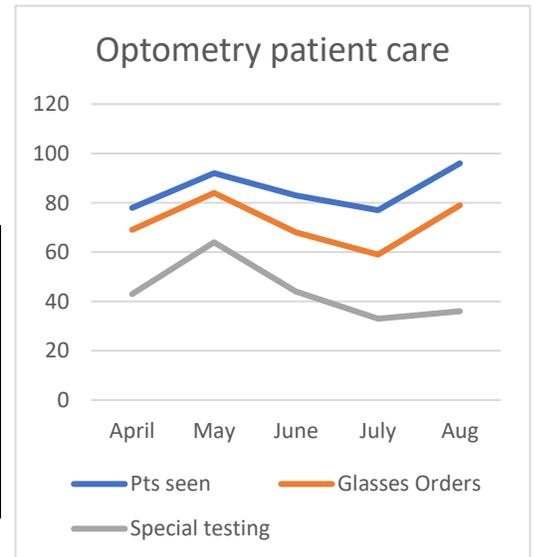
Services Provided:

- Comprehensive eye exam for all ages, eye diseases management and urgent/walk-in eye exams
- Glasses ordering, fitting, adjusting and repairs

Current Projects:

- Continuing the momentum with limited staffing
- Recruiting for vacant positions
- Patient care for April – Aug 2025

		April	May	June	July	Aug
Pts seen		78	92	83	77	96
Glasses Orders		69	84	68	59	79
Special testing	total	43	64	44	33	36
	VF	8	16	10	4	8
	OCT	17	24	23	11	23
	Fundus photo	18	24	11	18	5



Planned Activities/Future Projects:

- Vision Expo West, 09/17-09/20 2025
- Paraoptometric certification for current Optometric technicians
- Future hire training and local referral site observations
- Exploration of meeting the community’s eye care needs with limited staffing and service.
- Elementary school vision screening for lower classes, contingent upon NMPH Optometry staffing.

Accomplishments and activities:

Lydia Munoz celebrated 9 years with Nimiipuu Health Optometry in April. Thank you, Lydia, for all your hard work and care for the community!

Information Technology

Contact: (208) 843-2271 ext. 3225

Department Staff:

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



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 Health mission statement.

What We Do/Current Projects:

The Information Technology (IT) Department is responsible for maintaining the organization's digital infrastructure by overseeing network systems, providing help desk support, managing cybersecurity, and ensuring compliance with data protection standards. We support users at both Lapwai and Kamiah, ensuring consistent, responsive service across all locations. We handle all aspects of hardware and software management, including the deployment, maintenance, and replacement of equipment and applications. Our team ensures data is securely backed up, supports business continuity, and leads technology-driven projects that align with organizational goals.

Planned Activities/Future Projects

The IT Department is implementing a hardware refresh that includes a new server along with upgrades to our existing server operating systems. End-of-life cycle PCs are also being replaced to improve reliability and efficiency for staff. Video conferencing rooms will receive updated equipment to ensure clearer communication and collaboration across sites. Together, these upgrades replace outdated hardware with modern systems that strengthen security, reduce downtime, and provide a stable foundation.

Accomplishments:

We successfully implemented a new Cisco phone system, modernizing our communications infrastructure. While the transition has gone smoothly overall, we continue to work through minor issues and adjustments to ensure the system performs optimally and meets the needs of staff and patients.

Community Health

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

Department Staff:

Leslie Smith, RN, BSN, Lead PHN	Julie Keller, Registered Dietician, RDN
Jackienna Hopkins, RN, PHN	Crissy Garcia, School Health Specialist
Julie Saunders, RN, BSN, Employee Health/Infection Prevention Nurse	Larry Greene, Transportation Aide
Alishia West, RN, BSN, MCH Nurse	Richard Arthur, Transportation Aide (Kamiah)
Tami Wolfe, RN, PHN (Kamiah)	Emilie Guzman, CHR
Cynthia Charles, CHD/WIC/Women's Wellness Receptionist	Sonya Wood, CHR (Kamiah)
	Tina Holt, CHR

Program Purpose/Overview:

The purpose of the Community Health Department (CHD) is to provide disease prevention, health maintenance activities and education to support the Nez Perce Tribal Community. CHD provides nursing assessments, 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, postpartum education, and lactation education. We also provide infection control and employee health for the clinic. The Women's Health Clinic/Dr Vu's OB/GYN services are being provided in the Community Health Department. CHD collaborates with all other Nimiipuu Health departments, tribal programs, and state and federal programs.

Accomplishments:

Sonya Wood and Emilie Guzman have completed the Community Health Workers (CHW) Apprenticeship Program through Idaho State University.

Sonya Wood Kamiah CHR has started Fit and Fall Proof classes in Kamiah. Lapwai staff will be reaching out to Lapwai Library Fit and Fall Proof Coordinator to assist with and recruit for offered classes.

Sonya Wood attended the Native Spirit Conference in Canada with tribes from around the world.

Tina Holt has completed her CNA course and passed the written test and will be taking her skills test in October.

Cynthia Charles has taken on the duties of PCC for our Women's Health Clinic.

Julie Keller, RD in collaboration with the Nez Perce Tribe, held a summer fitness challenge with 186 participants and 60 people completing the challenge. Julie also is part of the Ozempic Wellness Group, providing intake and nutrition/lifestyle support, she provides assistance as often as people need.

Julie Saunders, RN, BSN, attended AAAHC and APIC trainings this year building the Employee Health/Infection Prevention program and helping NMPH pass the Infection Prevention portion of the AAAHC accreditation survey.

Crissy Garcia hosted the Basic Tobacco Intervention Skills training for the clinic and 5 other tribes doing tobacco work. She also recertified as a child passenger safety technician again this year, certification last for two years. This is her 12th year of being a certified child passenger safety technician.

Alishia West our MCH Nurse after much hard work has completed a Nurse Practitioner Program and received her Advanced Practice Registered Nurse license. We appreciate the work she has done in the MCH program providing care for mothers and babies and her work as Dr Vu's clinical nurse. Her last day will be September 26, 2025.

Activities:

Mileage Club is held weekly in Lapwai and Kamiah. Sonya Wood is holding Fit and Fall Proof classes bi-weekly in Kamiah. Food distribution is held the second Tuesday of each month. Julie Keller is collaborating with the Diabetes program to provide cooking classes in Kamiah and Lapwai. These classes are live streamed on Nimiipuu Health Facebook page and have upwards of 1000 views.

Grants:

Julie Keller manages the WIC grant. Crissy Garcia received the Local Education Grant from the Nez Perce Tribe for car seats and Julie Saunders received this grant for this year's Pride Event. Jackienna Hopkins received a \$30,000 grant from NPAIHB for upcoming CHD events, Women's Outreach Clinic open house and to provide gas cards to assist women to get to their mammogram appointments now that the mammogram mobile program has been eliminated.

Challenges:

The state funded car seat program along with the state funded tobacco cessation program were eliminated.

Future Goals:

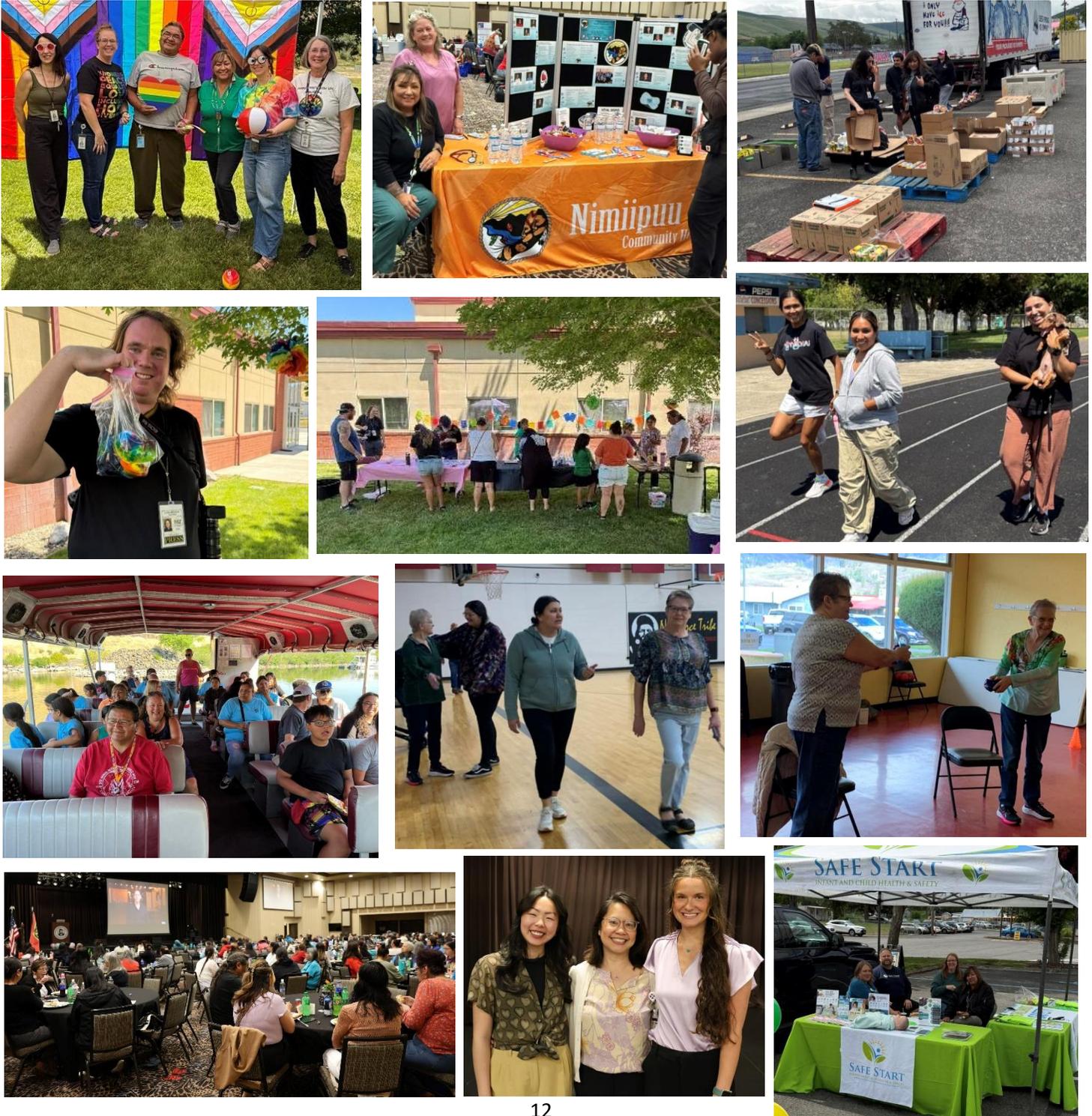
Continue to work on the flow of the Women’s Health Clinic.

Begin planning for breast cancer awareness activities next year’s Men’s Wellness Conference, Kamiah Youth Culture Camp and Pride Event.

Look for future grants to supplement the ones that were eliminated.

Kamiah staff goals are to expand outreach to Orofino and apply for Food Distribution boxes for Kamiah.

Photos from Community Health Events:



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
 Celiisa Booker, PRC Technician

Natasha Weaskus, PRC Referral Specialist
 Jenny Blackeagle, PRC Data Entry Technician

Program Purpose/Overview:

The Purchased/Referred Care (PRC) program pays for medical and dental services not available at the Nimiipuu Health Clinics (NMPH). Patients who meet residency, referral and alternate resource requirements are eligible for PRC services. Navigating these processes can be complex, and the PRC Team strives to ensure that all patients receive the highest level of service and assistance.

What We Do/Current Projects:

- PRC staff are responsible for the administration and management of the PRC program.
- To protect PRC funds and ensure all patients receive equal and fair treatment, PRC staff review each referral, medical/dental claims and patient bills for PRC eligibility, medical necessity, notification, payor/insurance status.

Planned Activities/Future Projects:

- Provide more outreach and education to Nimiipuu Health patients and outside providers regarding PRC requirements and procedures.
- Provide annual patient chart audits and assist with updates to ensure consistent patient eligibility.

Accomplishments:

- 9,699 claims received, reviewed, approved, repriced for Medicare Like Rates and paid.
- \$2,640,038.99 dollars saved with Medicare Like Rates
- Clean claims are paid within 30 days.

Reminder for College Students: Please update your patient chart before leaving the area for school to ensure your PRC eligibility continues. Contact a Patient Care Coordinator (PCC) at the NMPH clinics.

PRC Contact Information: Phone: 208-621-5000 extension 2817 E-mail: prc@nimiipuu.org Fax: 208-843-2687 Appointment Hotline: 208-621-4955 (message only)		Visit nimiipuuhealth.org to submit an emergency Care/Appointment Notification Form or scan this QR code on your mobile device for easy notification form access
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Purchase/Referred Care Expenditures 10/01/24 – 08/31/25: \$3,508,473.34

Top 10 Provider Expenditures		Medicare Like Rate Savings		Purchase Orders Paid	
St Joseph Hospital LLC	\$ 662,736.76	\$ 2,640,489	FY 2025	9,699	FY 2025
Tri-State Memorial Hospital	\$ 442,373.29	\$ 2,764,186	FY 2024	11,731	FY 2024
Royal Life Center	\$ 227,125.13	\$ 3,470,600	FY 2023	11,232	FY 2023
Moonlight Mountain Recovery	\$ 216,845.00	\$ 2,689,098	FY 2022	10,959	FY 2022
Oral & Facial Surgery	\$ 156,801.58	\$ 3,026,695	FY 2021	11,331	FY 2021
Clearwater Endodontics	\$ 151,307.90	\$ 5,265,984	FY 2020	14,618	FY 2020
Kootenai Health	\$ 149,907.64	\$ 5,467,777	FY 2019	15,140	FY 2019
Cascadia Of Lewiston	\$ 145,859.79	\$ 6,136,261	FY 2018	13,390	FY 2018
Clearwater Valley Hospital	\$ 115,903.19	\$ 4,951,054	FY 2017	12,436	FY 2017
Canyon Kids Dental	\$ 110,471.80	\$ 2,251,839	FY 2016	12,286	FY 2016

Quality Improvement/ Risk Management

Contact: (208) 843-2271

Department Staff:

McCoy Oatman, Quality Improvement / Risk Manager - mccoyo@nimiipuu.org or ext.2857

Aillia Wilson, Patient Advocate - patientadvocate@nimiipuu.org, ext.2973 or Direct: (208) 621-5009

Program Purpose/Overview:

To establish a policy and procedure for Quality Improvement/Risk Management activities within Nimiipuu Health. The mission of the QI/Risk program is to ensure the provision of quality healthcare in a culturally sensitive and confidential manner.

What We Do/Current Projects:

- Presentation to new employees by QI/Risk Manager and Patient Advocate
- Yearly training for members of QI Committee on developing QI projects
- Reporting Adverse Incidence training at the all-staff meeting
- Yearly training for the Governing Body
- Patient Satisfaction Survey
- Ongoing monitoring and data collection via the Patient Comment software Issuetrak

Planned Activities/Future Projects

- Departments will continue to collect data and report on possible QI projects/studies for 2025
- Implement and maintain the Patient Comment/Incident reporting software Issuetrak
- Assist the Executive Director with Assisting Living Facility project
- Identify relevant performance benchmarks, set measurable goals, and as a committee, identify opportunities for improvement and QI projects/studies
- Integrate the GPRA measures into our reporting schedule and compile the EHR data

Accomplishments:

- Assisted in obtaining AAAHC accreditation for the next 3 years
- Revised and amended the Patient Comment/Incident reporting policy, which was approved by the Governing Body
- Developed and currently implementing the 2025 QI/Risk Plan
- The patient advocate developed the 2025 Patient Satisfaction survey
- Conducted Quality Improvement training for the NMPH staff on identifying and developing Quality Improvement projects utilizing the Institute for Healthcare Improvement toolkit



2025 Patient
Satisfaction
Survey

Human Resources

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

Department Staff:

Carmalita Bohnee, HR Manager
Keesha Spencer, HR Generalist
Beverly Childers, HR Specialist
Evelyn Bohnee, HR Technician

Program Purpose/Overview:

The Human Resources Office (HRO) is committed to meeting the evolving needs of Nimiipuu Health. We promote organizational excellence by fostering a workplace that values diversity, professional development, and transparent communication. Guided by fair and consistent policies, we balance the needs of our employees with those of Nimiipuu Health (NMPH), while ensuring full compliance with all applicable tribal and employment laws. The HRO serves as a trusted advisor and resource for both administration and staff.

What We Do/Current Projects:

- Recruitment & Retention
- Employee Relations
- Employee Benefits
- Volunteers/Internships/Clinicals/Preceptorships
- Mandatory Employee Trainings
- HR Quarterly Meetings

Planned Activities/Future Projects:

- Employee Years of Service & Recognition
- Participation in Job Fairs, Career Fairs, & Community Events
- Plan FMLP & Workman's Comp Training for Supervisors
- Plan EAN Supervisor Training
- HRM Revisions—Ongoing
- HUB Monthly Meetings—all HR departments
- Research HR Software Options (Paycom) - Ongoing
- Recruitment for Assisted Living Facility (ALF)
- Compensation Study
- Attending AAIP Physicians Conference

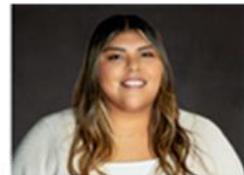
Carmalita Bohnee



Keesha Spencer



Beverly Childers

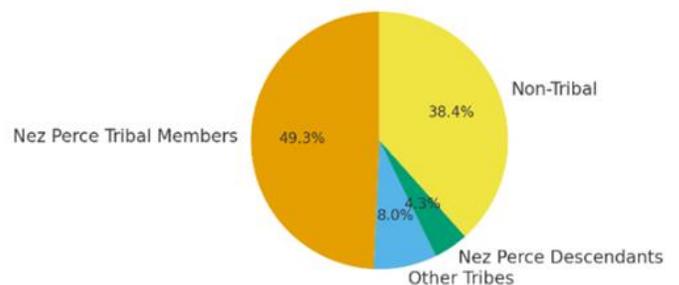


Evelyn Bohnee

Accomplishments

- Positions Filled: Clinical Operations Manager, Clinical Registered Nurse (RN), Pharmacy Technician, Dental Hygienist (Lapwai), Phlebotomist/Laboratory Technician, Facilities Custodian
- AAAHC required trainings—Risk Management (Adverse Incidents), and Employee Health (Immunizations),
- Trainings: CPR/BLS, Sexual Harassment, FMLP & Workman's Comp Training
- Completed Open Enrollment—August 11th – 22nd 2025
- All Staff Meetings—5th Wednesday, quarterly

Employee Demographics by Tribal Affiliation



Business Office/Benefits Coordination/Clinical Records

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

Department Staff:

Tina L. Bullock, Manager Ext. 2985	Jolanda Villalobos, Billing Technician I
Eva Higheagle, Lead Billing/Account Receivable Specialist II	Daniel Vantrease, Billing Technician I
Ruth Corbett-Munoz, Certified Coder II	Jessica Redheart, Medical Records Technician II
Aaron Nicholai, Coder I	Jeanette Jackson, Medical Records Technician I
Camielle Chapman, Coder I	Artrette Sampson, Benefits Coordinator
Wilma Williams, Billing Technician I	Samantha Penney, Benefits Coordinator

Business Office (BO) - Program Purpose/Overview:

Responsible for Coding and Billing patient visits at both (Lapwai and Kamiah) Nimiipuu Health clinics. The BO team has extensive knowledge and experience in revenue reimbursement services. Our team has experience with Clinical Coding and Billing several types of patient care visits such as Medical, Laboratory, Optical, Behavioral Health and more. Clinical Billing generates revenue for Nimiipuu Health to utilize and supplement the Indian Health Service (IHS) budget dollars. Revenue generated by BO has historically allowed for the expansion of programs and services within NMPH.

Benefits Coordination (BC) – Program Purpose/Overview:

Assists patients with applying for alternate resources such as Medicaid, Medicare, Marketplace and Insurance Coverage. BC staff completes registration for Medicare Part B & D Premium Payback Program. Assists, on a limited basis, clients requesting assistance with Social Security Disability Determinations. Gives alternate resource application assistance priority to clients with PRC high-cost claims. Having insurance saves PRC funding and generates revenue allowing NMPH to provide more services to our patients.

What We Do/Current Projects:

- Clinical Coding of patient visits (ICD-10, CPT, and HCPCS)
- Patient Billing and Collections
- Revenue management with claims aging investigation and resolution
- Assure Provider Insurance Credentialing completed prior to assigning payer to visits
- Continuing education (CEU) for Coding staff
- Register patients for the Medicare B & D Premium Payback Program annually
- Collaborate with other NMPH Departments to determine high-cost patients needing payer coverage
- Meet with Idaho and Washington Medicaid to assure Managed Care Organizations (MCO) are paying correctly
- Statewide Health Insurance Benefits Advisors (SHIBA) training
- Verifying claims on eCAMS government website for patients with VA coverage
- Coding staff attending classes to become certified
- Ongoing communication with PCC's (Patient Registration) to ensure current insurance information is obtained and entered accurately to complete the billing cycle without errors

Planned Activities/Future Projects

- Continue working with Greenway support to complete tickets
- Continue to attend quarterly Medical Care Advisory Committee (MCAC) meetings
- Attend Monthly and Quarterly Idaho Tribes/Department of Health and Welfare (DHW) meetings
- Nimiipuu Health will be hosting the Quarterly Idaho Tribes/DHW Meeting in May 2026
- Fiscal Year 2025 closes on September 2025. Closing Coding and Billing for FY

Accomplishments:

- Attended Quarterly Idaho Tribes/DHW Meeting at the Coeur D'Alene Tribe on May 28, 2025
- Attended Quarterly Idaho Tribes/DHW Meeting at the Kootenai Tribe on August 27, 2025

- Determined HMA was paying claims incorrectly, reported to NMPH Financial Management Officer to correct the issue – issue resolved
- Clinical Records Policy updated and approved

Clinical Records (CR) - Program Purpose/Overview:

Previously known as Medical Records, CR ensures the accuracy, confidentiality, and accessibility of patient health information to facilitate high-quality, continuous patient care. Complete audits to assist with insurance and legal claims and help the organization meet regulatory standards. The CR team assists patients, providers and referral facilities with client Release of Information (ROI) processes to assist with our patient’s continuity of care. The CR staff scan clinical records into patient files daily which are received from many hospitals and specialty clinical offices.

What We Do/Current Projects:

- Clinical Records scanning kept current to assure continuity of care for NMPH patients
- Release of Information kept current daily
- Requests all patients to submit copies of their Medicare, Medicaid and Private Insurance cards
- Business Office asking all Nez Perce Tribal Entity Supervisor’s and Human Resource Offices to ensure employees file workmen’s compensation paperwork timely
- Benefits Coordination assisting with Medicaid applicants, Disability Determinations, Nursing Home placement assistance, holds educational events for Medicare recipients on avoiding fraud and Pros and Cons of Medicare Advantage Programs
- Billing the new Nez Perce Tribe’s Self-Insurance company, Health Management Administrators (HMA) claims
- Continuing to resolve billing issues with the State of Idaho Behavioral Health Managed Care Plan, Magellan
- Working with finance to receive electronic Automated Clearing House (ACH) payments from all payors

Samantha Penney & Artrette Sampson – Benefits Coordinators



Dental

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

Department Staff:

JoAnna Hendren, RDH, Interim Supervisor	Tina Roy, EFDA (Kamiah)
David Eichler, DMD, Lead Dentist (Kamiah)	Mellissa Wilson, EFDA (Kamiah)
Jesse Guzman, DDS	Suzanne McAtty, EFDA
Douglas Heath, DDS	Ariel King, EFDA
Brenden Swenson, DDS (Contracted Orthodontist)	Jamie LeFavour, EFDA
Jessica Pratt, RDH	Rachael Haubrich, EFDA
Christie Lussoro, Dental Coder/Biller	Raquel Broncheau, DA
Julianne Big Man, Dental Receptionist	

Program Purpose/Overview:

Nimiipuu Health Dental offers a comprehensive range of dental services designed to meet the diverse needs of our patients. Our services include:

Exams	Periodontal Treatment	Oral Surgery	Crowns
Cleanings	Fillings	Orthodontics	Partials
Emergency Treatment	Root Canals	Dentures	Bridges

Our dedicated dental team is committed not only to treatment but also to prevention. Through patient education, we strive to increase awareness of dental diseases and highlight the important connection between oral health and overall health. When specialized care is needed, we provide referrals to trusted specialists to ensure the best possible outcomes. We adhere to best practices outlined by the CDC and OSHA, maintaining the highest standards of safety and care in everything we do.

What We Do/Current Projects:

Beyond providing quality dental care, the Nimiipuu Health Dental Department is actively involved in the community. Our team regularly participates in health and job fairs, where we provide valuable information and services to the public. Additionally, we conduct fluoride applications, dental screenings, and oral health education in local schools to promote dental health and hygiene among children and adolescents.

Douglas Heath, DDS is currently providing services mainly in our Lapwai clinic. Dr. Heath is an experienced general dentist having worked both in private practice and community health clinics. Dr. Health is originally from Lompoc, CA. He is a regular, full-time dentist.

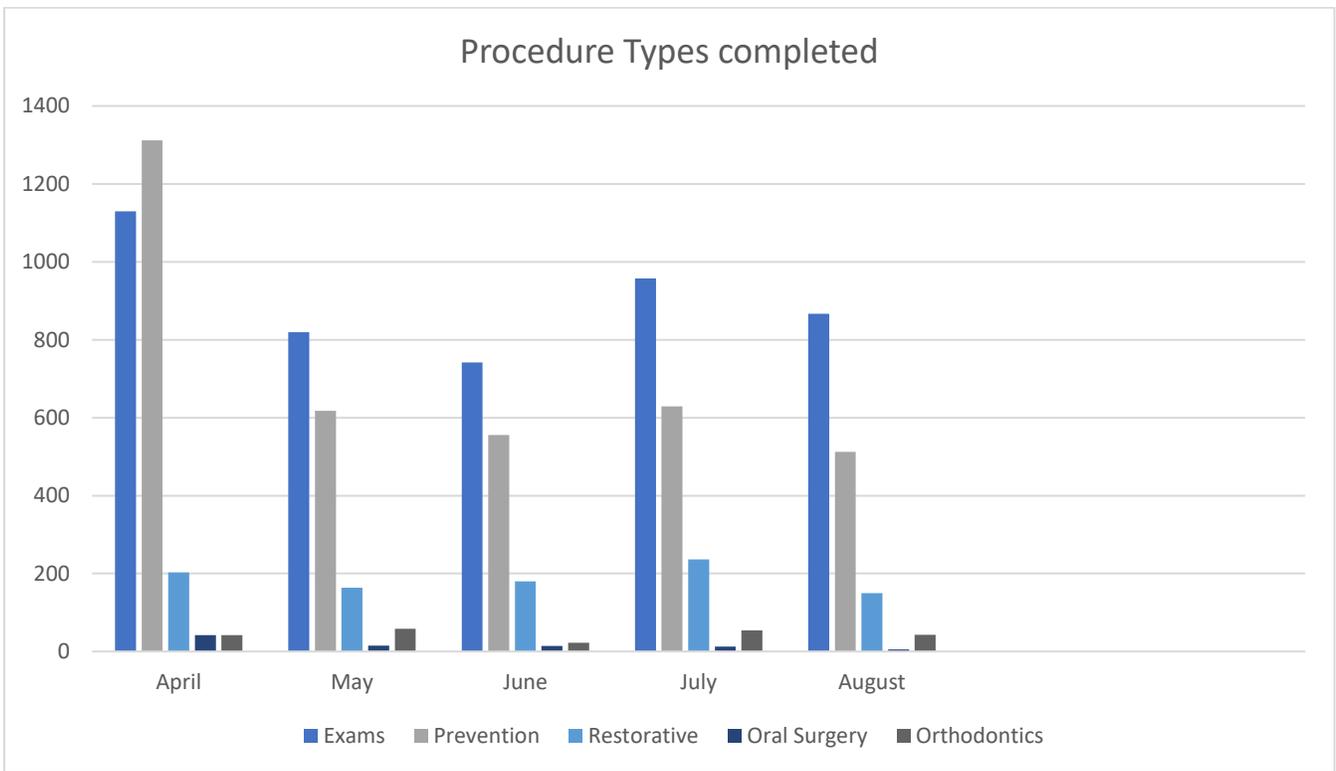
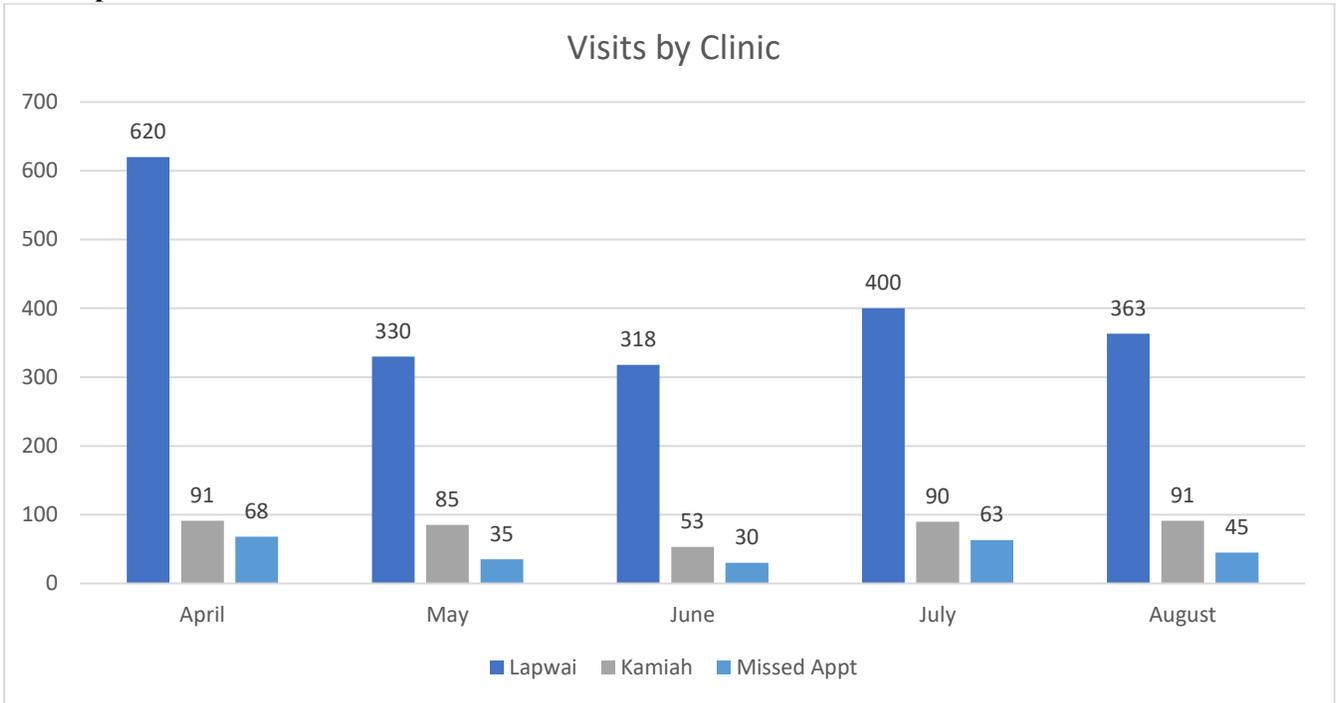
Jessica Pratt, RDH, an experienced dental hygienist, was hired as a full-time employee and began working in our clinics in January of this year. Previously, Ms. Pratt worked in private and group dental practices and taught at a dental hygiene program. She is currently providing hygiene services in both Lapwai and Kamiah clinics.

Planned Activities/Future Projects:

Looking ahead, the Nimiipuu Health Dental Department is excited to have enhanced our service offerings with the purchase of a digital scanner. This new technology will streamline the crown and bridge process by making impressions more comfortable for our patients and reducing the time required for the return of permanent prostheses. This investment aligns with our commitment to providing high-quality, patient-centered care and reflects our ongoing efforts to integrate the latest advancements in dental technology into our practice.

We are confident that these initiatives will further strengthen our ability to serve our community and improve the overall dental health of our patients.

Dental Graphs:



Behavioral Health

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

Department Staff:

Karen Hendren, LCSW – Behavioral Health
Director
Toni Eneas – Administrative Assistant
Tonia Aripa, LCSW – Co-Occurring Clinician
Sabrina Wakefield, LCSW – Co-Occurring
Clinician
Tammy Everson, LCSW – Co-Occurring
Clinician
Dora Axtell, LCSW – Co-Occurring Clinician
Kiara Garcia, LMSW – Co-Occurring Clinician

Ada Fryer – LMSW – Co-Occurring Clinician
Alex “Tei” Tall Bull – Recovery Program
Supervisor
Sasheena Williams – Recovery Coach
Brandy Blackeagle Recovery Coach
Travis Wilson, - Addictions Counselor
Kristy Kuehfuss, PhD – Contracted Psychologist
Dr. Gary Grogan, PhD – Contracted
Psychologist

Program Purpose/Overview:

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

Current Projects:

- Working with school to implement “Second Step Emotional Learning” program
- Creating “Contingency Management” mandated by SAMHSA/TOR grant
- Red Road and White Bison curriculum training completed for new Addiction Counselor
- Moonlight Mountain purchased house in Lewiston for Intensive Outpatient Treatment and Sober Living. Tribe has first choice with referrals

Attended & Planned Activities:

- Narcan Trainings
- White Water Rafting with Recovery Program
07/25
- Tulalip Recovery Campout – 08/25
- Buffalo Campaign Yellowstone trip
- Camp trip to Wilderness Gateway
- Drum Making Classes
- Canning Classes
- Soap Making
- Several Intervention Trainings

Accomplishments:

- Continuing Education completed for all clinicians
- Dora Axtell passed her Clinical exam with the State of Idaho and became a LCSW
- Passed AAAHC and completed all mandatory trainings
- Training completed for White Bison and Red Road Curriculum
- National Guard event was a great success in BH
- Handled the increased referrals and now able to better serve clients in a more timely manner
- Opioid overdoses declined without a reported overdose in past 8 months
- Assisted Social Services Indian Child Welfare Wallowa Youth Retreat to promote cultural activities in prevention

Challenges:

- Continued lack of resources for Severe Persistent Mental Illness
- Continued lack of transitional / sober housing for Tribal members returning from inpatient treatment
- Continued lack of Detox centers nearby

Facilities

Contact: (208) 843-2271 ext. 2828

Department Staff:

Jim Stitt, Facilities Manager,
jstitt@nimiipuu.org, ext. 2828
Mark Broncheau, Maintenance Technician
Daniel Lawyer, Maintenance Technician
Jerry McCain, Custodian (Kamiah)
Delia Minkey, Lead Environ. Services Tech.
(EVS)

Steve Guzman, EVS
Carol Ellenwood, EVS
Tamara Padilla, EVS
Alyssa Guzman, EVS
Tee Jay Henry, Custodian

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:

- Continuing construction of the Assisted Living Facility in Lapwai
- Working with the City of Lapwai to find solutions to the water shortage
- Daily cleaning and sanitization of facilities
- Fleet vehicle maintenance and service
- Building and grounds maintenance
- Grounds maintenance around wéew'nikinwees
- Receiving freight
- Staff office modifications
- Continuing interior painting at Kamiah



Planned Activities/Future Projects:

- Plan to re-stripe and seal the employee parking lot at Lapwai and Kamiah
- Replacing flooring at Kamiah
- Installing new drinking fountain at Kamiah
- Working toward dual language signage in the wéew'nikinwees (Assisted Living Facility)
- Working toward dual language signage in the clinics
- Design landscaping plan for the Wéew'nikinwees (Assisted Living Facility)



Accomplishments:

- New "chimney" installed on wéew'nikinwees
- Preparing for building repainting

Outside/Inside wéew'nikinwees (Assisted Living Facility) ALF

Partnerships:

- Enterprise Fleet
- Kenaston Corporation
- USDA Rural Development



Pharmacy

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

Department Staff:

Tyler Cowart, Chief Pharmacist, 3 years
Christina Hammond, Pharmacist, 12 years
Kimberly Merrill, Pharmacist, 4 years
Natasha Stamper, Pharmacist, 8 years
Rita Jamison, Pharmacist, 25 years
Katherine Raymond, Pharmacist, 1 year
Linore Rider, Certified Technician 11 years

Ann White, Pharmacy Technician (on-call), 6 years
Amber Porter, Certified Technician, 4 years
Sadie Smith, Certified Technician, 2 years
Elizabeth Murillo, Technician, 11 years
Trisha Kearney, Certified Technician, 0 years
Jennifer MacMenamin, Certified Technician, 9 years
(Kamiah)

Program Purpose/Overview:

Our purpose and function is to provide pharmaceutical services to Nez Perce tribal members, descendants, and 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
- Adjust doses for warfarin, a blood-thinning agent, based on INR lab values
- 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
- Operate a patient assistance program which allows our budget to stretch further
- 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

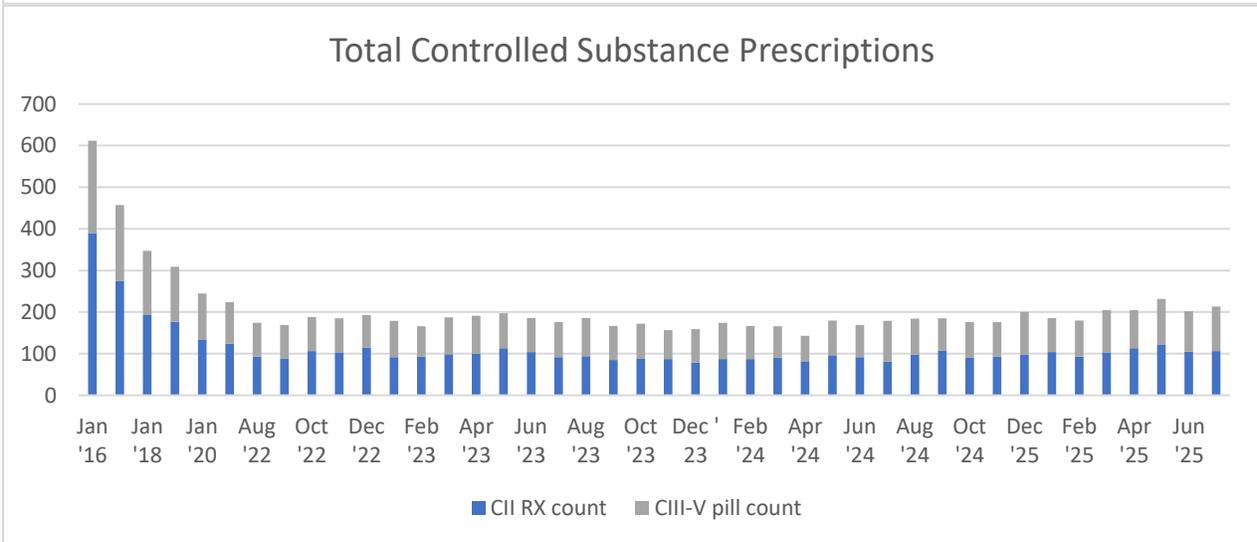
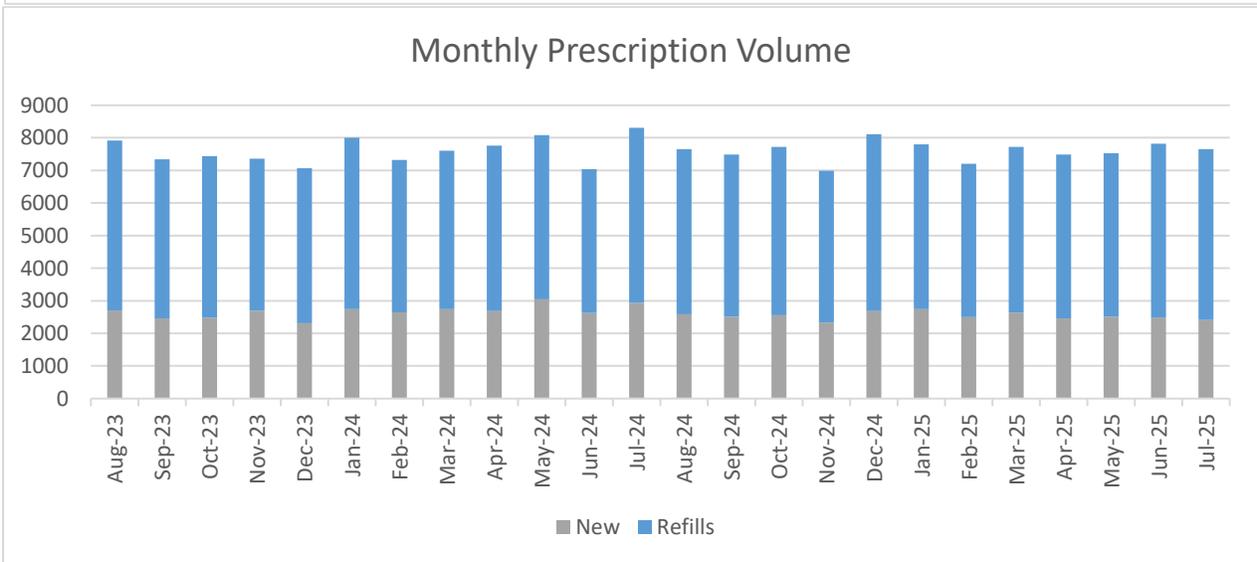
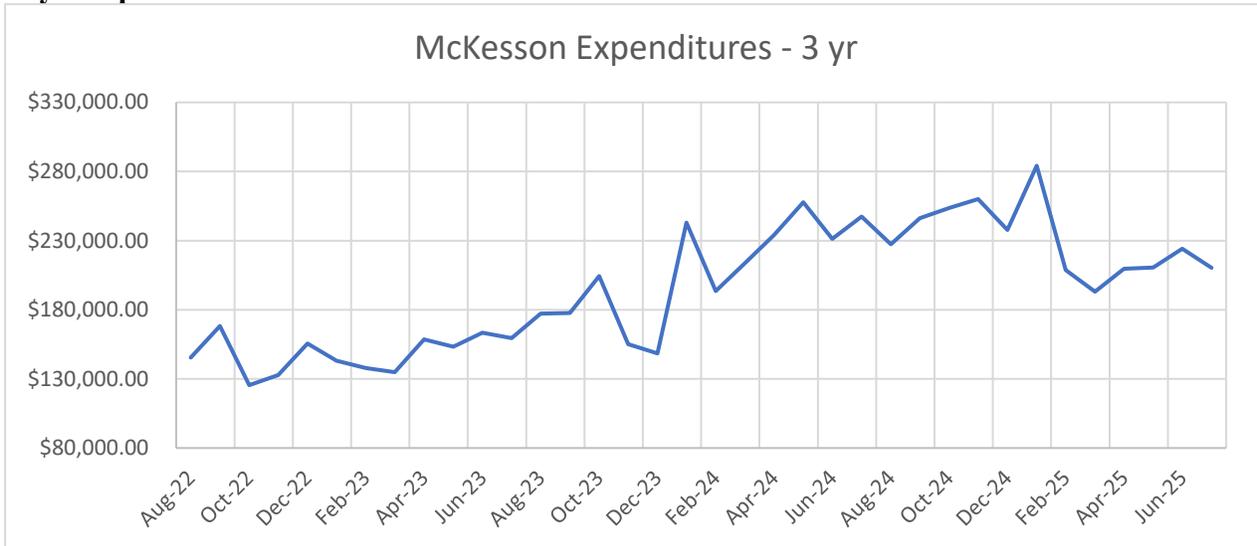
Accomplishments:

- Filled 37,561 prescriptions for 2,000 patients
- Generated ~ \$2,169,343 of 3rd party revenue

Congratulations to Fianna Hayes on pursuing your goals and beginning your journey at Regis Pharmacy School!



Pharmacy Graphs:



Communications

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

Department Staff:

Cara Montelongo, Communications Program Manager

E-mail: caram@nimiipuu.org

Phone: (208) 621-4964

Stay Connected with Nimiipuu Health:

Find us on [Instagram](#), [Facebook](#), [LinkedIn](#), and [YouTube](#) by searching *Nimiipuu Health* or visit our website at nimiipuuhealth.org

Program Purpose/Overview:

Our mission is to deliver culturally sensitive and accurate information tailored to the needs of our unique audience, in the service of promoting quality healthcare. We are committed to building bridges of understanding within the community, ensuring that critical health information reaches those who need it most.

What We Do/Current/Ongoing Projects:

We use a variety of communication channels to keep our community informed, engaged, and empowered:

- **Social media:** Active presence on Instagram and Facebook
- **Print & Online Media:** Flyers, email updates, and website content
- **Community Outreach:** Digital signage in Lapwai and Kamiah, “What’s the Flush” restroom postings, and contributions to the Nez Perce Tribal newsletter
- **Mass Communication:** Staff emails for introductions, department highlights, scheduling changes, and closures
- **Employee Recognition:** Celebrating staff who make NMPH exceptional
- **Awareness Campaigns:** Highlighting key health observances and upcoming events to support wellness and community health
- **Wellness Wisdom Newsletter:** Monthly newsletter with exercise demonstrations and companion videos
- **Event Promotions:** Multi-platform outreach for Mileage Club, Fitness Center programs, and community events
- **Diabetes & Nutrition Initiatives:** Promoting monthly cooking classes, Mileage Club, and support groups via flyers, social media, and live video
- **Content Development:** Creating calendars, videos, emails, memos, and press releases with professional, engaging messaging
- **Internal Communications:** Keeping staff informed through email, Microsoft Teams, and “What’s the Flush” postings

Future Projects

- **Video Release:** Collaboration with Mezia Media on a video project *Real Talk Life Story-2*
- **Print Expansion:** Including NMPH Information on the NPTHA Quarterly Newsletter

Accomplishments:

- **Website Expansion:** Launched a dedicated Assisted Living Facility section on our website, improving accessibility and awareness
- **2025 Innovative Readiness Training Medical Event:** 709 patients seen, 2,859 procedures completed

Finance

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

Department Staff:

Sergio Islas, MBA, Financial Management Officer
sergioi@nimiipuu.org, ext. 2811
Direct: (208) 621-4957

Sonya Pablo, BS Business Administration, Accountant
sonyap@nimiipuu.org, ext. 2869

Shelley Simpson, Purchasing Specialist
shelleys@nimiipuu.org, ext. 2833

Vacant, Accounting Technician position



Program Purpose/Overview:

The Finance Department oversees all financial operations of Nimiipuu Health (NMPH), including budgeting, grant administration, accounts payable, procurement, and financial reporting. We strive to maintain accountability, transparency, and efficient support of patient care and community wellness.

The Finance Department currently administers the Direct Contract Support Cost (DCSC) Settlement Fund which is budgeted for \$250,000 for FY 2025. Through August we have expended approximately \$75,000 and have assisted over 200 Nez Perce Tribal members.

For the FY 2024 Financial Audit, the Nez Perce Tribe had a new auditor REDW. NMPH had one finding which had to do with 3rd Party Revenue, which was underreported. Finance will work on improving 3rd party collections/reporting by working collaboratively with Business Office, Dental, Pharmacy and other Departments to address any issues with software integration, seeking alternative resources, and increasing/tracking of 3rd party collections.

NMPH Finance Manual update is anticipated early FY 2026. Projects under the Backlog of Essential Maintenance, Alterations and Repairs (BEMAR) from Indian Health Service are under way. We are focused on completing the Assisted Living Facility (ALF) construction project to include the planning for staffing, purchasing of FF&E (furniture, fixtures and equipment) and operations of the facility.

Current Grants:

Early Detection of Alzheimer's Disease in Native Americans (Memory Care Program), Special Diabetes Program for Indians (Diabetes), Drug Overdose Prevention Grant (Naloxone), Idaho Vaccine Grant (ENDED), Medicaid Administrative Match (MAMs), Tobacco Cessation, Tribal Opioid Response (TOR), Women, Infants & Children (WIC), Your Health Idaho (YHI), Nez Perce Tribe Local Education Grant x3 (Car Seat Safety, Pride Event, Suicide Awareness & Prevention)

Nimiipuu Health Budget Summary (June, 2025)		Benchmark: 75%		
Revenue/Funding	Annual Budget	Year to Date	Remaining	YTD % Budget
Federal Funding Agreement	\$ 12,000,000	\$ 12,423,652	\$ (423,652)	104%
Third Party Collections	9,500,000	7,887,942	1,612,058	83%
Miscellaneous Revenue	15,000	1,054	13,946	7%
Orthodontic Revenue	40,000	24,000	16,000	60%
Ophthalmology Revenue	35,000	33,347	1,653	95%
Interest Revenue	300,000	376,838	(76,838)	126%
Indirect Revenue	60,000	55,862	4,138	93%
Direct Contract Support Cost	250,000	-	250,000	0%
Prior Year Retained Earnings	8,503,500	-	8,503,500	0%
Total available funding	\$ 30,703,500	\$ 20,802,695	\$ 9,900,805	68%
Expenditures	Annual Budget	Year to Date	Remaining	YTD % Budget
Administration - Lapwai	\$ 1,172,000	\$ 687,274	\$ 484,726	59%
Administration - Kamiah	57,000	32,452	24,548	57%
Behavioral Health	1,745,850	1,051,347	694,503	60%
Benefits Coordination	187,500	116,370	71,130	62%
Business Office	714,000	476,137	237,863	67%
Community Health - Lapwai	490,850	273,962	216,888	56%
Community Health - Kamiah	193,100	132,879	60,221	69%
COVID-19 Response	250,000	44,910	205,090	18%
Dental Lapwai	2,186,950	1,305,937	881,013	60%
Dental - Kamiah	623,500	398,313	225,187	64%
Direct Contract Support Cost	250,000	59,963	190,037	24%
Facilities - Lapwai	1,328,700	593,898	734,802	45%
Facilities - Kamiah	435,800	80,489	355,311	18%
Finance	561,600	331,948	229,652	59%
Human Resources	611,650	375,160	236,490	61%
Integrated Health	248,100	82,931	165,169	33%
Information Technology	744,500	470,345	274,155	63%
Laboratory	1,118,400	697,258	421,142	62%
Maternal Child Health	203,250	85,691	117,559	42%
Medical - Lapwai	5,193,000	2,436,645	2,756,355	47%
Medical - Kamiah	786,750	529,365	257,385	67%
Medical Records	142,950	94,485	48,465	66%
Nutrition	163,250	64,220	99,030	39%
Optometry	754,900	387,709	367,191	51%
Pharmacy	4,883,500	3,302,446	1,581,054	68%
Public Health	602,750	312,068	290,682	52%
Purchased & Referred Care	4,821,600	3,271,246	1,550,354	68%
Quality Improvement	232,050	143,903	88,147	62%
Total Expenditures	\$ 30,703,500	\$ 17,839,351	\$ 12,864,149	58%