

Del Norte Healthcare District  
Board of Directors Meeting

Agendized  
Board Packet

Tuesday May 26, 2026

**May**  
**4/23/2026 – 5/20/2026**

**4A**

| <u>DATE</u>  | <u>NAME</u>           | <u>DESCRIPTION</u>             | <u>CK#</u> | <u>AMOUNT</u>     |
|--------------|-----------------------|--------------------------------|------------|-------------------|
| 4/23         | Shellie Babich        | D/V/RX reimbursement           | 11148      | 637.00            |
| 4/23         | Doris Hendricks       | D/V/RX reimbursement           | 11149      | 784.78            |
| 4/23         | Colorado time systems | Swim club equipment            | 11150      | 51000.00          |
| 4/27         | Blue Star Gas         | Inv. 722893                    | EFT        | 2405.68           |
| 4/27         | T-Mobile              | Monthly                        | 11151      | 103.16            |
| 4/27         | Otis Elevator         | Maint. Service 5/1/26-10/31/26 | 11152      | 506.40            |
| 4/27         | City of CC            | Inv. 7165547                   | 11153      | 4000.00           |
| 4/27         | City of CC            | Inv. 7165546                   | 11154      | 900.00            |
| 4/30         | Doris Hendricks       | April Payroll                  | EFT        | 1581.98           |
| 4/30         | US Treasury           | Payroll Taxes                  | EFT        | 366.48            |
| 4/30         | Edward Jones          | SEP IRA April Contribution     | 11155      | 452.50            |
| 4/30         | Blue Star Gas         | Inv. 733099                    | EFT        | 129.89            |
| 5/1          | Katie Wheeler         | Invoice 1411                   | EFT        | 200.00            |
| 5/1          | CalPers               | May Premium                    | EFT        | 3654.37           |
| 5/1          | Ace Hardware          | aerator for sink               | 11156      | 3.89              |
| 5/1          | Shellie Babich        | D/V/RX reimbursement           | 11157      | 367.00            |
| 5/1          | Anna Porter           | Blueberry legacy               | 11158      | 998.20            |
| 5/6          | Wen-Cor               | April service                  | 11159      | 300.00            |
| 5/6          | Shellie Babich        | D/V/RX reimbursement           | 11160      | 135.00            |
| 5/6          | Otis                  | Inv. 276392                    | EFT        | 175.00            |
| 5/11         | Tri Counties Bank     | Credit Card                    | 11161      | 199.20            |
|              |                       | Microsoft monthly              |            | 43.20             |
|              |                       | Postage                        |            | 156.00            |
| 5/11         | DNOS                  | Inv. 756641                    | 11162      | 23.97             |
| 5/11         | DN Safe & Sober       | 2026                           | 11163      | 500.00            |
| 5/11         | DNA                   | Renewal Doris                  | 11164      | 50.00             |
| 5/11         | Hi-Tech Security      | Inv. 26-06832                  | 11165      | 998.97            |
| 5/12         | McMillan              | April service                  | 11166      | 1020.00           |
| 5/14         | Charter               | Monthly service                | EFT        | 193.31            |
| 5/14         | NGI                   | Replacement bulbs              | 11167      | 217.00            |
| 5/18         | 707 Pest Solutions    | Inv. 6469 Termite control      | 11168      | 498.00            |
| 5/18         | Pacific Power         | 550 location                   | 11169      | 3197.78           |
| 5/18         | Pacific Power         | 510 Location                   | 11170      | 390.30            |
| 5/18         | NGI                   | Parking lot lights             | 11171      | 4517.30           |
| 5/19         | CCWD                  | 510 location                   | 11172      | 62.09             |
| 5/19         | CCWD                  | 550 & garden                   | 11173      | 435.61            |
| 5/19         | Gateway Education     | Inv. 1029                      | 11174      | <u>30746.02</u>   |
| <b>Total</b> |                       |                                |            | <b>111,750.88</b> |

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**Del Norte Healthcare District**  
**Financial Report**  
**April 30, 2026**

| ACCOUNT                                   | April 1, 2026       |              | April 30, 2026      |
|---|---------------------|--------------|---------------------|
|   | BK./Inv. Acct. Bal. | Note Payable | 45,991.00           |
| LAIIF (Investment Account)                | 3,946,374.18        |              | 3,985,041.01        |
| Tri Counties- Bus. Cking. Acct.           | 63,157.73           |              | 79,626.70           |
| Tri Counties - Money Mkt. (holding) Acct. | 243,368.51          |              | 454,411.02          |
| Tri Counties- W.C. USDA Auto Pay          | 0.00                | closed acct. | 0.00                |
| <b>TOTAL BK./INV. ACCT BALANCES</b>       | <b>4,252,900.42</b> | <b>0.00</b>  | <b>4,519,078.73</b> |

| BUDGET CATEGORY<br>INCOME           | Anticipated<br>Income | Income Received<br>To Date | Remaining/(Surplus)<br>Anticipated Income |
|-------------------------------------|-----------------------|----------------------------|---|
| Interest LAIF & bank Accts          | 140,000.00            | 164,025.04                 | -24,025.04                                |
| Tax Receipts                        | 765,000.00            | 764,858.49                 | 141.51                                    |
| Rent (Open Door \$ 10250.00)        | 123,000.00            | 112,750.00                 | 10,250.00                                 |
| 510 DNTAL 3000.00 per month         | 15,000.00             | 12,000.00                  | 3,000.00                                  |
| Utility Reimbursement 80%           | 72,000.00             | 49,342.23                  | 22,657.77                                 |
| Insurance Reimbursement Pers-D/V/RX | 1,000.00              | 150.00                     | 850.00                                    |
| Miscellaneous Income                | 1,000.00              | 14,008.11                  | -13,008.11                                |
| <b>Sub-Total</b>                    | <b>1,117,000.00</b>   | <b>1,117,133.87</b>        | <b>-133.87</b>                            |
| <b>TOTAL AVAILABLE RESOURCES</b>    | <b>1,117,000.00</b>   | <b>1,117,133.87</b>        | <b>-133.87</b>                            |

| EXPENDITURES                              | Annual Budget     | Paid to Date     | Budget Amt. Available |
|---|-------------------|------------------|-----------------------|
| <i>Personnel Expenses</i>                 |                   |                  |                       |
| Payroll                                   | 24,000.00         | 15,590.59        | 8,409.41              |
| General Benefits/SSI/EDD/WC               | 14,000.00         | 8,142.14         | 5,857.86              |
| Cal Pers                                  | 45,000.00         | 37,027.53        | 7,972.47              |
| Dental, Vision, RX                        | 30,000.00         | 8,580.14         | 21,419.86             |
| Past Board Health Benefits                | 15,000.00         | 7,909.40         | 7,090.60              |
| <b>TOTAL PERSONNEL EXPENSES</b>           | <b>128,000.00</b> | <b>77,249.80</b> | <b>50,750.20</b>      |
| <i>Operating Expenses</i>                 |                   |                  |                       |
| Pacific Power                             | 50,500.00         | 40,711.59        | 9,788.41              |
| Blue Star Gas                             | 24,500.00         | 20,494.55        | 4,005.45              |
| Crescent City W & S                       | 21,000.00         | 6,040.52         | 14,959.48             |
| Telephone & Internet                      | 6,000.00          | 2,953.10         | 3,046.90              |
| Office Supplies and Expenses              | 4,000.00          | 3,263.74         | 736.26                |
| Training & Education                      | 3,000.00          |                  | 3,000.00              |
| Memberships                               | 4,000.00          | 3,632.00         | 368.00                |
| <b>TOTAL UTILITIES AND OFFICE EXPENSE</b> | <b>113,000.00</b> | <b>77,095.50</b> | <b>35,904.50</b>      |
| <i>Professional Services Expenses</i>     |                   |                  |                       |
| Legal                                     | 10,000.00         |                  | 10,000.00             |
| Accounting                                | 20,000.00         | 13,895.00        | 6,105.00              |
| Election Expense                          |                   |                  | 160.82                |
| Insurance                                 | 28,000.00         | 27,839.18        |                       |
| Other Professional                        | 5,000.00          | 1,028.70         | 3,971.30              |
| <b>TOTAL PROFESSIONAL EXPENSE</b>         | <b>63,000.00</b>  | <b>42,762.88</b> | <b>20,237.12</b>      |

**DEL NORTE HEALTHCARE DISTRICT**  
**MONTHLY FINANCIAL REPORT PAGE 2**  
**30-Apr-26**

| Budget Category                               | Annual Budget       | Paid to date      | Budget Amt. Available |
|---|---------------------|-------------------|-----------------------|
| <b>Building Maintenance</b>                   |                     |                   |                       |
| Materials & Supplies                          | 10,000.00           | 0.00              | 10,000.00             |
| Grounds Keeping                               | 15,000.00           | 10,200.00         | 4,800.00              |
| Maintenance Services                          | 25,000.00           | 12,835.11         | 12,164.89             |
| <b>TOTAL BUILDING MAINTENANCE</b>             | <b>50,000.00</b>    | <b>23,035.11</b>  | <b>26,964.89</b>      |
| <b>Contributions</b>                          |                     |                   |                       |
| High School Scholarship (\$500.00 x 4)        | 2,000.00            |                   | 2,000.00              |
| Childcare Scholarship                         | 5,000.00            |                   | 5,000.00              |
| CR Nursing Scholarship                        | 10,000.00           | 10,000.00         | 0.00                  |
| Grad Night Safety Program                     | 500.00              |                   | 500.00                |
| Sharps Containers                             | 500.00              | 300.00            | 200.00                |
| Food Hub Operations                           | 24,000.00           | 20,000.00         | 4,000.00              |
| Non-Emergency Transport                       | 10,000.00           |                   | 10,000.00             |
| Gateway Education                             | 51,000.00           |                   | 51,000.00             |
| Swim Lessons                                  | 41,000.00           | 10,106.00         | 30,894.00             |
| Senior Swim Passes                            | 48,000.00           | 40,150.00         | 7,850.00              |
| Public Swim Project                           | 13,000.00           | 9,450.00          | 3,550.00              |
| Coastal Hospice                               | 150,000.00          | 150,000.00        | 0.00                  |
| Emergency Food Project                        | 32,000.00           | 32,000.00         | 0.00                  |
| CR development                                | 59,000.00           | 59,000.00         | 0.00                  |
| <b>TOTAL CONTRIBUTIONS</b>                    | <b>446,000.00</b>   | <b>351,006.00</b> | <b>114,994.00</b>     |
| <b>Projects</b>                               |                     |                   |                       |
| Beachfront Exercise Loop Stations             | 50,000.00           | 48,150.50         | 1,849.50              |
| Kids Town hard surface                        | 50,000.00           |                   | 50,000.00             |
| Local Medical Transportation                  | 10,000.00           |                   | 10,000.00             |
| Recruitment & Retention                       | 50,000.00           |                   | 50,000.00             |
| Swim Club Equipment                           | 51,000.00           | 51,000.00         | 0.00                  |
| Blueberry Legacy                              | 5,000.00            |                   | 5,000.00              |
| <b>TOTAL PROJECTS</b>                         | <b>216,000.00</b>   | <b>99,150.50</b>  | <b>116,849.50</b>     |
| <b>Building Repairs</b>                       |                     |                   |                       |
| 510 E. Washington                             | 35,000.00           | 34,839.85         | 160.15                |
| 510 Roof                                      | 60,000.00           | 3,597.32          | 56,402.68             |
| Open Door                                     | 40,000.00           | 0.00              | 40,000.00             |
| <b>TOTAL REPAIRS</b>                          | <b>135,000.00</b>   | <b>38,437.17</b>  | <b>96,562.83</b>      |
| <b>TOTAL OPERATING EXPENSES</b>               | <b>1,151,000.00</b> | <b>688,736.96</b> | <b>462,263.04</b>     |
| <b>CAPITAL EXPENSES</b>                       |                     |                   |                       |
| Fixed Assets                                  | 0.00                |                   | 0.00                  |
| <b>TOTAL CAPITAL EXPENSES</b>                 | <b>0.00</b>         |                   | <b>0.00</b>           |
| <b>TOTAL OPERATING &amp; CAPITAL EXPENSES</b> | <b>1,151,000.00</b> | <b>688,736.96</b> | <b>462,263.04</b>     |
| CONTINGENCY FUND                              | 0.00                |                   | 0.00                  |
| <b>TOTAL OPERATING EXPENDITURES</b>           | <b>1,151,000.00</b> | <b>688,736.96</b> | <b>462,263.04</b>     |
| <b>TOTAL ANTICIPATED INCOME</b>               | <b>1,117,000.00</b> |                   | <b>1,102,000.00</b>   |
| <b>MINUS OPERATING EXPENDITURES</b>           | <b>1,151,000.00</b> |                   | <b>1,151,000.00</b>   |
| <b>SURPLUS</b>                                | <b>-49,000.00</b>   |                   |                       |

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300,

**Minutes of the Regular Board Meeting  
Del Norte Healthcare District  
April 28, 2026 @ 5:30 p.m.**

Regular Meeting

1. **CALL TO ORDER:** Meeting called to order at 5:30 p.m.
2. **ROLL CALL :**  
Present: Directors Pearcey & Mason. Vice Chair/Treasurer Babich and Chair Caldwell.
3. **PUBLIC COMMENT:** Anna Porter with the Blueberry Legacy Project gave an update on the status of the project and will be submitting invoices to date.
4. **CONSENT CALENDAR:**
  - a. Ratification of invoices paid from 3/18/2026 – 4/22/2026.
  - b. Approval of financial report for March 2026.

Director Pearcey made a motion to approve the consent calendar. Vice Chair Babich seconded the motion.  
Motion passed 4 – 0.

5. **REVIEW/POSSIBLE REVISION AND APPROVAL OF THE MINUTES FROM THE MARCH 24, 2026, MEETING.**

Director Pearcey made a motion to approve the minutes as written. Vice Chair Babich seconded the motion.  
Motion passed 4 – 0.

6. **COMMUNICATIONS:**
  - a. Open Door: Annabelle Dominguez, The status of the Tuesday Shower Program is still waiting on a signature for the MOU. May 15<sup>th</sup> will be the Women’s Health Fair.
  - b. Sutter Coast Hospital: Mike Lane, There has been a delay in the progress on the Washington expansion due to tenant issues.

**7. COMMITTEE REPORTS:**

**A. BUDGET/FINANCE COMMITTEE: (Vice Chair/Treasurer Babich & Chair Caldwell)**

1. Discussion/Possible approval of the budget transfer of \$8,000.00 to Pacific Power from Blue Star Gas. This is due to the paying of utilities for the 510 location that was not in original budget.

Director Mason made a motion to approve the budget transfer. Director Pearcey seconded the motion.

Motion passed 4 – 0.

**B. COMMUNITY OUTREACH COMMITTEE: (Director Pearcey & Vice Chair Babich)**

Nothing to report at this time.

**C. HEALTHCARE EXPANSION:**

1. Community Food Council: (Chair Caldwell & Vice Chair Babich)

Things are moving forward with the Food Hub build.

2. Recruitment and Retention: (Director Pearcey & Chair Caldwell)

- a. Discussion/Possible approval of the Million Dollar Mission's request of \$350,000 be considered in the 2026-2027 budget.

Per discussion Special Counsel is to review a submitted M.O.U between the three entities. The upcoming budget is to be reviewed for this item to be added and voted on and discussed at the May meeting.

3. Mental/Public Health Updates: (Janel Obenchain)

Chip is moving forward.

**D. HEALTH PROMOTION:**

1. Swimming Programs: (Director Young).

- a. Update from Kelly Feola from the Crescent City pool.

Pool attendance for January, February and March.  
January total of 1803 attendees, 39 lessons, 321 free swim and 80 senior passes.  
February total of 1596 attendees, 34 lessons, 173 free swim and 79 senior passes.  
March total of 1674 attendees, no lessons, 230 free swim and 80 senior passes.  
The Del Norte High School swimming team started in February,  
There are summer/fall 2026 water polo classes planned, and the scoreboard order is in progress.

- 2. Non-emergency Transport: (Director Young)  
Nothing to report

8. **REPORT OF THE EXECUTIVE SECRETARY:** Approved as submitted.

9. **UNFINISHED BUSINESS:** None at this time.

10. **NEW BUSINESS:**

- a. Discussion/Possible approval of the application submitted by Monica Sperling to fill the vacancy left by the passing of Director Mike Young.

Vice Chair Babich made a motion to accept the application submitted by Monica Sperling for the vacant position on the board of the Del Norte Healthcare District. Direct Mason seconded the motion.  
Motion passed 4 – 0.

11. **INDIVIDUAL DIRECTORS REPORT OF ACTIVITIES:** Nothing at this time.

12. **PUBLIC COMMENT FOR ANY CLOSED SESSION ITEMS:** Nothing at this time.

13. **ADJOURNMENT TO CLOSED SESSION:** No closed session.

14. **RETURN TO OPEN SESSION AND REPORT OF ANY ACTION:** No action was taken.

15. **ADJOURNMENT:** The meeting adjourned at 6:45 p.m.

Minutes prepared and submitted by:

Minutes approved by:

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Doris Hendricks, Executive Secretary

Dave Mason, Board Secretary

**DEL NORTE HEALTHCARE DISTRICT  
BUDGET 2026 - 2027**

7 a 1

**INCOME:**

|  |                       |
|--|-----------------------|
| Interest - LAIF .....                          | 140,000.00            |
| Tax Receipts .....                             | 765,000.00            |
| Rent (Open Door Clinic \$10,250.00/mo).....    | 123,000.00            |
| 510 E. Washington Building DNATL .....         | 50,000.00             |
| Utility Reimbursement 80% from Open Door ..... | 82,000.00             |
| Utility Reimbursement 100% from DNATL.....     | 10,000.00             |
| Insurance Reimbursement Pers-D/V/RX .....      | 1,000.00              |
| Misc. Income .....                             | <u>1,000.00</u>       |
| <b>TOTAL ANTICIPATED INCOME</b>                | <b>\$1,172,000.00</b> |

**EXPENDITURES:**

**Personnel Expenses**

|                                  |                     |
|----------------------------------|---------------------|
| Payroll .....                    | 24,000.00           |
| General Benefits/SSI/EDD/WC..... | 14,000.00           |
| CalPers.....                     | 50,000.00           |
| Dental, Vision, Rx.....          | 30,000.00           |
| Past Board Health Benefits.....  | <u>15,000.00</u>    |
| <b>TOTAL PERSONNEL EXPENSE</b>   | <b>\$133,000.00</b> |

**Operating Expenses & Utilities**

|                                  |                     |
|----------------------------------|---------------------|
| Pacific Power .....              | 50,000.00           |
| Blue Star Gas .....              | 32,500.00           |
| Crescent City W & S.....         | 21,000.00           |
| Telephone & Internet .....       | 7,000.00            |
| Office Supplies & Expenses ..... | 5,000.00            |
| Training & Education.....        | 3,000.00            |
| Memberships.....                 | <u>4,500.00</u>     |
| <b>TOTAL UTILITIES</b>           | <b>\$123,000.00</b> |

**Professional Services Expense**

|                                    |                    |
|------------------------------------|--------------------|
| Legal.....                         | 10,000.00          |
| Accounting.....                    | 20,000.00          |
| Election Expense.....              | 10,000.00          |
| Insurance.....                     | 34,000.00          |
| Other Professional Services.....   | <u>5,000.00</u>    |
| <b>TOTAL PROFESSIONAL SERVICES</b> | <b>\$79,000.00</b> |

**Building Maintenance**

|   |                    |
|---|--------------------|
| Materials & Supplies.....                 | 10,000.00          |
| Grounds Keeping .....                     | 15,000.00          |
| Maintenance Services.....                 | <u>25,000.00</u>   |
| <b>TOTAL BUILDING MAINTENANCE EXPENSE</b> | <b>\$50,000.00</b> |

**Contributions**

|  |                   |
|--|-------------------|
| High School Scholarship (\$500.00 x 4) ..... | 2,000.00          |
| CR Nursing Scholarship .....                 | 10,000.00         |
| Grad Night Safety Program .....              | 500.00            |
| Sharps Containers .....                      | 500.00            |
| Food HUB Operations.....                     | 20,000.00         |
| Non-Emergency Transport.....                 | 15,000.00         |
| Local Medical Transport .....                | 15,000.00         |
| Gateway Education.....                       | 55,370.00         |
| Swim Lessons .....                           | 30,500.00         |
| Senior Swim Passes.....                      | 48,000.00         |
| Public Swim Project.....                     | 13,000.00         |
| Recruitment & Retention.....                 | 350,000.00        |
| Blueberry Legacy .....                       | 4,000.00          |
| <b>TOTAL CONTRIBUTIONS .....</b>             | <b>563,870.00</b> |

**Building Repairs**

|                                  |                  |
|----------------------------------|------------------|
| 510 E. Washington Building ..... | 20,000.00        |
| Open Door .....                  | 40,000.00        |
| <b>TOTAL REPAIRS .....</b>       | <b>60,000.00</b> |

**TOTAL OPERATING EXPENSES** **\$1,008,870.00**

**Capital Expense**

|                                    |          |
|------------------------------------|----------|
| Fixed Assets.....                  | .00      |
| <b>TOTAL CAPITAL EXPENSES.....</b> | <b>0</b> |

**TOTAL OPERATING & CAPITAL EXPENSES** **\$1,008,870.00**  
**CONTINGENCY** **0**  
**TOTAL OPERATING EXPENDITURES** **\$1,008,870.00**

**TOTAL ANTICIPATED INCOME** **\$1,172,000.00**  
**MINUS TOTAL OPERATING EXPENDITURES** **- \$1,008,870.00**  
**SURPLUS OF** **\$163,130.00**

**RESERVE FUNDS COMMITTED PROJECTS:**

|                          |                     |
|--------------------------|---------------------|
| <b>LAIF Funds</b>        | <b>4,000,000.00</b> |
| Unfunded OPEB            | -25,800.00          |
| CR Nursing Equipment     | -1,000,000.00       |
| Food Hub Building        | -2,000,000.00       |
| Beachfront Exercise Loop | -100,000.00         |
| Kids Town Hard Surface   | -300,000.00         |
| <b>Total</b>             | <b>574,200.00</b>   |

# Executive Summary

## Gateway Education Programs 2026–2027 Funding Proposal

**Applicant:** Gateway Education

**Website:** Gatewaytothewrc.com

**Submitted to:** Del Norte Healthcare District

Gateway Education respectfully requests funding support for its 2026–2027 youth programs serving young people ages 9 through 26 in Del Norte County and adjacent Tribal lands. For more than three decades, Gateway has provided community-based, nature-centered experiences that support youth self-awareness, physical activity, emotional wellness, healthy risk-taking, creativity, leadership, and connection to place. Many of the youth Gateway serves come from economically challenged households where access to transportation, outdoor recreation, mentorship, healthy food, and positive youth development opportunities can be limited.

Gateway's work is built on the belief that when young people are safely removed from their normal life patterns and placed in meaningful, supportive experiences, they are given the opportunity to see themselves differently. Through wilderness camps, disc golf, wild food harvesting, entrepreneurship, theater improv, swimming, survival skills, and community-based recreation, youth develop confidence, resilience, purpose, and a stronger relationship with themselves, their community, and the natural world around them.

Funding from the Del Norte Healthcare District would support six primary program areas: Gateway Summer Day Camps, Advanced Camp, Wild Harvest Adventure Program, Coyote Disc Golf Program, Found Agate Theater Company, and related transportation, staffing, supplies, food, equipment, school-based clinics, and program coordination. These programs directly address community health by increasing physical activity, reducing isolation and sedentary behavior, supporting emotional wellness, expanding access to healthy local foods, and connecting youth to protective factors that support long-term well-being.

The Coyote Disc Golf Program is one of Gateway's fastest-growing health and recreation efforts. Disc golf provides accessible outdoor exercise, family participation, social connection, and a lifelong sport that can be played across generations. Gateway's past work helped support the development of the Beachfront Disc Golf Course, which now serves more than 250 rounds per week. Current funding would allow Gateway to expand school-based clinics, summer camps, equipment access, transportation, and tournament experiences, with a specific focus on 4th and 5th grade students whose schools have requested additional programming.

The Wild Harvest Adventure Program connects youth to local food systems, entrepreneurship, and creative self-employment. Participants learn to forage, harvest, preserve, market, and sell local products such as apples, mushrooms, herbal teas, driftwood art, tuna, and other wild-harvested goods. A unique feature of this program is a youth-managed \$1,200 investment loan that participants use to develop their own business decisions. This youth-led business has operated for six years with no adult decision-making and has cleared a profit every year.

Funders can expect to see three major outcomes from this investment. First, youth will develop a stronger appreciation for local natural resources, including parks, rivers, forests, beaches, and food systems. Second, youth will increase their interest in entrepreneurship, local employment, and creative economic opportunity. Third, participants will experience meaningful, life-changing opportunities that support self-confidence, purpose, emotional wellness, and positive direction.

Gateway Education has demonstrated long-term commitment, adaptability, and community trust. Its programs have been supported by returning facilitators, counselors, partners, and board members who

believe in the mission. Gateway has also received reports from participants and families describing improvements in healthy communication, relationships, self-confidence, emotional well-being, physical activity, community connection, and personal responsibility. Prior evaluations of related youth programming identified Gateway's curriculum as highly effective in preparing youth for life.

By funding Gateway Education programs for 2026–2027, the Del Norte Healthcare District would help sustain proven, prevention-based youth programming that connects young people to nature, health, creativity, entrepreneurship, physical activity, and self-awareness. This investment would expand access for youth and families while strengthening community health, resilience, belonging, and opportunity throughout Del Norte County and adjacent Tribal lands.

# Proposal for Funding Gateway Education Programs

2026–2027

## Applicant: Gateway Education

Gateway Education is a community-based organization devoted to creating meaningful life experiences and self-awareness in nature. For more than three decades, Gateway has supported youth through programs rooted in the arts, wilderness survival, rites of passage, alternative sports, entrepreneurship, and community connection.

Gateway serves youth and young adults ages 9 through 26, primarily from Del Norte County and adjacent Tribal lands. Many of the young people we serve come from economically challenged households and communities where access to healthy outdoor experiences, mentorship, transportation, and positive youth development opportunities can be limited.

Gateway's work is built around a simple but powerful idea: when young people are removed from their normal life patterns and placed in a safe, supportive, and meaningful new experience, they are given the opportunity to see themselves differently. They can return to their lives with new confidence, new choices, and a deeper connection to community, nature, and self.

Our facilitators are drawn from Gateway's long-standing community network. They are passionate practitioners, artists, outdoor educators, entrepreneurs, athletes, and mentors who understand how to guide youth through meaningful experiences while maintaining emotional and physical safety.

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## What Gateway Does

Gateway Education creates safe, judgment-free environments where young people can explore who they are, what they care about, and how they want to participate in the world around them.

Our practice is to temporarily remove youth from their usual patterns and place them into intentional experiences that encourage self-reflection, healthy risk-taking, teamwork, and personal discovery. These experiences are designed not to overwhelm or shock the system, but to gently open new possibilities.

Through this process, youth begin to evaluate their current lives and make new choices. Over time, these experiences cross-pollinate into leadership, improved decision-making, stronger community relationships, and a greater sense of purpose.

Gateway programs are designed to help youth develop:

- A sense of possibility
- A sense of place
- A sense of purpose
- A sense of personal value
- A sense of connection to community, nature, and self

We believe that when youth are given emotionally safe opportunities to be vulnerable, creative, physically active, and connected to nature, they begin to make deeper determinations about who they are, where they fit, and what they may want to contribute to the world.

Gateway currently provides six primary programs that promote health, emotional wellness, community connection, physical activity, creativity, and youth leadership.

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## **Gateway Programs**

### **1. Gateway Summer Day Camps**

Gateway Summer Day Camps have successfully increased self-confidence among local youth through week-long wilderness-based programs focused on survival skills, self-awareness, teamwork, and connection to nature.

The goal of these camps is to help youth genuinely increase self-confidence, understand how to create safe environments, and begin to trust their intuitive faculties.

Camp activities include:

- Wilderness survival skills
- Lost-proofing skills
- Camp setup and teardown
- Team-building challenges
- Daily swimming and physical activity
- Self-awareness practices
- Healthy meals made from unprocessed, mostly locally sourced and organic foods

These camps often provide youth with their first meaningful outdoor experiences in local rivers, forests, and public lands. For many participants, Gateway camps are also their first opportunity to explore self-awareness, emotional safety, and personal choice in a structured and supportive environment.

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### **2. Advanced Camp**

In 2008, at the request of returning youth participants, Gateway added Advanced Camp for young people seeking a deeper level of wilderness connection, wellness, and survival experience.

Advanced Camp is an overnight program designed to emotionally, mentally, and physically prepare youth for life. The program builds on the foundation of the Summer Day Camps while offering a more challenging and immersive experience.

The goals of Advanced Camp are to strengthen:

- Emotional resilience
- Mental focus
- Physical confidence
- Wilderness survival skills
- Self-awareness
- Group responsibility
- Connection to nature

Fitness is developed through daily swimming and wilderness skill-building. Mental and emotional growth are supported through meditation, grounding practices, intuitive games, and group activities. Survival cooking is done using unprocessed foods, reinforcing the relationship between health, simplicity, and self-reliance.

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### **3. Wild Harvest Adventure Program**

The Wild Harvest Adventure Program began in 2016 as a way to connect youth to healthy local food, entrepreneurship, and creative self-employment.

This program gives youth hands-on experience with foraging, harvesting, preserving, marketing, and selling local wild foods and products. Participants learn that the land around them is not only beautiful, but also full of opportunity, nourishment, and potential livelihood.

The goals of Wild Harvest Adventure are to help youth:

- Identify alternative means of income
- Access healthy local foods
- Understand entrepreneurship
- Practice group decision-making
- Learn basic business skills
- Build confidence through real-world experience

Youth have worked with apples, mushrooms, herbal teas, driftwood, tuna, and other local products. They have created and sold apple cider, preserved foods, teas, art, and wild-harvested goods.

A unique aspect of this program is that youth are given a \$1,200 loan to invest in their choice of local wild foods or products. This youth-led business has operated for six years with no adult decision-making and has cleared a profit every year.

The program develops fitness through hiking and foraging, nutrition through consumption of wild and unprocessed foods, mental growth through tracking entrepreneurial statistics, and emotional growth through the pressure and responsibility of group decision-making.

Funding supports transportation, canning equipment, booth materials, art and media supplies, office supplies, lunches, and instructor fees.

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### **4. Coyote Disc Golf Program**

The Coyote Disc Golf Program partners with local businesses, schools, public agencies, and community organizations to provide free disc golf lessons, clinics, courses, and tournament experiences throughout Del Norte County.

Disc golf is one of Gateway's fastest-growing programs because it is accessible, affordable, multigenerational, and physically active. It encourages youth and families to spend time outdoors while building skill, confidence, and social connection.

The goals of the Coyote Disc Golf Program are to:

- Reduce sedentary time and overuse of electronics
- Support physical activity and healthy movement
- Reduce obesity risk through accessible outdoor recreation
- Build social connection through family and community participation

- Introduce youth to a lifelong sport
- Support local tourism and economic development

A typical round of disc golf includes approximately two miles of walking. The sport also provides emotional benefits through healthy competition, social benefits through connection with family and friends, and community benefits through regular gatherings, clinics, and tournaments.

Gateway's disc golf work has been supported in the past by the Del Norte Healthcare District through planning, development, and installation of the Beachfront Disc Golf Course, which now supports more than 250 rounds per week.

Gateway's broader Disc Golf Master Plan includes Brookings, Crescent City, and Klamath as part of a coastal tournament destination. The vision includes multiple courses in each location so players of different skill levels can participate at the same time over multiple days.

Current funding would allow Gateway to deepen disc golf culture within Del Norte County, with a specific focus on 4th and 5th grade students whose schools have requested program development but often lack funding for equipment, activities, and events.

A \$26,000 investment would support:

- A three-person programming team
- Transportation
- Sports equipment
- Disc golf summer camps
- Multiple in-school clinics
- Tournament experiences
- Ongoing support for schools requesting disc golf programming

This program provides a quality physical education experience while also creating an ongoing community-based pathway for youth recreation, family connection, and outdoor wellness.

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## **5. Found Agate Theater Company**

Found Agate Theater Company introduces youth to theatrical improv through youth-led instruction in local schools.

The goal of this program is to teach suspension of self-judgment. Improv helps students practice creativity, emotional flexibility, listening, confidence, communication, and presence.

The program is led by a youth troupe prepared to visit schools and teach theatrical improv games. Each session begins with a brief check-in, followed by games that exercise both sides of the brain, with a particular emphasis on creativity and right-brain engagement. After approximately one hour of activities, students participate in a check-out process where they share what they are feeling.

This structure provides both subjective and objective evaluation. Students are able to notice how they feel before and after participation, while facilitators can observe changes in engagement, confidence, communication, and willingness to participate.

Found Agate Theater Company supports emotional wellness by giving youth permission to be creative, imperfect, expressive, and connected.

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# The Community Health Opportunity

Del Norte County is a world-class destination for ecotourism and is home to extraordinary natural resources, including Redwood National and State Parks, the Smith River, coastal forests, beaches, and public parklands. Yet many youth from Del Norte County and adjacent Tribal lands remain disconnected from the natural environment around them.

This disconnection is often not due to lack of interest. It is often the result of socioeconomic barriers, limited transportation, lack of mentorship, lack of equipment, and limited access to structured outdoor experiences.

Many Gateway participants have reported that their first experiences swimming in the wild and scenic Smith River, visiting nearby public parks, or spending meaningful time in local wilderness areas happened through Gateway programs.

Participants have also reported that Gateway gave them some of their first opportunities for self-exploration, personal choice, healthy risk-taking, and connection to wellness practices of their own choosing.

Gateway addresses a significant community health opportunity by connecting youth to:

- Physical activity
- Healthy food
- Outdoor recreation
- Emotional wellness
- Mentorship
- Creative expression
- Community relationships
- Local natural resources
- Entrepreneurial thinking
- A stronger sense of belonging

These are protective factors that support long-term health, resilience, and positive youth development.

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## Top Three Changes Funders Can Expect to See

### 1. Increased Appreciation for and Connection to Local Natural Resources

One of the greatest struggles for local youth is access to the wilderness that surrounds them. Del Norte County is rich with opportunities for connection to nature, yet many youth lack the support, transportation, confidence, or invitation to engage with these places.

Gateway provides that invitation.

Through camps, disc golf, foraging, swimming, and outdoor exploration, youth develop a stronger relationship with local parks, rivers, forests, beaches, and food systems. This increased connection also supports stewardship. When youth experience the value of local natural resources firsthand, they are more likely to care for them, protect them, and see themselves as belonging within them.

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## **2. Increased Interest in Youth Entrepreneurship and Local Employment Options**

High unemployment and limited perceived job opportunities remain major concerns in Del Norte County. Many young people grow up believing that meaningful work and creative opportunity exist somewhere else.

Gateway challenges that belief.

Programs such as Wild Harvest Adventure help youth see that local resources, creativity, teamwork, and entrepreneurship can generate real opportunities. Participants gain direct experience with product development, investment, marketing, sales, profit tracking, and group decision-making.

These experiences broaden youth understanding of employment, self-employment, and local economic possibility.

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## **3. Life-Changing Experiences That Support Youth Purpose and Direction**

Gateway provides youth with experiences that can help them discover their interests, passions, strengths, and next steps in life.

Whether through wilderness survival, disc golf, wild food entrepreneurship, or theater improv, youth are empowered to choose healthy experiences that create lasting memories and build confidence.

These programs support wellness not only by keeping youth active, but by helping them build relationships, practice self-awareness, and experience themselves as capable, valuable, and connected.

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## **Why Gateway Programs Merit Funding**

Gateway Education has been on the leading edge of community health by focusing on emotional and physical well-being through nature-based, youth-centered programming.

While many aspects of Gateway's work are long-standing, the need for expanded capacity has grown. During the pandemic years, funding from the California Endowment was timely and essential. That support helped Gateway maintain and expand programming at a time when many youth programs were shutting down.

The current question is whether the new programs and increased capacity built during those years can continue through local support.

Gateway has demonstrated long-term commitment, adaptability, and community trust. The partners, counselors, facilitators, and board members who make Gateway programs possible have returned year after year, showing strong investment in the mission.

Gateway has also received frequent reports from participants and family members describing marked improvements in:

- Healthy communication
- Relationships
- Self-confidence
- Emotional well-being
- Physical activity

- Community connection
- Personal responsibility

For nine years, the California Endowment supported Summer By Design Youth Programming, which included the Youth Training Academy. Gateway was a partner in that effort for four years. In evaluations conducted by Humboldt State University, Gateway's curriculum was identified each year as the most effective in preparing youth for life.

Gateway's adaptive, outdoor, and decentralized structure allows the organization to respond flexibly to youth health and wellness needs that are not fully addressed through schools or traditional programs.

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## Funding Priorities

Funding from the Del Norte Healthcare District would support Gateway's ability to continue and expand youth programming in the following areas:

- Summer Day Camps
- Advanced Camp
- Wild Harvest Adventure Program
- Coyote Disc Golf Program
- Found Agate Theater Company
- Transportation
- Instructor and facilitator fees
- Equipment and supplies
- Healthy food and lunches
- Youth entrepreneurship materials
- School-based clinics and events
- Outdoor wellness programming
- Program coordination and evaluation

These investments directly support youth health, emotional wellness, physical activity, community connection, and prevention-based approaches to long-term well-being.

## Conclusion

Gateway Education is grateful for the Del Norte Healthcare District's past support and for the District's continued investment in the health and well-being of our community.

The District has been instrumental in supporting many of the positive developments that have occurred within Del Norte County. Gateway is honored to be part of that larger effort.

By funding Gateway Education programs for 2026–2027, the Del Norte Healthcare District would help sustain proven, community-rooted programs that connect youth to nature, health, creativity, entrepreneurship, physical activity, and self-awareness.

Gateway's work helps young people discover that they have value, that their community has opportunity, and that the natural world around them can be a source of health, purpose, and belonging.

We respectfully request support to continue this work and expand access for the youth and families of Del Norte County and adjacent Tribal lands.

## **Gateway Education Budget**

| <b>2025/26 Budget</b>  | <b>25/26</b> | <b>26/27</b> |
|--|--------------|--------------|
| <b>Expenditures</b>  |              |              |
| <b>Personnel</b>   |              |              |
| Executive Director   | 7700         | \$8,470.00   |
| Gateway Education Fiscal Analyst                               | 330          | \$363.00     |
| Camp Directors   | 8470         | \$9,317.00   |
| Disc Golf Course Developer/Designer                            | 7656         | \$8,421.60   |
| Total Wages  | 24156        | \$26,571.60  |
| Staff /Vol Stipends  | 7260         | \$7,986.00   |
| Total Personnel  | 31416        | \$34,557.60  |
| Printing   | 330          | \$363.00     |
| Programs-Community Outreach Events/Supplies: DISC GOLF CLINICS | 1760         | \$1,936.00   |
| Programs-Community Outreach Events/Supplies: CAMPS             | 990          | \$1,089.00   |
| Program – Wild Harvest Adventure                               | 990          | \$1,089.00   |
| Programs – Summer Day Camps/Advanced Camp/FATCO                | 2200         | \$2,420.00   |
| Programs – Coyote Disc Golf Camps                              | 1650         | \$1,815.00   |
| Disc Golf Course Development                                   | 3410         | \$3,751.00   |
| Acom   | 2640         | \$2,904.00   |
| Office Supplies  | 660          | \$726.00     |
| Travel and Training  | 2530         | \$2,783.00   |
| Small Equipment (Laptops/Printer/ink etc)                      | 770          | \$847.00     |
| Promotion/advertising  | 990          | \$1,089.00   |
| Total non-personnel  | 50336        | \$55,369.60  |

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**City of Crescent City**  
*Where the Redwoods Meet the Sea*

377 J Street, Crescent City, CA 95531 • 707.464.7483 • Fax 707.465.4405 • [www.crescentcity.org](http://www.crescentcity.org)



Chair Caldwell  
Del Norte Healthcare District  
Crescent City, CA 95531

May 22, 2026

Re: FY2026 -2027 Funding request Fred Endert Municipal Pool Programs and Beach Front Park Improvement Project Updates

Dear Members of the Board,

The City of Crescent City would like to again extend our sincere appreciation for your continued support of the Fred Endert Pool's swimming lessons, recreation programs, senior memberships, as well as the exercise stations and accessible playground improvements at Beachfront Park.

Fred Endert Pool

The Fred Endert Municipal Pool remains a vital community asset, and the City continues to invest in its long-term viability. Over the past several years, more than \$2 million in Measure S funds, City General Fund dollars, and Federal Grants supported three major capital improvement projects. These projects were completed concurrently and included replacing the existing pool and air-heating systems, installing a new dehumidification system, upgrading all facility flooring, and replacing the new roof.

This year, the City is also pleased to be partnering with the Crescent City Swim Club, with funding from the Del Norte Health Care District, to install a new scoreboard/screen and timing system, which will allow for competitive swim meets to be hosted at the Fred Endert Pool. Del Norte High School successfully launched its own swim club this year, and the City looks forward to supporting an even stronger second season. Through Measure S funding, the City will also be installing a new audio system and window tinting to continue enhancing the overall experience of this important community amenity.

Since our partnership began, the Healthcare District's funding has played a crucial role in ensuring the community can fully benefit from the pool's amenities. Most months all eighty (80) Senior Monthly Passes are being utilized. Hundreds of residents participate in the free Saturday recreation swims each month, and hundreds more each year are now able to access swimming lessons without financial barriers. This year, we'd like to request a \$3,000 sponsorship of a Swim Camp for kids to participate in during a school break.

Based on this last year's participation, we would like to request the following continued, beginning July 2026:

- Swim Lesson Scholarship Funding for July 2026 – June 2027: \$25,000
- Senior Monthly Passes (80 Passes / Month): \$48,000
- Saturday Recreation Swim: = \$13,000
- Swim Camp = \$3,000
- Marketing Efforts: \$2,500
- Total Funding Requested: \$91,500

**Beachfront Park Improvements**

The City's Beachfront Park project continues to make significant progress. As previously reported, the Bike Pump Track and the west end of the One-Mile Loop were completed in Fall 2024, and the first Healthcare District-funded exercise station near the Marine Mammal Center was completed in March 2025. Tidewater Contractors is now under contract for more than \$11 million in improvements and will begin construction in early June on the remaining two blocks of Front Street, improvements to the Cultural Center entrance, the Tolowa Cultural Walk, the Amphitheater, Waterfront Plaza, and the Kidtown expansion.

**Estimated Utilization of the Healthcare District Funding (Beachfront Park Improvements):**

As noted above, one exercise station has been completed, and the City has invoiced the District in the amount of \$48,150.50. The remaining District funded improvements for accessible surfacing at the existing Kidtown playground and additional exercise stations are scheduled for construction in Summer 2026. Now that construction unit costs are known, we respectfully request a slight adjustment to the funding use.

Rehabilitating existing facilities presents unique challenges, as surfacing must be installed around existing equipment posts. While we do not yet have a final contractor bid, based on current pricing for the new playground the cost of the additional ADA compliant surfacing is estimated at approximately \$575,000. Current remaining District funding includes \$300,000 for surfacing and \$100,000 for exercise stations. We ask that the Board consider reallocating the remaining \$100,000 designated for exercise stations and provide an additional \$100,000, for a total surfacing budget of \$500,000. The City will work closely with the contractor to value-engineer and scale the project to fit within this amount.

In summary, based on pool program utilization, the City is requesting a reduction of \$5,500 from last year's \$97,000 allocation for annual pool-related programming, and a one-time allocation of an additional \$100,000 to complete the Kidtown surfacing improvements to ensure the entire playground is accessible to all.

The City sincerely appreciates the District's ongoing support and consideration. Please let us know if you have any questions or would like additional information.

Sincerely,



Eric Wier  
City Manager  
City of Crescent City

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**DEL NORTE & TRIBAL LANDS  
COMMUNITY FOOD COUNCIL**

May 6, 2026

**Request to install fence and electric vehicle charging station:**

The Fenced area would be approx 25' x 25'. It would enclose the area between our building and the Open Door Community Garden Fence. It would have two gates, one that opened to the parking lot area to allow access to both barn box and parking an electric van and one closer to the building that would be aligned to access the fenced area or go into the garden. Area is delineated by red lines in picture below.



**Request to install back up generator:**

We did receive a quote from NorthRidge Electric to install a back up generator. This would include a cement pad, generator, and propane inside the garden fence as delineated in the yellow square. This would allow back up power to our cold storage during power outages. It would also allow partial power to the building so we could operate the emergency feeding task force if needed.

**Request to install radio antenna:**

KFUG community radio and Redwood Voice are looking for a new office to broadcast from. They are looking at operating out of one of the upstairs offices and installing their radio antenna on the roof. North Ridge Electric would also install this antenna and KFUG would pay for it. It would most likely be attached to the lower roof just off the stairwell on the second floor as delineated with the blue box with red outline. They would supply the back up generator, as they would also need back up power for broadcasting during an emergency.

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**To: Del Norte Healthcare District Board of Directors**

**Re: *The Million Dollar Mission – A Coordinated Recruitment and Retention Strategy Aligned with the Community Health Improvement Plan***

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On behalf of our healthcare and community partners, we respectfully submit **The Million Dollar Mission**, a comprehensive recruitment and retention plan designed to improve access to healthcare services for the residents of Del Norte County.

This plan has been intentionally developed to align with the priorities and goals outlined in Del Norte County's Community Health Improvement Plan (CHIP), particularly those focused on access to care, workforce stability, and long-term community health outcomes. Persistent challenges in recruiting and retaining physicians and advanced practice clinicians continue to impact timely access, continuity of care, and service sustainability across the County. The Million Dollar Mission seeks to address these challenges through a coordinated, community-driven approach as one prong of a broader three-pronged CHIP workforce strategy.

### **Alignment with CHIP Through a Three-Pronged Strategy**

Improving and sustaining access to healthcare in Del Norte County requires a multi-faceted approach. The CHIP workforce strategy is structured around three interconnected prongs, each designed to address a different but complementary component of access and workforce sustainability.

### **Prong One: Recruitment and Retention Incentives — *The Million Dollar Mission***

The first prong establishes a transparent, community-funded recruitment and retention incentive program for physicians and advanced practice clinicians who practice in Del Norte County. This program is The Million Dollar Mission and is designed to be competitive, compliant with California regulations, and clearly separate from employer compensation structures. The proposed funding framework brings together support from the Del Norte Healthcare District, Sutter Coast Hospital, and the Humboldt Area Foundation to represent a shared community investment in stabilizing the provider workforce.

### **Prong Two: Retention Through Community Connection**

The second prong recognizes that long-term provider retention is influenced not only by professional opportunities, but also by a provider's sense of connection to the community. To support this, the plan outlines a retention strategy focused on community integration, to be developed in collaboration with the Del Norte County Chamber of Commerce and other community partners.

This Community Connections Program for Providers will focus on welcoming providers and their families, fostering relationships with local organizations, individuals and businesses, and creating meaningful opportunities for civic and social engagement. This approach directly supports CHIP objectives related to community vitality, workforce sustainability, and long-term access to care.

### **Prong Three: Evaluation of Telehealth Hubs to Expand Access**

The third prong focuses on the evaluation and strategic use of telehealth hubs to further expand access to care, particularly in rural and underserved areas of the County. This includes assessing where telehealth infrastructure can complement in-person services, support specialty access, and reduce barriers related to geography and provider availability. Together with direct recruitment and retention efforts, this prong supports a comprehensive approach to access that is scalable and responsive to community needs.

### **Role of the Healthcare District**

The plan proposes that the Del Norte Healthcare District serve as the administering and governing entity for The Million Dollar Mission, ensuring accountability, transparency, and compliance with approved program parameters. The Healthcare District's leadership is central to aligning this initiative with community needs, managing incentive funds, and ensuring that outcomes are tracked and reported in a manner consistent with CHIP goals.

### **Moving Forward**

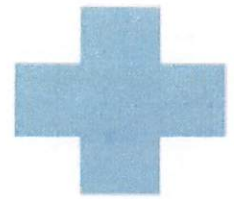
The Million Dollar Mission is presented for adoption by the Del Norte Healthcare District as a core component of the County's CHIP-aligned workforce strategy. Together with community-based retention efforts and the evaluation of telehealth hubs, this approach is intended to provide a comprehensive, sustainable framework for improving access to care across Del Norte County.

Adoption of this plan by the Healthcare District would formalize a coordinated community investment in recruitment, retention, and access, while establishing clear governance, accountability, and alignment with CHIP goals. We respectfully request the Healthcare District's consideration and support of this strategy and look forward to working collaboratively to implement The Million Dollar Mission and related workforce initiatives in service of our community's health needs.

Respectfully submitted,

Del Norte County Recruitment and Retention Collaboration Committee

# Million Dollar Mission



to improve access to healthcare in Del Norte County!

---



**\$350,000**

**Physician Recruitment**

sponsored by:

**HCD**

**Del Norte Healthcare District**

- \$50,000 sign-on bonus per physician
- 



**\$350,000**

**Physician Retention**

sponsored by:

**HAF**

**Humboldt Area Foundation**

- \$50,000 retention bonus per physician
- 



**\$350,000**

**APC Recruitment and Retention**

sponsored by:

**SCH**

**Sutter Coast Hospital**

- \$25,000 sign-on bonus per APC
  - \$25,000 retention bonus per APC
-

## The Million Dollar Mission

### A Comprehensive Recruitment and Retention Plan to Improve Access to Healthcare in Del Norte County

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#### Program Purpose and Rationale

Del Norte County continues to experience persistent challenges in recruiting and retaining physicians and advanced practice clinicians, limiting access to care for community members. The Million Dollar Mission establishes a coordinated, community-aligned investment to strengthen recruitment, improve long-term retention, and expand access to healthcare services across Del Norte County.

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#### Program Scope

- Up to seven (7) Physicians
  - Up to seven (7) Advanced Practice Clinicians (APCs)
  - Providers practicing in Del Norte County
- 

#### Program Start Date: July 1, 2026

Providers are eligible for the program only if their agreement is executed on or after July 1, 2026, and all other requirements outlined in this plan are met. Providers whose agreements are executed prior to July 1, 2026, are not eligible for the program, regardless of whether their employment or start date occurs on or after July 1, 2026.

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#### Eligible Provider Types

- Office Based Physicians (MD, DO, DDS)
  - Office Based Advanced Practice Clinicians (Nurse Practitioners, Physician Assistants)
- 

#### FTE Definitions

- Full-Time: 0.8–1.0 FTE
  - Part-Time: 0.5–0.7 FTE
- 

#### Recruitment Incentive Structure (One-Time Sign-On)

Physicians:

- \$50,000 – Full-Time (0.8–1.0 FTE)
- \$25,000 – Part-Time (0.5–0.7 FTE)

Advanced Practice Clinicians (APCs):

- \$25,000 – Full-Time (0.8–1.0 FTE)
  - \$12,500 – Part-Time (0.5–0.7 FTE)
-

## Retention Incentive Structure (One-Time, after two years of service with an expectation of an additional two years of service in Del Norte County)

Physicians:

- \$50,000 – Full-Time (0.8–1.0 FTE)
- \$25,000 – Part-Time (0.5–0.7 FTE)

Advanced Practice Clinicians (APCs):

- \$25,000 – Full-Time (0.8–1.0 FTE)
  - \$12,500 – Part-Time (0.5–0.7 FTE)
- 

### Incentive Principles

All recruitment and retention incentives under The Million Dollar Mission are one-time, non-wage, non-performance-based community incentives. They do not include repayment or clawback provisions and are not structured as loans, down payment assistance, forgivable debt, or incentive packages.

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### Funding Framework

Total Coordinated Investment: \$1,050,000

- \$350,000 – Del Norte Healthcare District: Physician Recruitment Incentive
  - \$350,000 – Humboldt Area Foundation (HAF): Retention Incentives (grant application)
  - \$350,000 – Sutter Coast Hospital: APC Recruitment and Retention Incentive (funds provided to the Healthcare District per approved APC)
- 

### Recruitment and Advertising Approach

Recruitment incentives under The Million Dollar Mission will be communicated as part of a coordinated, community-wide recruitment strategy designed to highlight Del Norte County as an attractive place to practice medicine and build a long-term professional and personal home. The recruitment incentive will be advertised upfront, in coordination by employing entities, as a community-funded recruitment incentive.

Recruitment outreach may include, but is not limited to:

- Physician and APC recruitment firms
- Academic and training program outreach
- Professional conferences and specialty societies
- Digital recruitment platforms
- Community recruitment materials coordinated across partners

The incentive will be positioned as part of a broader package that reflects the County's commitment to sustaining healthcare access, while maintaining clear separation from employer compensation and contractual arrangements.

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## Provider Selection and Onboarding

- Providers will be recruited and onboarded through the standard recruitment, credentialing, and onboarding processes of their respective employing organizations.
  - Providers must meet program eligibility requirements, including provider type, FTE status, and practice location within Del Norte County.
  - A separate community incentive acknowledgment or agreement will be executed between the provider and the Del Norte Healthcare District.
  - Incentive agreements are distinct from employment agreements and do not modify employment terms, compensation, or expectations established by the employment entity.
  - Incentive payments are contingent upon verification of start date, FTE status, and continued eligibility, as applicable within this plan.
- 

## Governance and Administration

Governance and administration of The Million Dollar Mission are managed by the Del Norte Healthcare District. The Healthcare District serves as the administering entity responsible for program oversight, execution of incentive agreements, payment processing, compliance with approved program parameters, and reporting. The Healthcare District will provide quarterly reports to the Del Norte County Recruitment and Retention Committee detailing use of funds, the number of providers receiving funds, and the types of providers supported for ongoing monitoring of program outcomes.

Sutter Coast Hospital will support program implementation by providing APC recruitment funds to the Del Norte Healthcare District on a per-approved-APC basis. These funds will be administered by the Healthcare District in accordance with the same governance, oversight, and compliance structure as all other program funds.

Key governance elements include; approval of eligible providers, enforcement of program caps, authorization of incentive payments, and ongoing monitoring of program outcomes.

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## Plan Adoption

This plan is presented for adoption to the Del Norte Healthcare District by the Del Norte County Recruitment and Retention Collaboration Committee.

Membership of the Del Norte County Recruitment and Retention Collaboration Committee includes representatives from the following agencies and organizations:

- United Indian Health Services
- Sutter Coast Hospital
- Humboldt Area Foundation
- Del Norte County Public Health Department
- Del Norte Healthcare District
- Del Norte County Board of Supervisors
- College of the Redwoods

**The Million Dollar Mission  
Provider Community Recruitment Incentive Application**

This application is submitted for consideration under The Million Dollar Mission, a community-funded recruitment and retention initiative administered by the Del Norte Healthcare District. Submission of this application does not guarantee funding and is subject to eligibility, approval, and availability of funds in accordance with the adopted plan.

**Provider Information**

Provider Name: \_\_\_\_\_ Degree (MD / DO / DDS / NP / PA): \_\_\_\_\_

Primary Specialty: \_\_\_\_\_

Email Address: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

**Employment Information**

Employing Organization: \_\_\_\_\_

Primary Practice Location (Del Norte County): \_\_\_\_\_

Employment Start Date: \_\_\_\_\_ Anticipated Clinical FTE: \_\_\_\_\_

**Incentive Request**

- Physician – Full-Time (0.8–1.0 FTE): \$50,000
- Physician – Part-Time (0.5–0.7 FTE): \$25,000
- APC – Full-Time (0.8–1.0 FTE): \$25,000
- APC – Part-Time (0.5–0.7 FTE): \$12,500

**Program Acknowledgment**

By signing below, I acknowledge that this is a one-time, non-wage, non-performance-based community recruitment incentive administered by the Del Norte Healthcare District under The Million Dollar Mission. Eligibility requires execution of an employment agreement or offer acceptance on or after July 1, 2026. This incentive is separate from employment compensation and includes an expected two-year commitment to practice in Del Norte County, with eligibility for a one-time retention incentive after two years, contingent upon a commitment of an additional two years.

Provider Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Practice/Group/Employer Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Del Norte Healthcare District Use**

Approval Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Secretary Report**

**8**  
**May 2026**

NGI has completed the installation of the parking lot lights. I have been told by Oscar and Security that they look great and put out a lot lighter.

It is time to remind you all of your required Ethics Training. This can be done on CSDA.net. There is also a new required SB 827 Fiscal & Financial Training that you will need to do.

I have been informed by Open Door security that some of the Open Door employees bring their dogs to work and are parking in no parking spots to find shade. These are no parking spaces for a reason. Some of the places they are parking in are not parking places.

We may need to have the large tree in the parking lot trimmed. It seems to be taking over the parking and sidewalks. Some of the trees along the Washington side may need to be trimmed also. Security has found needles and people doing drugs in the area because they can hide in the trees and brush. I can have Joel trim up the smaller trees, but I don't know if he can do the large tree.

Todd Garrett is the person in charge of the garden for Open Door. He is doing a great job of getting it back into shape. The Library has come to him about installing a Little Free Library in the garden. He came to me to see if that was something he needed the board's approval on. I said I would run it by you.

It looks like the shower program has now moved to the new location.