

WinnMed Board of Trustees Minutes**Wednesday, July 2, 2025****Virtual****3:00 – 5:00 p.m.****Minutes**

<u>Topic</u>	<u>Presenters</u>	<u>Purpose</u>
Call to Order	C. Goltz	
Karen McLean, Vice Chairperson, called the meeting to order at 3:00 p.m.		
Moment for Mission	K. Mortiz	Information
Kathy shared positive feedback from a patient regarding the kosher food cart provided by the nutrition services department, highlighting its impact on the patient's experience and convenience.		
Consent Agenda	K. McLean	Approval
Action: Motion made by Mark Jensen, seconded by Jan Heikes, to approve Board Minutes, Board Committee Minutes, Medical Executive Committee Minutes, and Policy Approvals. All other voting, aye. Motion carried.		
New Physician Marketing Plan	M. Marx	Information
Mary presented the new physician and new service line marketing plan. Mary detailed the onboarding process, campaign strategies, and the importance of tailored marketing plans for different providers. The process also involves professional and casual photography sessions and orientation with the marketing department. The strategies are tailored based on factors such as referral patterns, competitive landscape, and budget. If necessary, they adjust demographics, tactics, messaging, and budget to improve campaign effectiveness.		
Community Health Needs Assessment	M. Marx	Approval
Mary discussed the 2025 community health needs assessment, highlighting areas of concern such as alcohol and drug use, affordable housing, and mental health services, and the hospital's plans to address these issues. Mary outlined the hospital's initiatives to address community health needs, including opioid stewardship, expanded social work services, and recruitment of specialists. The Quality and Patient Safety Committee recommended pulling together a community subgroup to review findings from other related surveys to identify overlapping community health needs and to ensure we are making progress as a community to meet the needs being reported. Action: Motion made by Britt Rhodes, seconded by Jan Heikes, to approve the Health Improvement Plan. All other voting, aye. Motion carried.		
Accreditation and Compliance	C. Krivachek	Information
Carmen provided her quarterly Accreditation and Compliance update, highlighting the biennial lab survey conducted in April, preparations for the critical access hospital, home health and hospice, and the DME program survey expected in the fall. Conducted a worksite analysis focusing on workplace violence, using elements such as security risk assessments, safety surveys, and feedback from staff. They reported a decrease in workplace violence events and discussed strategies to minimize these events, including disruptive behavior flags and contracting security services.		
Physician Compensation	S. Slessor	Information
Steve provided an overview of WinnMed's physician compensation plan, highlighting the importance of fair market value and ensuring its alignment with federal Stark Law and Anti-Kickback Statute. Steve discussed the challenges of fair market value data, such as nationwide data limitations and the definition of full-time status. Despite these challenges, he expressed confidence in the hospital's compensation process, which is standardized and aligned with industry benchmarks.		
FY26 Budget	B. Stevens	Approval
Ben presented the fiscal year 2026 budget. Ben outlined the key assumptions, including a 3% price increase, projected patient days, and surgical inpatient procedures. Ben highlighted the impact of new specialists on revenue projections, and how ramp up times are contributing factors. Ben detailed the projected revenue and expenses, highlighting a \$32 million increase in gross patient revenue and a \$14 million increase in net patient revenue. He also discussed the		

anticipated decrease in other operating revenue and the increase in health insurance premiums and drug expenses. Ben explained the anticipated \$1.8 million decrease in non-operating revenue, primarily due to increased interest expenses from new debt. He provided a summary of the long-term notes payable and the expected principal and interest payments for the year. Ben discussed the projected cash flow, noting that the hospital plans to be cash neutral by the end of the fiscal year. He emphasized the importance of monitoring cash position and being prepared to adjust capital expenditures if necessary. **Action:** Motion made by Justin Gullekson, seconded by Bekah Krueger, to approve the FY26 Budget. All other voting, aye. Motion carried.

Financial Update	B. Stevens	Information
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May was a strong month. Noting a \$211,000 positive operating income for May. Ben noted \$2.5 million of operating income for the year and a \$4.8 million total bottom line.

Administrative Reports	Leadership Team	Information
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Chief Administrative Officer

Steve Slessor:

- The sale of the Keystone building closed yesterday. Planning is underway.

Chief Medical Officer

Dr. Thomas Marquardt:

- Physician leadership is in a transition period. Dr. Remington has stepped down and Dr. Vogel is filling in as an interim. We plan to fill two leadership roles.

Chief Financial Officer

Ben Stevens:

- Ben extended appreciation to Clark and Justin for assisting with closures of the USDA loans.

Chief Nursing Officer

Kathy Moritz:

- Signed a new contract with Palmer Health to handle durable medical equipment (DME) for home health and hospice, which will alleviate the burden on nursing and maintenance staff.
- Nutrition services staffing is in a good staffing position. They are no longer outsourcing catering needs and offering breakfast items.

Chief Operating Officer

Dave Rooney:

- Significant staffing challenges in the radiology department due to retirements and other transitions. Efforts are in place to recruit and fill these positions.
- The expansion of integrated behavioral health services to Luther College is moving forward, with plans to recruit candidates for the new positions.
- Transition of patients to outreach clinics is going well and getting better.

Director of Human Resources

Laurie Bulman reported:

- Annual benefits enrollment was completed in June.
- 403B and 457 plans went live.
- Staff wage adjustment notices will go out in July.
- Four retirements in June.
- Monitoring the Pharmacy Benefits Manager (PBM) Law currently going through legislature.

Executive Session	K. McLean	Approval
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At 4:57 p.m., Board members went into Closed Session pursuant to Iowa code 21.5 (1) (I) To discuss patient care quality and process improvement initiatives in a meeting of a public hospital.

Intent: To evaluate the professional competency of an individual whose appointment, hiring, performance, or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session.

Motion: Made by Britt Rhodes, seconded by Jan Heikes to enter a Closed Session. Roll Call Vote: Gullekson, aye; Jensen, aye; Krueger, aye; Rhodes, aye; McLean, aye; Heikes, aye. Motion carried.

Return to Regular Session	K. McLean	Approval
At 5:06 p.m. Board members returned to the regular session.		
Credentialing	K. McLean	Approval
Action: Motion made by Jan Heikes seconded by Britt Rhodes to appoint, grant membership and privileges as listed in the Medical Staff Report. All voting, aye. Motion carried.		
Adjournment	K. McLean	Approval
Action: Motion made by Mark Jensen, seconded by Britt Rhodes to adjourn the meeting. All voting, aye. Motion carried.		

Members || O = Absent, X = Present

Clark Goltz, Chairman	O	Jan Heikes, Board member	X	Thomas Marquardt, DPM, Chief Medical Officer	X	Laurie Bulman, Director of Human Resources	X
Karen McLean, Vice-Chair	X	Mark Jensen, Board member	X	Kathy Moritz, Chief Nursing Officer	X	Laurie Tope, MD President, Medical Staff	X
Justin Gullekson, Secretary-Treasurer	X	Bekah Krueger, Board member	X	Ben Stevens, Chief Financial Officer	X	BreAnna Sovereign, Executive Assistant	X
Britt Rhodes, Board member	X	Steve Slessor, Chief Administrative Officer	X	Dave Rooney, Chief Operating Officer	X	Aidan Cunningham	X

Guests: Alex Rosenow (Decorah News), Mary Marx, Carmen Krivachek, Kelsey Huinker, Kelly Brickley

Justin Gullekson, Secretary

Recording: BreAnna Sovereign, Executive Assistant