

WinnMed Board Meeting Minutes  
 June 3, 2026 at 3:00 P.M.  
 Conference Room B2/3

Agenda Topic	Presenter	Purpose
<b>Call to Order</b>	C. Goltz	

3:01 p.m.

Moment for Mission	L. Gentry	Information
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Laura Gentry, spiritual counselor for the Home Health and Hospice Department, led a blessing for the Huebner Building, the new home for the Home Health and Hospice Team. Laura also shared her incredible talent by playing her singing bowls.

Steve was acknowledged for his five years of service, with remarks on the significant developments since 2021 and gratitude expressed for his leadership efforts.

Alex Peterson, the new administrative intern from the University of Iowa's Masters in Healthcare Administration Program, was introduced to the board and provided a brief background about their education and experience.

<b>Consent Agenda</b>	C. Goltz	Approval
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**Action:** Motion made by Justin Gullekson, seconded by Britt Rhodes, to approve Board Minutes, Medical Executive Committee Minutes, Policy Approvals. All other voting, aye. Motion carried.

<b>Department Presentation - Lab</b>	R. Leliefeld	Information
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Rona outlined the team structure, including medical lab scientists, MLTs, lab assistants, and highlighted the career progression of several staff members, noting the lab assistant role as a gateway into medical careers. The department reported a steady increase in yearly test volumes, with 2025 showing nearly 100,000 more tasks performed compared to previous years, and an average of 120 outpatients served daily, excluding inpatient and emergency work.

<b>All Staff Survey</b>	L. Bulman	Information
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Laurie provided an overview of the annual all staff survey results. The survey achieved a 75% response rate, was conducted in March. Results were compared to a benchmark group of 62 organizations, 36 of which are recognized as top workplaces, and the organization falls within the relevant employee size range for meaningful comparison. This year's survey results include an additional data point comparing current responses to the previous survey, allowing the organization to track progress and identify trends over time. Overall workplace experience score of 71% positive responses, up one point from the previous year and above the benchmark.

<b>Medical Staff Services</b>	Dr. L. Tope	Approval
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Update: The MEC continues to review and update policies to reflect the upcoming changes to the "provisional" status and involvement of Leadership Council. The MEC will begin the biennial Bylaw review in June. We also plan to review our Peer Review processes, to ensure we meet all regulatory requirements, while also ensuring efficiency is met and that processes are a value add to providers and their practice.

**Action:** Motion made by Mark Jensen, seconded by Jan Heikes, to appoint and grant membership and privileges as listed in the Medical Staff Report. All voting, aye. Motion carried.

<b>Foundation Update</b>	B. Krueger	Information
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The Foundation Board passed a resolution to provide \$2.1+ Million for the Transforming Tomorrow project. The resolution to receive funds the appropriations grant (\$700,000) for the da Vinci 5 Surgical System was approved. The Foundation will be focusing on the purchase of an Echocardiogram as the focus for the next annual giving project. Two Foundation members will begin reviewing nominations for the Employee Excellence Award. Those nominations will be brought forth to the full Foundation Board for final review and approval.

<b>Financial Update</b>	B. Stevens	Information
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Gross and net patient revenues were slightly over budget, while contractual allowances were higher than expected. The organization remains within 0.3% of budget for patient revenue and 0.7% for expenses. Interest expense was \$220,000 over budget due to bringing forward May interest payments into April to close out the building project. Cash increased by \$4.2 million, driven by Medicare underpayment, Medicaid directed payment, and strong patient receipts, resulting in 101 days cash on hand. The building project concluded with a final cost of \$49.6 million, \$400,000 over the adjusted budget but within acceptable limits.

<b>Administrative Reports</b>	Leadership Team	Information
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**Chief Administrative Officer**

Steve Slessor:

- Steve gave Kudos to Ben for his overall focus and involvement into the Transforming Tomorrow project, not only on the finances but his involvement with maintenance and construction teams.

**Chief Medical Officer:**

Dr. Thomas Marquardt:

- Surgery scheduling is still under review. This is more challenging than it sounds. We have gained efficiencies, but it is an ongoing project.
- Provider dashboard meetings have begun. Dashboards were created to provide physicians with detailed data on productivity. Data is benchmarked against MGMA percentiles and internal practice comparisons. The compensation model is salary-based with RVU production incentives for those exceeding certain percentiles, and RVU targets are set according to compensation tiers. Feedback from these sessions will be consolidated by the leadership team to identify organizational changes and set future expectations, with an emphasis on balancing standardization and provider autonomy.

**Chief Operating Officer**

Dave Rooney:

- Calmar Clinic was closed for a short time due to construction is nearly complete and the clinic will reopen next week.

**Director of Human Resources**

Laurie Bulman

- Open benefits enrollment was launched for all 650 employees, aligning with the July 1 fiscal year. Staff wage adjustments are scheduled for July.
- Recruitment is underway for a full-time HR service partner due to a recent resignation.

<b>Executive Session</b>	C. Goltz	Approval
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At 4:16 p.m., Board members went into Closed Session pursuant to Iowa Code Section 21.5 (i) (1) To discuss patient care quality and process improvement initiatives in a meeting of a public hospital. 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 Jan Heikes, seconded by Mark Jensen to enter a Closed Session. Roll Call Vote: Jensen, aye; Krueger, aye; Rhodes, aye; McLean, aye; Clark, aye; Heikes, aye; Gullekson, aye. Motion carried.

<b>Return to Regular Session</b>	C. Goltz	
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At 5:59 p.m. Board members returned to the regular session.

<b>QAPI</b>	C. Goltz	Approval
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**Action:** Motion made by Britt Rhodes, seconded by Becka Krueger, to approve the QAPI as presented. All voting, aye. Motion carried.

<b>Adjournment</b>	C. Goltz	Approval
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**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	X	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	Alex Peterson Administrative Intern	X

**Guests:** Rona Lelifeld, Maggie Busta, and Laura Gentry

Recording: BreAnna Sovereign, Executive Assistant

Justin Gullekson, Secretary