

MONTGOMERY COUNTY MEMORIAL HOSPITAL + CLINICS

BOARD MEETING · December 31, 2025

MCMH Conference Center

Zoom option available.

ROLL CALL

Trustees	Kevin Cabbage, Chair	Jill Bergstrom, Vice Chair	James Norris, Treasurer
	Ann Carder, Secretary	Jeff Vanderhoof, Trustee	Jason Poston, Trustee
	Chris Gilbert, Trustee		

Administration	Ron Kloewer, Chief Executive Officer	Mike O'Neal, Chief Operating Officer
	Bryant Blay, Chief Financial Officer	Krystalle Fada, Chief Nursing Officer
	Shauna Bozwell, Chief Clinical Officer	Kylie Bowen, Administrative Services Manager
	Heather Huddle, Administrative Assistant	

Staff	Gale Bingham, Administrative Director of Human Resources (Zoom)
	Pete Wemhoff, Administrative Director of Support Services (Zoom)
	Terry Koppa, Administrative Director of Information Systems (Zoom)
	Jamie Hossle, Administrative Director of Revenue Cycle (Zoom)
	Tim Werges, Controller (Zoom)
	Sherstin Willyerd, Administrative Director of Pharmacy (Zoom)

Montgomery County Board of Supervisors	Charla Schmid (Zoom)
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Public Visitors	N/A
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Absent	N/A
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CALL TO ORDER

Kevin Cabbage, Chair, called the meeting to order at 8:00 AM at Montgomery County Memorial Hospital (MCMH) in the Conference Center. A Zoom option was available for those who wished to attend virtually.

RECOGNITION OF QUORUM

Kevin Cabbage recognized that all trustees were present.

CONSENT AGENDA

The consent agenda was presented for consideration by the Board of Trustees. It consisted of the minutes from the regular meeting on November 26, 2025. There was no Medical Staff meeting in December, therefore no policies or provider appointments were included.

A motion by Ann Carder, seconded by Jill Bergstrom, to approve the consent agenda as presented, passed unanimously.

VISITOR COMMENTS

There were no visitor comments.

ADMINISTRATIVE REPORTS

Chief Executive Officer – Ron Kloewer

Report printed in the Meeting Book.

Ron Kloewer led a discussion on the One Big Beautiful Bill and the Rural Health Transformation program. Ron noted that MCMH intends to apply for the equipment grant portion of the program.

Ron noted that he and Mike O'Neal continue to work on the CEO Transition Plan. He reported that an employment agreement with Mike has been signed.

Ron reported that several notable retirements took place in December: nurse Kim Plambeck after 27 years, radiology technician Wendy Kentner after 33 years and Tammy Philby, Lab Manager and Clinical IT Manager after 37 years.

Chief Operating Officer – Mike O'Neal

Report printed in the Meeting Book.

Mike noted that an AI Governance committee was formed.

Mike reported that Roger Ehmke is stepping back from leading the courier service. Mike noted that a team is meeting to work on ways to continue to support the volunteer program. Mike thanked Roger for his many years of leadership and service to the volunteer courier service.

Chief Financial Officer – Bryant Blay

Report printed in the Meeting Book.

Bryant Blay reported that November was a month of low revenue generation. Dr. Eduard Grass is out on medical leave and Dr. Robert Taylor did not start until the end of November. Other providers were out attending continuing medical education (CME).

Bryant reported that Eide Bailly is offering a new CAH analytics tool. Tim Werges, Controller, is leading implementation of the new program. The program will have a soft go live this Spring, with the official go live on July 1, 2026 to align with the fiscal year.

A discussion took place on financing options that may be available for the master planning project.

Chief Nursing Officer – Krystalle Fada

Report printed in the Meeting Book.

Krystalle Fada led a discussion on work force. She noted that most positions are filled, but we do have a couple of openings that are currently filled by travelers. Krystalle noted that MCMH has various types of recognition, education and professional development programs for employees.

Krystalle reported that we have transitioned from Bryan Telemedicine. We have partnered with vendors who are more integrated with MCMH which increases continuity of care.

Krystalle reported that EMS transfer services are becoming difficult again; MCMH is looking at various solutions.

Chief Clinical Officer – Shauna Bozwell

Report printed in the Meeting Book.

Shauna Bozwell provided an update on MCMH's participation in the Opioid Settlement Project, in partnership with Compass Healthcare Collaborative. If awarded, MCMH would receive a minimum of \$25,000 in grant funds for staff time; it also has other funding opportunities available to participants.

Shauna gave an update on the Pictures Archiving and Communication System (PACS) system upgrade.

QUARTERLY REPORTS

Information Security

The report is included in the Meeting Book.

Bryant Blay gave an update on AI tools that will become available in the Cerner Electronic Medical Record (EMR).

Bryant noted that both he and Shauna Bozwell are serving on an Oracle rural health advisory committee.

Kevin Cabbage noted that two trustees will sit on the IT Governance committee in 2026.

Pharmacy

The report is included in the Meeting Book.

Bryant reported that Medicare's Maximum Fair Price program will go into effect on January 1, 2026. Early estimates predict that the overall impact of the decrease in reimbursement from this program will negatively affect MCMH by approximately \$500,000. However, it is important to note that pharmacy business continues to grow and perform well. The team will be considering ways to diversify the service line. Bryant noted that the team feels the best route is to continue to grow business and further integrate with the clinics.

Bryant reported that the Senior Health Insurance Information Program (SHIIP) was very successful during the first year. At the state level, SHIIP volunteers average meeting with a total of approximately 150 individuals per year. Our two volunteers each saw 150 individuals since the go live in October. Thank you to Ronnel Herzberg and Bev Randall for volunteering. Bryant noted that MCMH is looking to add a 3rd SHIIP Counselor in the Villisca area.

FINANCE COMMITTEE

Cash Disbursements

A motion by James Norris, seconded by Ann Carder, to approve the accounts payable cash disbursements in the amount of \$2,352,109, which excludes any potential conflict of interest payments, was unanimously approved.

A motion by James Norris, seconded by Jill Bergstrom, to approve the potential conflict of interest payment to FMTC in the amount of \$6,933 was approved, with Kevin Cabbage abstaining.

A motion by James Norris, seconded by Ann Carder, to approve the potential conflict of interest payment to NWC, M&C, LLC (dba The Way Forward) in the amount of \$10,032 was approved, with Kevin Cabbage abstaining.

A motion by James Norris, seconded by Jason Poston, to approve the potential conflict of interest payment to Mark Jackson's Red Oak Hardware Hank in the amount of \$308 was approved, with Ann Carder abstaining.

A motion by James Norris, seconded by Jeff Vanderhoof, to approve the potential conflict of interest payment to 415 Main LLC in the amount of \$1,750 was approved, with Chris Gilbert abstaining.

A motion by James Norris, seconded by Jason Poston, to approve the potential conflict of interest payment to Daniel Vanderhoof in the amount of \$706 was approved, with Jeff Vanderhoof abstaining.

Strategic Discussion

Ron Kloewer and Mike O'Neal shared preparatory information for the Strategic Planning Session to be held on January 10, 2026.

- The meeting will begin at 8:30 AM. Breakfast and lunch will be provided.
- The meeting will go into closed session.
- There are no planned action items.
- The finalized 2026 Strategic Plan will be presented for approval at the regular January Board of Trustees meeting.
- All documents will be available in BoardEffect on Monday, January 5.

Ron then reviewed the 2025 Strategic Plan Recap document. It is currently in draft format and additional items can be added as needed.

BOARD OF TRUSTEES

Board Committee Reports

Critical Access Hospital Review – (Jeff Vanderhoof & Jill Bergstrom) – N/A

Foundation – (Ann Carder & Jill Bergstrom) – The Foundation will host a new fundraiser, a Trivia Night event, on February 21, 2026.

IHA Legislative – (James Norris) – James noted that a behavioral health survey is available. James will send it to Heather and ask her to forward to the other trustees.

Patient Experience – (James Norris & Jason Poston) – N/A

Quality Patient Safety – (Jeff Vanderhoof & Chris Gilbert) – The committee reviewed the ongoing trend reporting and also discussed the Opioid Settlement Project that was discussed earlier in the meeting.

Kevin thanked Heather Huddle for providing trustees with a listing of their IHA Trustee Certification hours log. He reminded trustees of the CEU hours required to maintain IHA certification. He also reminded trustees that the security training courses housed in Symplr are due today.

Election of Officers for One Year Term

Jeff Vanderhoof and James Norris served as the nominating committee. The following nominations were made for 2026: Jill Bergstrom (Chair), Ann Carder (Vice Chair), James Norris (Treasurer), Jason Poston (Secretary) and Kevin Cabbage (Past Chair). A motion was made by James Norris, and seconded by Jeff Vanderhoof, to approve the election of officers. The motion passed unanimously.

Appointment of Standing Committees for One Year Term

Jill Bergstrom, incoming Board Chair, made committee appointments were 2026.

Recognition of Kevin Cabbage as Chair

Jill Bergstrom expressed her appreciation for the excellent healthcare provided by MCMH. She also extended her gratitude to Kevin Cabbage for his leadership as Board Chair. Kevin joined the Board in 2007 and has served as Chair for ten of those years. Jill requested that Administration prepare a formal expression of gratitude for Kevin in January.

Kevin shared that he is deeply appreciative of the opportunity to serve on the Board and to have held the role of Chair.

OTHER BUSINESS

The next Board Meeting will take place on Wednesday, January 28, 2026.

ADJOURN

Chris Gilbert made a motion to adjourn the meeting. The meeting adjourned at 10:34 AM.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Ann M. Carder", with a stylized flourish at the end.

Ann Carder, Sec.