

MONTGOMERY COUNTY MEMORIAL HOSPITAL + CLINICS

BOARD MEETING · November 26, 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)		

Medical Staff	Dr. Scott Hoffman, Chief of Staff
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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, with the exception of Ann Carder.

CONSENT AGENDA

The consent agenda was presented for consideration by the Board of Trustees. It consisted of the minutes from the regular meeting on October 29, 2025, policies and the following provider appointments:

- New Appointments: Olivia Martin, PA-C; Ron Pearson, MD; Nick Steinauer, MD; Buddy Thompson, MD
- Reappointments: Thomas Baer, MD; Sally Campbell, MD; David Henley, MD
- Additional Privileges: Gregory Gordon, MD
- In-activations: Amy Petersen, ARNP; Jessica Prescott, PA-C; Shelly VanHoozer, ARNP

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

VISITOR COMMENTS

There were no visitor comments.

MEDICAL STAFF REPORTS

Dr. Hoffman reported that the Medical Staff discussed and approved provider appointments and the quarterly policy review at the November meeting.

He noted that the Medical Staff will now meet every other month. The next meeting will be January 2026.

Kevin Cabbage reported that MCMH will be hosting a Medical Staff Christmas Luncheon on Friday, December 19.

Ann Carder arrived at 8:04 AM.

ADMINISTRATIVE REPORTS

Chief Executive Officer – Ron Kloewer

Report printed in the Meeting Book.

Ron Kloewer noted that many are stepping up to help during Dr. Eduard Grass's medical leave. Dr. Robert Taylor has started working PRN in the clinic and in the operating room. Several other surgeons have made more time available to perform cases at MCMH to help fill in any gaps. Thank you to all who are helping during this time.

MCMH has begun working with Liz Matney, former Medicaid Director for the State of Iowa, and now a private consultant. The project goal is for Iowa Medicaid to cover dental services inside of a Rural Health Clinic (RHC). The group will also consider utilizing the rural health transformation program funding.

Chief Operating Officer – Mike O'Neal

Report printed in the Meeting Book.

Mike O'Neal reported that MCMH met with architects and engineers to discuss the master planning process and short-term needs.

Mike led a discussion on the recent news regarding the Department of Education and their listing of professional degrees. Mike noted that the Department of Education's recent changes to the listing of professional degree programs does not change the professions. The designation is related to federal financing options that are available to those types of programs. It was noted that it could

affect hiring or recruiting by slowing down or limiting students who are completing degree programs that are now excluded.

Chief Financial Officer – Bryant Blay

Report printed in the Meeting Book.

Bryant Blay noted that MCMH received \$2,060,000 from the Employee Retention Credit (ERC) program on November 12, 2025, which represented the original application and associated interest.

Bryant reported that the final payment on the Houghton loan for the 2010 building project will be made on Monday. After that payment, MCMH's only debt is capital costs associated with the transition to Cerner. The team has been working with Eide Bailly on a debt capacity study as part of the master planning discussions, which will be a topic of the strategic planning session in January.

Bryant thanked the MCMH Foundation for their donation of \$58,847 for a replacement ultrasound machine for anesthesia.

Bryant noted that MCMH is looking at ways to diversify retail pharmacy revenue and service lines due to potential cuts or reductions to the 340B program.

Chief Nursing Officer – Krystalle Fada

Report printed in the Meeting Book.

Krystalle Fada reported that the new endoscopy equipment has been implemented.

The project to move Rehab Visions staff to MCMH employment is going well. MCMH has also posted openings to expand the rehab department; several applications have been received.

Several nursing positions have been filled; two remain open. MCMH is using travelers for the two remaining openings.

Chief Clinical Officer – Shauna Bozwell

Report printed in the Meeting Book.

Shauna reported that both Villisca Medical Clinic and Red Oak Medical Clinic completed their Rural Health Clinic (RHC) survey; these surveys are similar to a DIAL survey in their complexity. The clinics are surveyed once every three years to maintain their RHC certification. Shauna complemented managers Anne Smiley and Ali Duysen on a job well done; each manager was leading their first RHC survey. The Villisca Medical Clinic had one deficiency and the plan of correction was accepted. The Red Oak Medical Clinic had two deficiencies and the plan of correction was accepted. Both clinics are recertified for an additional three years.

Shauna noted that the annual mammography inspection took place and no deficiencies were found.

QUARTERLY REPORTS

Quality of Care

The report is included in the Meeting Book.

Krystalle Fada reported that MCMH received the 2025 Performance Leadership Award for Quality given by the Chartis group. This is the second year in a row that MCMH has received the award.

Krystalle reviewed various quality indicators.

FINANCE COMMITTEE

Cash Disbursements

A motion by James Norris, seconded by Ann Carder, to approve the accounts payable cash disbursements in the amount of \$2,342,253, which excludes any potential conflict of interest payments, was unanimously approved.

A motion by James Norris, seconded by Jason Poston, to approve the potential conflict of interest payment to FMTC in the amount of \$7,041 was approved, with Kevin Cabbage abstaining.

Conflict of Interest Update

The Conflict of Interest (COI) policy was reviewed. Two new potential conflicts of interest were noted:

- Jeff Vanderhoof's son Daniel Vanderhoof is employed by MCMH and is receiving tuition assistance through the MLT program.
- Kevin Cabbage is a consultant for NWC, M&C, LLC dba The Way Forward.

Kevin asked Bryant and the team to list all potential conflicts of interest items in the section at the bottom of the Cash Disbursements statement so that they can be properly disclosed. This will allow trustees to abstain as needed.

Trustees will continue to review the Conflict of Interest policy and complete the associated form each January.

BOARD OF TRUSTEES

Resolution: CEO Election

Kevin noted that a report from the Board's Executive Committee is included in the Meeting Book. He reported that the Board of Trustees accepted Ron's retirement notice at the October Board of Trustees meeting and approved the transition plan that was presented, and also gave directives to the Board's Executive Committee to complete ahead of today's meeting. Kevin reviewed the steps that occurred during the past month, including the proper posting of the position. Kevin reported that Mike O'Neal has accepted the offer, dependent on the passage of the resolution presented today, which will appoint him to the CEO Elect position. Kevin then read the resolution.

Jill Bergstrom made a motion to adopt the resolution as presented. Jeff Vanderhoof seconded the motion. A roll call vote was taken: James Norris-yes, Ann Carder-yes, Jeff Vanderhoof-yes, Jason Poston-yes, Chris Gilbert-yes, Jill Bergstrom-yes and Kevin Cabbage-yes. Motion carried.

Board Committee Reports

Critical Access Hospital Review – (Jeff Vanderhoof & Jill Bergstrom) – The policies were reviewed and approved at the quarterly CAH policy meeting.

Foundation – (Ann Carder & Jill Bergstrom) – The annual golf tournament raised over \$26k. The Foundation will host a new Trivia Night fundraiser on February 21, 2026.

IHA Legislative – (James Norris) – The state budget shortfall is an item to be aware of as it will likely affect many programs throughout the state.

Patient Experience – (James Norris & Jason Poston) – Committee reports were reviewed.

Quality Patient Safety – (Jeff Vanderhoof & Chris Gilbert) – Committee reports were reviewed.

Appointment of Nominating Committee

Kevin Cabbage nominated James Norris and Jeff Vanderhoof to serve on a nominating committee. They will speak with trustees to discuss their interest in board officer positions.

The 2026 committee appointments will be announced at the December Board of Trustees meeting.

The election of Board of Trustees officers will also take place at the December meeting.

Governing Board Bylaws

A motion was made by Jason Poston and seconded by Ann Carder to approve the Governing Board Bylaws as presented, with one correction, to remove Community Relations as a committee with board representation. The motion passed unanimously.

Strategic Discussion

Ron Kloewer and Mike O'Neal lead a discussion regarding the leadership transition.

OTHER BUSINESS

The next Board Meeting will take place on Wednesday, December 31, 2025.

ADJOURN

Jill Bergstrom made a motion to adjourn the meeting. The meeting adjourned at 9:36 AM.

Respectfully submitted,



Ann Carder, Sec.