

**GOVE COUNTY MEDICAL CENTER  
QUINTER, KANSAS  
BOARD OF TRUSTEES MINUTES  
April 25, 2025**

The April meeting of the Gove County Medical Center Board of Trustees (BOT) was held on Friday, April 25, 2025 at 8:00 a.m. in the conference room.

**Board Members Present:**

Dave Polifka (out @ 1055-1103)  
Larry Manhart  
Deana Zerr  
Terry Ostmeyer  
Greg Beougher (in at 0815)

**Employees Present:**

Conner Fiscarelli  
Harry Sturgeon (out @ 0908-0910)  
Amber Yingling  
Sonya Cap  
Megan Heier  
Liz McDonald  
Breann Powers  
Tara Thornburg  
Brad Mullins (out @0858-0926)  
Doreen Wente

**Visitors Present:**

None

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**1. CALL TO ORDER:**

Chairperson Terry Ostmeyer called the meeting to order at 8:02 a.m.

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**2. RECITE MISSION, VISION AND VALUES:**

Chairperson Terry Ostmeyer recited the Mission, Vision, and Values.

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**3. QUERY FOR ADDITIONAL ITEMS:**

Conner added the dentist office under priority items.

Dave moved and Deana seconded to approve the amended agenda and it passed 4-0.

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**4. MINUTES:**

The April regular meeting minutes were reviewed. Greg moved and Larry seconded to approve the minutes as presented and it carried 4-0.

The April Risk Management/Corporate Compliance/HIPAA minutes were reviewed. Deana moved and Dave seconded to approve the minutes as presented and it carried 4-0.

The Standards of Conduct were reviewed. No vote was required this time.

The BOT by-laws were discussed. Conner has reviewed them, but changes will need to be made. They have not been revised since 2019. They will need to go to legal for review as well. We will table the approval for a future meeting.

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## 5. PRIORITY ITEMS

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- **GCMC Organization chart (requires approval)**  
Conner reviewed the chart and spoke about the changes being recommended/proposed. Ancillary services will be moved under Sonya. He discussed that the changes were being moved to provide more efficiency. Deana posed questions and Conner discussed the rationale behind the changes.
- **Annual eval/annual increases**  
Conner discussed consolidating the review process. Self-evaluations have been sent out to employees. A June 6 deadline has been set to complete the evaluation process. All increases are to be made June 20. Conner discussed the formula for the prorated increases. Megan is still working on it. Conner discussed the financial side of increases. He feels we need to do 2% this year and do what we've always done. Discussion held. Change needs to happen to be able to make good budget decisions going forward. At some point, raises won't be tied to evaluations. Approval is not needed by the board at this time. Conner will continue working on the process and table it to a future meeting.
- **CRNA recruitment—Megan**  
Megan discussed a screening interview with providers present earlier this week. We have 2 candidates that are interested but can't start until November. The providers like them and thought they'd be a good fit. Conner discussed the process going forward. Currently, we will begin using locums in June.
- **HMC update**  
Conner didn't have much to report at this time. He is still hoping for a go live date of July 1. It all depends on paperwork. We are currently waiting on HMC legal to review. Conner would like to do the May meeting earlier in the month instead of two separate meetings. Discussion held concerning moving the May meeting. Deana moved to change the meeting to May 19, 2025 at 7:00 am. Greg seconded and it carried 4-1.
- **Dentist Office**  
There has been no clear communication from Blackwoods about a possible new dentist in July. Conner hasn't gotten definite information or confirmation. There is much misinformation within the community. Conner discussed the lease agreement and requirements of that process. The lease is held by GCMC, not the county. Conner has been in contact with the commissioners with the details

of the current lease. Conner will try to meet with the Blackwoods. Terry would like to accompany him. Dave is also available.

- **Executive Session—non elected personnel**

The board entered executive session pursuant to KSA 75-4319(b)(1)—non-elected personnel.

### **STRATEGIC PRIORITIES:**

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#### **PROVIDING A PERSON-CENTERED EXPERIENCE**

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- **STANDING ITEMS:**

- **Sonya—Patient Satisfaction Committee Report**

The board reviewed the report in their binders. Sonya explained that HMC uses Press-Ganey as well so this committee is on hold for now.

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#### **CARE YOU CAN TRUST**

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- **STANDING ITEMS:**

- **Sonya—Mock Survey Report**

The board reviewed the report in their binders. The survey found that the swing bed program had one policy that needed updated. There were no other findings.

- **Harry—March QA/QI minutes—Read and Review**

Harry reviewed the minutes and touched on key points. Discussion held.

- **Harry—March Environmental Rounds Findings**

Harry discussed the areas that were looked at and items that need attention. Terry mentioned that the handicap stalls need repainted. Deana asked for a follow-up on the ILA parking signs.

- **Sonya—OB Quality Committee**

We are in the process of gathering data on OB patients to see how we match to standards. We need to make sure that we're meeting CMS conditions of participation guidelines. We are participating in RMOMS national agreement. KU and the Sunflower Health Network received a grant for this program. Sonya discussed the program and what they are doing. We are able to participate in specialized immersion training in Salina. Amber discussed the standardized sono tech worksheets. Aubrey and Michelle went to training this week. We are already doing the things that they suggest.

- **Sonya—Get With the Guidelines**

Sonya explained what the program is. It is a nationally recognized program. The Care Collaborative joined with the AHA. Carol collects our data from stroke, cardiac, and sepsis patients and send the information to Get With the Guidelines. Dr. Scott is involved with this program. We could possible qualify for a silver or bronze award to be given in June/July.

- **Liz—Safety Committee**

Liz discussed the EPP flip books. The board reviewed the report in their binders.

- **New Business:**  
None

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## BE THE DIFFERENCE IN OUR COMMUNITIES

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- **STANDING ITEMS:**
  - **Andrea—Community Outreach Committee Update**  
The board reviewed the report in their binders. Andrea discussed the inspiration speaker that we brought to Quinter on April 23. We received a grant from the GCCF to help with the cost. The afternoon program was geared toward grades 7-12. Three hundred students from Quinter and Wheatland participated. A program for the community was held at 7:00 pm. Due to the weather, only a small group participated in the evening program. Overall, the speaker/program was well received. Discussion held concerning the program and its value.
  - **Harry—Review PFAC**  
Harry reviewed key points from the report in the board binders.
- **New Business:**
  - **Conner—Van grant update**  
Conner discussed the grant from the KDOT with county matching funds. Last year, the commissioners had not budgeted for it due to fiscal year difference. Conner spoke with the commissioners this month. He explained the timeline. We need to have a letter of intent for a local match by October. The commissioners will try to budget for it this year. Conner will speak with them again to get their final decision on the match amount. We have 2 grant options, one for just Quinter use and one for a 90-mile radius use. If the commissioners don't sign the match, we may need to discuss the possibility of losing the program. This is not a hospital program, we just run it. The van use is not just healthcare related and 93% of the users are from Gove County. Liz states that physical therapy patients use the van frequently.

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## BE A GREAT PLACE TO WORK

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- **STANDING ITEMS:**
  - **Megan—Personnel Reports**  
Megan discussed new hires and resignations. Liz discussed interviewing OT's. HMC has a PT/OT married couple that could be a possibility for us.
  - **Megan—Recruitment and Retention Committee/Award Nominees Report**  
Megan discussed the report in the board binders and second quarter events. The committee has been working with dietary for healthier choices for lunch. Third quarter events will include a free app walking challenge.
  - **Megan—Celebrations and Events**  
Megan discussed hospital week events and schedule. She will also do events with the night shift. The awards ceremony for the Daisy, Maple, and Sunflower awards will be on Thursday, May 15. Megan discussed having the Sno Cone

trailer here again this summer and re-opening the Swag Shop again soon.

- **Rache'—Awards/Recognition Committee**

The Daisy, Maple and Sunflower awards will be given during Hospital Week. Rache' would like to have cards signed by the board to give to the nominees. Sonya discussed.

- **Sonya—Employee Engagement Committee**

Conner discussed the two focus groups—Communication and Belonging at GCMC. The employee Engagement committee takes the focus group points and works on them. Some ideas are already being put in place.

- Executive Rounding—Sonya, Conner and Rob will round on 3 departments each Monday morning. This will be a time for the departments to ask questions and voice concerns.
- GCMC Insights—This will be employee forums held twice a year.
- Coffee and Conversation with Conner—This will take place the first Thursday of every month. Conner will be available to answer any questions employees may have.
- Lunch with new hires—Conner, Rob and Sonya will eat lunch with the new hires during orientation.
- Meaningful interactions between employees—This education is in development. It will begin at orientation and potentially be annual education for all employees.

All of these programs will start at the beginning of May.

Deana asked about buddies for new employees. Discussion held.

- **New Business:**

None

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## **TODAY'S SUCCESS FOR TOMORROW'S FUTURE**

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- **STANDING ITEMS:**

- **Rob—Financial Report and Stats—March**

Rob was not present so Conner reviewed the information. Discussion held. The Utilization report was reviewed. Discussion held. The board would like to see an aging report every month going forward.

- **Wade—Marketing Committee—review minutes**

Conner discussed grant application options. Not having a 501(c)(3) limits options for us. After affiliation with HMC, we will become eligible for these grants. A letter of intent has been sent to the Patterson Foundation for the Lucas device. We received notification that we are eligible to apply. More grants for community outreach programs are being applied for. Conner discussed funds with GCCF.

- **Grant award letter**

We received notification that we will be receiving a \$50,000 grant for the pool dehumidifier from Dane G. Hansen Foundation. We are also applying to GCCF for this project.

- **Natasha—Revenue Cycle Minutes**

Natasha was not present. The board reviewed the report in their binders. Conner briefly discussed what the committee does and what it is working on.

- **NEW BUSINESS:**

- **Wade—Grant Progress Updates**

This was discussed above.

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**INVEST IN OUT LEADERS:**

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- **STANDING ITEMS**

- **Sonya—Leadership Training Updates**

Sonya shared the book "Crucial Conversations" that the department managers are working on for training.

- **NEW BUSINESS**

None

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**5. CREDENTIALS COMMITTEE:**

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- None

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**6. POLICY AND PROCEDURES:**

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- None

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**7. EXECUTIVE SESSION:**

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At 9:33 am, Terry moved and Dave seconded to enter into executive session for discussion concerning non-elected personnel pursuant to KSA 75-4319 (b)(1) for a period of 30 minutes, resuming the open meeting in this same location at 10:03 am. The motion passed and the Board then recessed into Executive Session pursuant to the Motion. Persons present were the Board members as well as Megan and Conner. Open meeting resumed at 10:03 am with no action taken during Executive Session.

At 10:03 am, Deana moved and Greg seconded to enter into executive session for discussion concerning non-elected personnel pursuant to KSA 75-4319 (b)(1) for a period of 30 minutes, resuming the open meeting in this same location at 10:18 am. The motion passed and the Board then recessed into Executive Session pursuant to the Motion. Persons present were the Board members as well as Megan and Conner. Open meeting resumed at 10:18 am with no action taken during Executive Session

In open session, Greg moved and Larry seconded to accept the organizational chart as presented and it carried 5-0.

In open session, Dave moved and Deana seconded to change the Chief Nursing Officer title to Chief Clinical and Ancillary Services Officer and it carried 5-0.

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**8. NEXT REGULAR BOARD MEETING:**

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The next regular meeting will be Monday, April 19, 2025 at 7:00 am in the Conference Room.

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**9. ADJOURN:**

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There was no further business to discuss. Greg moved and Dave seconded to adjourn the meeting and it carried 5-0. The meeting was adjourned at 12:11 pm.

  
Deana Zerr, Secretary