

**MEMORIAL HOSPITAL OF CONVERSE COUNTY  
BOARD OF TRUSTEES**

**Date:** July 23, 2025

**Time:** 5:26pm

**Location:** Admin. Classroom

**Present:** Robert Kayser; Kyle Sokol, MD; Nick Linford; Rhonda Dilts; Matt Dammeyer; Cristy Cobb; Jim Cussins; Victor Le Gloahec; Derrick Webb; Dave Patterson; Alexander Lansang, MD; Sandra Gebhart, MD

**Teams:** Bobbe Fitzhugh; Mindi Pile

**Absent:** Liz Mahoney; Gay Bolln

**Call to Order:** Robert Kayser

**Agenda:** Motion made and seconded to approve the agenda. All present approved; motion carried.

**Previous Minutes:** Motion made and seconded to approve the minutes of the June 25, 2025 meeting. All present approved; motion carried.

<b>Topic</b>	<b>Discussion</b>	<b>Action Plan</b>
<b>Reconstitution of the Board</b>		
	After the appointment/reappointment of a member to the Board of Trustee's, the board must elect from its membership, a Chairman, Vice Chairman, Secretary and a Treasurer. Rhonda Dilts was reappointed to by the County Commissioners. She reported that the nominating committee had met and recommended that Robert Kayser remain Chairman, Rhonda become Vice Chairman, Bobbe Fitzhugh become Secretary and Nick Linford remain Treasurer.	Motion made and seconded to proceed as: Robert Kayser, Chairman; Rhonda Dilts, Vice Chairman; Bobbe Fitzhugh, Secretary; and Nick Linford, Treasurer for the 2025-2026 fiscal year. All present approved; motion carried.
<b>Welcome</b>		
	Bob welcomed new Chief of Staff, Dr. Alexander Lansang.	
<b>Foundation</b>		
	Matt and Sandy Gebhart will work out a compensation arrangement for Sandy Sokol as Exec. Director of the Foundation in a manner compliant with state law. Rhonda reported on a successful golf tournament with 27 team. The next Foundation event will be 10/18. Rhonda also announced that the Foundation will begin supporting the Jae Boot Foundation.	
<b>Consent Approval</b>		
Check and ACH Registers	The June 2025 check and ACH registers had been reviewed and approved by Nick Linford.	Motion made and seconded to accept the June 2025 check and ACH registers. All present approved; motion carried.
Financials	The June CFO Executive Summary and financial and statistical packet were distributed. Jim noted that YTD the operating gain was \$1,439,000 and the total margin	Motion made and seconded to accept the June 2025 financials as

**MEMORIAL HOSPITAL OF CONVERSE COUNTY  
BOARD OF TRUSTEES**

Topic	Discussion	Action Plan
	gain was \$8,362,000. Patient revenue was above budget by \$13.7 million and net patient revenue was over budget by \$4.5 million.	presented. All present approved; motion carried.
<b>Quality Council Report</b>		
	<p>Rhonda summarized the following reports that were presented at the previous day's meeting:</p> <ul style="list-style-type: none"> <li>✓ Restraint Use – Shelly Lopez/Cristy Cobb</li> <li>✓ Pressure Injuries – Shelly Lopez/Cristy Cobb</li> <li>✓ OR Starts – Calley Plumb</li> <li>✓ Hand Hygiene – Kerry Nichols</li> <li>✓ HAI – Tera Brown</li> <li>✓ MDRO – Tera Brown</li> <li>✓ Radiology Critical Results – Tia Agent</li> <li>✓ Trauma Program – Liz Mahoney</li> <li>✓ Sentinel Event Update – Cristy Cobb</li> </ul> <p>The final Emergency Management Plan was also presented.</p>	
<b>Old Business</b>		
Recruiting	Victor shared that he would travel to Fremont County Thurs. and Fri. to visit with providers in Lander and Riverton who have reached out to join the Lander clinic. Jeffrey Lyons, DO (FM) will be on site July 28-29. Negotiations are in process with Kody Wheeler, who just completed the PA program. Dr. Stephen Wall (ENT locum) will leave after Dr. Graff arrives 8/4. Dr. Coppola (IM) starts in clinic 8/29. He will see patients in Casper and Douglas. Savannah Cardenas, who was a student at WMA, has been hired to start 8/18. Matt reported that Dr. Possley's contract has been finalized retro active to April. He is completing negotiations with Jack Wagner.	
Summit Bldg.	Bob reported that the independent legal counsel determined the Stark Law is not being violated in the purchase of the Summit building. The next step is meeting with the Natrona County Commissioners to propose the sale of revenue bonds to fund the purchase.	
<b>COS Report</b>		
	None	
<b>CEO Report</b>		
	Matt announced that phlebotomy was operational on the first floor and Central Sterile would complete the move to the second floor in the morning. Five experienced OB nurses have been placed on the salary model, which includes four shifts per week.	

**MEMORIAL HOSPITAL OF CONVERSE COUNTY  
BOARD OF TRUSTEES**

Topic	Discussion	Action Plan
<b>New Business</b>		
Governance Committee	Nick suggested creating a governance subcommittee of the Board. Bob agreed and asked him to work with Rhonda on getting it started.	Nick and Rhonda will develop this subcommittee.
Marketing	Rhonda asked about follow up from the marketing presentation during the previous meeting. Matt responded that Mindi was working with the company on implementation. Mindi noted that assets were being developed and the web site was being overhauled.	
<b>Executive Session</b>		
		Motion made and seconded to adjourn to Executive Session at 6:44pm pursuant to W.S. §16-4-405(a) (ii). All present approved; motion carried.
		It was moved, seconded and carried to adjourn from Executive Session at 6:50pm.
	<p>The Board passed the following resolution:</p> <p>On this date, by unanimous vote, the Board approved the incentive compensation plan as presented. The Board also decided to remove the ‘Target Open Incentive Opportunity’ threshold Operating Margin of 1% as a hurdle to providing the incentive compensation outlined in the plan detail. The Operating Margin target of 1% was not achieved because of a non-cash charge to earnings required by a rather arcane accounting rule. This rule was beyond the responsibility or control of any members of the combined hospital staff. The Board wishes to thank all of our hospital colleagues for their outstanding e4fforts in progress towards accomplishing the strategic goals of our organization. Although there will always be more work to be done, we are grateful for your dedication to creating the very best healthcare organization in our multi-county area. Our patients are benefiting greatly from your efforts.</p>	
Credentials	<p>Dr. Lansang presented the following credentialing activity for approval:</p> <p><b><u>INITIAL APPOINTMENTS</u></b>  <b>Edward Bergin, MD</b> – recommended for temporary locum privileges until 9/30/25 with provisional being</p>	Motion made and seconded to approve the credentials recommendations as presented. All present

**MEMORIAL HOSPITAL OF CONVERSE COUNTY  
BOARD OF TRUSTEES**

Topic	Discussion	Action Plan
	contingent upon board certification following the exam on 8/19/25. (Internal Medicine-Hospitalist) <b>Kalie Combass, DNP, CRNA</b> – recommended for provisional AHP privileges (Anesthesia) <b>Justin Graff, MD</b> – recommended for provisional active staff privileges (Otolaryngology) <b>Amy Hitsheew, PA-C</b> – recommended for provisional AHP privileges (Physician Assistant-Lander) <u><b>REAPPOINTMENT</b></u> <b>Chad Cooper, MD</b> – recommended for reappointment of active staff privileges (Gastroenterology) <b>Steven Peasley, MD</b> – recommended for reappointment of locum privileges (Emergency Medicine) <b>Geoffrey Sherman, PhD</b> – recommended for reappointment of AHP privileges (Neuropsychology) <b>Spencer Wyant, RNFA</b> – recommended for reappointment of AHP privileges (First Assist-Premier)	approved; motion carried.

**Adjournment:** Robert Kayser asked if there was any objection to adjournment. There was none, the meeting was adjourned at 6:50pm. Minutes typed by Elaine Litwiller, subject to corrections.

Approved By:  Date: 8/27/25  
 Bobbe Fitzhugh, Board Secretary