

Windom Area Health Governing Board of Directors Meeting AGENDA

Purpose: Provide governance for Windom Area Health

Date | Time | Location: Monday, January 26, 2026 | 5:30 pm | Large Conference Room

Members: All Windom Area Health Governing Board Members	Present: Absent: Others:
Recorder:	Mindy Carter, Executive Assistant

Category / Topic	Action step(s) / Updates	Leader:
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STANDING ITEMS

Call to Order	Call Windom Area Health Governing Board meeting to order at 5:30 pm by Governing Board vice-chairperson	Kay Gross
Meeting Minutes	Approve WAH Governing Board minutes from the regular meeting on Monday, December 22, 2025 <i>(Board Motion)</i>	Kay Gross
Board Education	<ul style="list-style-type: none"> • Surgery 	Erin Larch Micara Kolander
WAH Policy Review	Review & approve the following policy(ies): <i>(Board Motion)</i> <ul style="list-style-type: none"> • EMTALA Policy • Tissue and Eye Donation Policy 	Landon Johnson

COMMITTEE REPORTS

Professional Practice Quality & Planning Committee	<ul style="list-style-type: none"> • WAH Medical Staff credentialing review and approval per recommendation from the WAH Medical Staff <i>(Board Motion)</i> • WAH Medical Staff meeting review • Review Professional Practice Quality & Planning Committee meeting activities 	Dr. Cowdin Dr. Yusuf Terry Tegels
Finance Personnel Labor Relations Building & Grounds Committee	<ul style="list-style-type: none"> • Review Finance Personnel Labor Relations Building & Grounds Committee meeting activities • Review and recommend approval of WAH resignations and terminations <i>(Board Motion)</i> 	Justin Schmit John Peyerl Emily Masters

OTHER REPORTS

Statistical & Financial Performance Reports	Review & recommend approval of statistical & financial reports <i>(Board Motion)</i>	John Peyerl
Capital Acquisition Activity	<ul style="list-style-type: none"> • Review capital acquisition activity • Vendor Change Request - HVAC system controls vendor change request <i>(Board Motion)</i> 	John Peyerl
Educational Assistance Applications	Review & recommend approval of application(s) for educational assistance <i>(Board Motion)</i>	Emily Masters
New Hires Departmental Transfers	Report of recently hired / transferred employees	Emily Masters
Patient Concern Reports	Review patient concern reports and patient survey comments	Landon Johnson

Patient Safety Reports	Review patient safety activities	Landon Johnson
Chief Medical Officer	Organizational updates	Dr. Blue Dr. Yusuf
Administration	<ul style="list-style-type: none"> Review Senior Management Team Executive Summaries Review/Approve WAH committee meeting reports as presented (<i>Board Motion</i>) Policy Approval Process Update – Spreadsheet Format for No-Change Items (<i>Board Motion</i>) 	Senior Management Team
City of Windom	Informational updates	Steve Nasby
Sanford Health Network	Informational updates	Dave Rogers, VP Sanford Health Network
WAH Foundation Board	<ul style="list-style-type: none"> WAH Foundation Board will meet on January 27, 2026. December 16, 2025 meeting minutes are included in the book. WAH Foundation update on happenings 	Kay Gross
WAH Auxiliary	<ul style="list-style-type: none"> WAH Auxiliary met on January 12, 2026. November 10, 2025 meeting minutes are included in the book. 	Kay Gross
OLD & NEW BUSINESS		
New Business		
Old Business		
Other		
CONCLUSION		
	Conclude WAH Governing Board Meeting	Kay Gross

**Windom Area Health Governing Board of Directors Meeting
MINUTES**

Purpose: Provide governance for Windom Area Health

Date | Time | Location: **Monday, December 22, 2025 | 5:30 pm | Large Conference Room**

Members: All Windom Area Health Governing Board Members

Present: Dr. Fisher, Kay Gross, Dan Ortmann, Justin Schmit, Marv Grunig, Rick Frederickson, Terry Tegels, Shelby Medina, John Peyerl, Dr. Blue, Monica Huber, Landon Johnson, Emily Masters, Dr. Cowdin
Absent: Julie Brugman, Dr. Yusuf
Others: Dave Rogers

Recorder: Mindy Carter, Executive Assistant

Category / Topic	Action step(s) / Updates	Leader:
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STANDING ITEMS

Call to Order	Call Windom Area Health Governing Board meeting to order at 5:30 pm by Governing Board Chairperson	Dr. Michael B. Fisher
Meeting Minutes	M/S/C Unanimously to approve Windom Area Health Governing Board minutes from the regular meeting of November 24, 2025 (<i>Frederickson/Gross</i>)	Dr. Michael B. Fisher
Board Education	No education	
WAH Policy Review	M/S/C Unanimously, upon recommendation for the WAH Governing Board to approve the following policy(ies): (<i>Fisher/Tegels</i>) <ul style="list-style-type: none"> Performance Improvement / Risk Management Plan CY2026 	Shelby Medina

COMMITTEE REPORTS

Professional Practice Quality & Planning Committee	<p>The WAH Medical Staff reviewed and approved the credentialing list at their earlier meeting and presented it to the WAH Governing Board for review and approval. M/S/C unanimously to approve the Medical Staff credentialing list as presented (<i>Tegels/Grunig</i>).</p> <p><u>APPOINTMENTS:</u></p> <table border="0"> <tr> <td>Sara Beth Burner-Orcutt, D.O.</td> <td>Behavioral Health (Avel)</td> <td>Telemedicine</td> </tr> <tr> <td>Reginald Deligent, M.D.</td> <td>Behavioral Health (Avel)</td> <td>Telemedicine</td> </tr> <tr> <td>Antoinette Laurel, D.O.</td> <td>Behavioral Health (Avel)</td> <td>Telemedicine</td> </tr> <tr> <td>Kacey Moss, M.D.</td> <td>Behavioral Health (Avel)</td> <td>Telemedicine</td> </tr> <tr> <td>John Person, M.D.</td> <td>Behavioral Health (Avel)</td> <td>Telemedicine</td> </tr> <tr> <td>Ryan Santin, M.D.</td> <td>Behavioral Health (Avel)</td> <td>Telemedicine</td> </tr> </table> <p><u>REAPPOINTMENTS:</u></p> <table border="0"> <tr> <td>Charles Flohr, M.D.</td> <td>Radiology</td> <td>Consulting</td> </tr> <tr> <td>Kelli Kolander, CNP</td> <td>Cardiology (Clark)</td> <td>Allied Health Professionals</td> </tr> </table> <p><u>SIX MONTH POST APPOINTMENT FOLLOW-UP:</u></p> <table border="0"> <tr> <td>Kayla Adamek, CNP</td> <td>Cardiology (Clark)</td> <td>Allied Health Professionals</td> </tr> <tr> <td>Benjamin Armstrong, CRNA</td> <td>Anesthesia</td> <td>Allied Health Professionals</td> </tr> <tr> <td>Sean Bennett, D.O.</td> <td>Behavioral Health (AmWell)</td> <td>Telemedicine</td> </tr> <tr> <td>Brent Chambers, PA-C</td> <td>Orthopedics (Botker)</td> <td>Allied Health Professionals</td> </tr> </table> <p><u>CHANGE IN/ADDITIONAL STATUS:</u></p>	Sara Beth Burner-Orcutt, D.O.	Behavioral Health (Avel)	Telemedicine	Reginald Deligent, M.D.	Behavioral Health (Avel)	Telemedicine	Antoinette Laurel, D.O.	Behavioral Health (Avel)	Telemedicine	Kacey Moss, M.D.	Behavioral Health (Avel)	Telemedicine	John Person, M.D.	Behavioral Health (Avel)	Telemedicine	Ryan Santin, M.D.	Behavioral Health (Avel)	Telemedicine	Charles Flohr, M.D.	Radiology	Consulting	Kelli Kolander, CNP	Cardiology (Clark)	Allied Health Professionals	Kayla Adamek, CNP	Cardiology (Clark)	Allied Health Professionals	Benjamin Armstrong, CRNA	Anesthesia	Allied Health Professionals	Sean Bennett, D.O.	Behavioral Health (AmWell)	Telemedicine	Brent Chambers, PA-C	Orthopedics (Botker)	Allied Health Professionals	Dr. Cowdin Dr. Blue Terry Tegels
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	<p>N/A</p> <p><u>ADDITIONAL PRIVILEGE REQUEST:</u></p> <p>N/A</p> <p><u>AVAL ECARE SCHEDULE1 APPOINTMENTS:</u></p> <p>N/A</p> <p><u>SANFORD TELEMEDICINE APPOINTMENTS (Informational Only):</u></p> <p>N/A</p> <p><u>RESIGNATIONS:</u></p> <table border="0"> <tr> <td>Elise In't Veld, M.D.</td> <td>Ophthalmology</td> <td>Consulting</td> </tr> <tr> <td>Lindsey Wiese, RN</td> <td>Ophthalmology (In't Veld)</td> <td>Allied Health Professional</td> </tr> </table> <p>Medical Staff / Professional Practice Quality & Planning Committee meeting updates:</p> <ul style="list-style-type: none"> • Credentialing: No concerns were noted with the credentialing list. • Paid MN Medical Leave Act: Discussed the upcoming Paid MN Medical Leave Act and its implications. Physicians will approve applications and initiate conversations to ensure a consistent approach to managing leave requests. • Leadership Update: Noted Landon's transition into the CNO role. • Physician Recruitment: Discussed a recent urology interview and an additional interview scheduled. • Windom Vision Committee: Noted the committee continues to meet. • Orthopedics Communication: Discussed the need for clearer communication regarding post-operative orthopedic care. Jennifer Krieg was invited to attend next month's Medical Staff meeting. 	Elise In't Veld, M.D.	Ophthalmology	Consulting	Lindsey Wiese, RN	Ophthalmology (In't Veld)	Allied Health Professional	
Elise In't Veld, M.D.	Ophthalmology	Consulting						
Lindsey Wiese, RN	Ophthalmology (In't Veld)	Allied Health Professional						
<p>Finance Personnel Labor Relations Building & Grounds Committee</p>	<p>M/S/C unanimously to recommend approval to send 99 patient accounts totaling \$68,777.23 to AAA Collections, recommend approval for following Financial Assistance patient accounts: <i>(Ortmann/Gross)</i></p> <ul style="list-style-type: none"> • Financial Assistance write-off amount to \$30,568.76 • FY2026 Year-to-Date, Financial Assistance approvals amount to \$95,155 on a budget of \$175,000. <p>M/S/C Unanimously to approve the following resignation/terminations: <i>(Schmit/Fisher)</i></p> <p>Resignations: RN – 11/20/25</p> <p>Terminations:</p> <ul style="list-style-type: none"> • Digital Marketing Coordinator – 12/3/25 • EVS Supervisor – 12/19/25 	<p>Justin Schmit Emily Masters</p>						
OTHER REPORTS								
<p>Statistical & Financial Performance Reports</p>	<p>M/S/C unanimously to approve the Statistical and Financial Performance Report as presented: <i>(Gross/Frederickson)</i></p> <ul style="list-style-type: none"> • Net income from operations was a loss of \$247,401 compared to a budgeted gain of \$33,000. Net operating revenue was \$128,556 higher than last November. November operating margin was 3.04% compared to a budgeted margin of (8.55%). Year-to-date operating margin is 2.44% compared to a budgeted (1.63%). • Inpatient volumes exceeded budget expectations. Acute admissions totaled 30, producing 110 inpatient days and an average daily census of 3.7. Outpatient activity was below budget; outpatient gross revenue was \$563,679 under budget but \$941,866 higher than last November. Outpatient services accounted for 91% of gross revenue. 	<p>John Peyerl</p>						

	<ul style="list-style-type: none"> ○ Imaging: 787 procedures, 7 above budget and higher than last November (717). ○ Laboratory: 9,920 tests, below budget but higher than last November. ○ Surgery: 75 procedures, below budget and last November; included 9 joint replacements and 3 robotic cases. ○ Rehab Therapy: 2,032 modalities, above both budget and last November. ● Contractual adjustments were 48.3% compared to a budget of 47.77%. ● Overall expenses were \$76,493 under budget; employee salaries were the only category over budget. 	
Capital Acquisition Activity	<p>October Capital Acquisition activity included</p> <ul style="list-style-type: none"> ● Replacement snowplow ● Laboratory equipment ● An update to OR 2 to bring it to the same level as OR 1. 	John Peyerl
Educational Assistance Applications	<p>M/S/C unanimously to approve the Educational Assistance Application as presented: <i>(Fisher/Ortmann)</i></p> <ul style="list-style-type: none"> ● Landon is pursuing an MBA and submitted a second-year application requesting \$2,500. 	Emily Masters
New / Department Transfer Employees	<p>New Hires:</p> <ul style="list-style-type: none"> ● NP Wound Center – 12/16 ● Patient Access Rep – 12/16 ● Dietary Aide/Cook – 12/23 ● Pharmacy Tech – 12/6 ● RN – 1/6/26 ● Physical Therapist – 1/12/26 ● Specialty Clinic Manager – 1/19 	Emily Masters
Patient Concern Reports	Patient Concern Reports were reviewed and addressed.	Landon Johnson
Patient Safety Reports	No incidents to report.	Landon Johnson
Chief Medical Officer	Nothing to report	Dr. Blue
Administration	M/S/C unanimously to approve committee meeting reports as presented <i>(Fisher/Gross)</i>	Senior Management Team
City of Windom	Nothing to report	Steve Nasby Hilary Mathis
Sanford Health Network	<ul style="list-style-type: none"> ● CEO evaluations will be reviewed in February or March. Board members are asked to complete and submit evaluations. ● Bill Gassman announced changes in responsibilities among some executives. Marshfield has experienced recent challenges. ● Sanford's Vice President of Government Relations visited and discussed rural health transformation and how different states are handling it. Shelby is gathering additional information and monitoring decisions by Minnesota state representatives regarding funding distribution. ● Sanford's Vice President of Cardiology announced the signing of three cardiologists. ● The new orthopedic hospital was featured on KELOLAND. The facility includes a hotel located at the top of the hospital. The hotel is open to the public, operates independently, and is not affiliated with a hotel chain. ● Shelby received an invitation to serve on the Connect Service Council, which includes representatives from managed and affiliated organizations to provide feedback on Sanford services and improvement opportunities. AI was noted as a key topic of interest. ● The Billion family made a donation to support pediatric education in Sioux Falls. 	Dave Rogers, VP Sanford Health

WAH Foundation Board	<ul style="list-style-type: none"> • Be the Light gala planning continues. • Rick Frederickson accepted Foundation Board Director Position. 	Terry Tegels
WAH Auxiliary	WAH Auxiliary did not meet in December.	Dr. Michael B. Fisher
OLD & NEW BUSINESS		
Old Business		Dr. Michael B. Fisher
New Business		Dr. Michael B. Fisher
Other		Dr. Michael B. Fisher
CONCLUSION		
	The WAH Governing Board meeting was concluded by Governing Board Chairperson	Dr. Michael B. Fisher

Signature _____, Dan Ortmann, WAH Governing Board Secretary

WINDOM AREA HEALTH

GOVERNING BOARD EXECUTIVE SUMMARY

JANUARY 2026

WAH MISSION: “*DEDICATED TO HEALTH*”

CHIEF EXECUTIVE OFFICER REPORT

- **Organizational Updates**

- WAH has two Urology candidates who are interested in contracting services with our facility. We are currently in the process of scheduling interviews.
- Unites Healthcare has announced its intention to launch a 6-month pilot program, The Rural Payment Acceleration Pilot, focused on reducing payment timelines to less than 15 days. This pilot is being implemented in four states and has selected independent rural hospitals based on criteria intended to provide immediate cash flow relief to facilities facing financial pressures. WAH has not been contacted about this pilot.
- We are almost complete with the second phase of our LEAN process discussions and plan to reconnect with KA in February for phase three.
- WAH continues to participate in the collaborative with the City and School. Daycare options continue to be vetted and plans are being developed.
- International nurses – we are not confident that we will be able to move forward with securing the selection of international nurses interviewed.

- **MHA/Federal Updates:**

- State / Federal Bills: *Continuing to monitor with advocacy efforts ongoing.*
 - MHA’s Policy and Advocacy Committee continues to meet with representatives to discuss the impact the new law has had, or we anticipate having now that it is active.

- **Committee Meeting Updates**

- Infection Prevention: Moved to CNO summary report
- Pharmacy and Therapeutics: Next report February 2026
- Emergency Preparedness: Next meeting Feb. 11th
 - Dean Martin is now chairing the EP Committee and will be attending the CoJack PHEP partnership meeting which is a county wide multi agency EP meeting.
 - WAH’s EP team has identified equipment that is out of date and is working to replace
 - A summary of February’s committee meeting will be communicated in March.

WINDOM AREA HEALTH

GOVERNING BOARD EXECUTIVE SUMMARY

JANUARY 2026

WAH MISSION: *"DEDICATED TO HEALTH"*

CHIEF FINANCIAL OFFICER REPORT

Overview:

- Net income from operations was \$138,688 compared to a budget of \$116,500. Our net operating revenue was \$402,569 more than last December. December operating income is 4.01% compared to a budget percentage of 3.48%. For the year, operating income is 2.65% compared to a negative (0.96%) budget.

The volume of inpatient activity in December exceeded budget expectations. The acute admissions were nine more than last month and six more than the budgeted volume. Activity on the outpatient side produced volumes and revenues higher than budget expectations. Eighty-nine percent of our gross revenues came from outpatient activity, which is consistent with expectations. Acute admissions totaled thirty-nine. Those thirty-nine admissions produced 130 inpatient days for an average daily census of 4.2. Outpatient gross revenue was \$181,373 less than budget and \$1,272,290 more than last December.

- Imaging procedure counts were sixteen above budget. Imaging performed 801 procedures compared to a budget of 78. Last December, 899 procedures were performed.
- Laboratory volumes exceeded budget expectations this month. Last fiscal year laboratory tests averaged about 10,005 in each month. There were 13,192 in the month of December, which is 3,850 more than last December and 2,592 more than budget.
- 108 surgical procedures were performed in December, which is twenty-three more than our budgeted number of eighty-five and twenty-six more than last December. Nine of those surgeries were joint replacements. There were two robotic cases in December.
- Rehab Therapy performed 2,031 modalities in December, which was 293 more than last December. That is 156 more modalities than the budgeted number of 1,875.

Contractual adjustments came in at 50.75% for the month. Contractual adjustments were budgeted at 47.43%.

Overall, expenses were \$82,959 more than budget. Employee Salaries and supplies were the only categories to exceed budget expectations.

WINDOM AREA HEALTH

GOVERNING BOARD EXECUTIVE SUMMARY

JANUARY 2026

WAH MISSION: *"DEDICATED TO HEALTH"*

CNO/DON REPORT

Medical/Surgical/OB/Emergency Room:

- Staffing:
 - Continuing to seek traveler RN's. 2 Currently here and another coming soon
 - There are several RN's out on maternity related LOA's
- International RN's: No updates. Visa process continues to be stalled.
- Patient volumes in Med. Surg. area have been trending much higher than previously. Nursing staff are doing a great job of accommodating and providing excellent care.

Quality/Risk/PI:

- Jen Z. is partnering with Windom PD to provide additional training for staff re:
 - De-escalation tactics for aggressive patients
 - Minimizing risk of injury from aggressive patients.

Infection Prevention Quarterly Report:

- No new disease trends noted.
- Influenza A and Covid positivity rates are increasing. (Influenza positivity rates have been as high as 42% in recent weeks)
- RSV rates are low compared to other years.
- Healthcare Acquired infections:
 - CAUTI 0
 - CLABSI 0
 - SSI 0
- Reportable infections
 - C Diff 2 cases
 - MRSA 0
- MDH Health Alerts and Reportable disease Report
 - MDH Health Alert Network
 - Date: Mon, Nov 10, 2025, at 1:58 PM
 - Subject: Health Advisory: Infant Botulism Outbreak Linked to Infant Formula
 - Reportable diseases:
 - Covid 9 cases
 - Suspected Mumps 1 case
 - Influenza Hospitalized 1 case
 - Influenza Hospitalized and Death 1 case

MHA Safety Data for Dec. 2025:

- Falls: 0
- Skin Integrity 0
- Restraints 0
- Opioid Deaths 0
- Reportable Events: 0

WINDOM AREA HEALTH

GOVERNING BOARD EXECUTIVE SUMMARY

as of January 20, 2026

WAH MISSION: “Dedicated to Health”

CHIEF HUMAN RELATIONS OFFICER REPORT

Human Resources/Employee Health

- Posted positions:
 - RN / LPN /RN & weekend package
 - Patient Care Technician
 - Surgical Tech
 - CRNA
 - Business Development Specialist
 - Fitness Specialist
 - Wound Clinic RN/LPN
 - EVS Supervisor
 - EVS Tech
 - Clinical Informatics Specialist
 - Specialty Clinic RN/LPN
 - Speech Therapist – Full Time & PRN
 - Digital Marketing Coordinator
 - Radiologic Technologist
 - OBGYN
 - Urologist
- We have started to see many MN Paid Leave applications come through.
- Year-end continues to be busy with tax and reporting requirements.

Community Health/Mental Health/Wellness Center

- Weight loss challenge counts: 59 employees and 34 community members. A total of 20 signed up for personal training.

Marketing/PR/Business Development

- We celebrated the First Baby of 2026 on January 5th, with WAH donating a year’s supply of diapers.
- The Box out Cancer even on Jan 13th was a success with Foundation, Wellness and Imaging present.
- The Blood Drive on 1/12 was a great success with 31 donors.
- Marketing is prepping for Heart Month, with special promotion of our Heart & Vascular Screens and additional days.
- The BEAT is scheduled to go in the Shopper Feb 1st. A social media ‘teaser’ is out promoting the feature story.
- New billboard designs are installed in Windom, St. James and Jackson. Trimont/I-90 and Worthington will also be updated soon.

Foundation/Auxiliary

- The “Be The Light” gala is on February 21st at the Community Center, tickets are on sale until Feb 5th. Please consider attending and bringing friends to support this event!
- The Foundation has raised \$4,200 towards Be Well Path Expansion.
- The 2026 Scholarship round opens in February, preparations are underway.
- The Auxiliary volunteered an impressive 2,500+ hours in 2025!

Sponsorships/Donations

- Citizen Player of the Week Sponsor (Haidyn Sammons)
- Windom Boy/Girl Basketball Double Header Booster Meal Sponsor
- Windom Figure Skating Gold Sponsor

Committee Meetings

- **Employee Focus:** We held a holiday party on January 11th at the Horse Barn and Hunt Club with bingo and prizes. About 80 staff/guests were in attendance. Planning is underway for a Mardi-WAH event this winter.
- **Patient & Family Advisory Committee:** No report.
- **Safety:** Qtrly Meeting held Jan 13th. MOAB training is scheduled for Feb and April. New decon suits and additional chemical spill kits were discussed. ED, Imaging, Lab, Materials Management, Wellness Center, Specialty Clinics were all rounded on, seeing an increasing amount of small appliances brought into the facility which pose a fire risk. There was one OSHA recordable injury in Q4 (needle stick). 63% of staff have received their flu shot to date.
- **Safe Patient Handling:** Included in Safety Meeting. There were two patient events/falls that occurred that did not result in injury.

Fiscal Year 2025-2026		WINDOM AREA HEALTH											
WAH Operational & Strategic Goals	Target	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26
SERVICE													
Increase optimization of DaVinci Robot	4/30/2026	0	0	0	0	2	0	3	2				
Ambulatory Net Promoter Score	83.3%		80.3% 10			88.9% 63			89.8% 59				
OP Net Promoter Score	80.6%		94.3% 87			92.5% 93			86.3% 73				
Emergency Dept Net Promoter Score	49.1%		37.5% 80			52.2% 92			45.9% 74				
Inpatient Net Promoter Score	72.4%		58.3% 12			78.6% 14			50.0% 6				
Facility Net Promoter Score	75.5%		71.3% 565			75.9% 589			78.0% 481				
Wound Center Overall Patient Satisfaction	>92%	99%	91.67%	95.18%	98.21%	96%	99.55%	93%	75%				
QUALITY													
Falls per 1000 Patient Days	0		0			2			4.0				
Patient Falls with Injuries	0		0			0			0.0				
Hand Hygiene	100%		99.4%			100%			100%				
Patient Experience/HCAHPS Recommend	81%		85.7% 14			55.6% 9			100% 5				
How would you rate/HCAHPS	83%		85.7% 14			77.8% 9			80% 5				
Communication with Nurses	89%		100% 14			79.7% 9			86.7% 5				
Communication with Doctors	85%		97.6% 14			79.7% 9			100% 5				
Readmission within 30 days	<5%		0%			2%			4%				
Wound Center Patient Healing Rate	>92%	88.68%	93.55%	91.67%	92.31%	91.23%	93.35%	92.11%	80%				
FINANCIAL													
YTD Income (Loss) Operations to Budget	0.00%	-11.94%	0.87%	0.50%	6.80%	4.31%	4.10%	2.40%	2.7%				
Days in Accts Receivable	<53	46.24	53.21	46.90	56.00	62.20	63.3	67.8	65.6				
Days Cash on Hand	>150	116.9	115	193	176	172.1	169.7	219.5	227				
GROWTH													
Surgeries to Budget	71	101	111	99	89	92	63	88	121				
Wound Center New Patients	23	23	32	34	33	33	35	24	40				
Wound Center Encounters	135	223	220	243	251	252	281	238	267				
Wound Center New Patients for HBO Treatments	10 Calendar	1	0	0	1	0	2	0	3				
COMMUNITY													
WAH Hosts Events w/ Community Participation	2 Fiscal Year		Open House	Community Health Fair			Halloween Drive Thru	Turkey Trot Trimont Grand Opening					

Windom Area Health Finance | Personnel | Labor Relations | Building & Grounds Committee Meeting

AGENDA

Purpose: Review and recommend annual operating budget and capital expenditure plan, review and recommend capital expenditures, review and evaluate monthly financial reports, review and recommend approval of annual audit report, and recommend board approval to agenda items as requested.

Meeting Date | Time | Location: Monday, January 26, 2026 | 4:30-5:15 pm | Large Conference Room

MEMBERS	SHELBY MEDINA, CEO	Present: Absent: Others:
JUSTIN SCHMIT, CHAIRPERSON	DR. DAN BLUE, CMO	
KAY GROSS, TRUSTEE	MONICA HUBER, CNO	
DAN ORTMANN, TRUSTEE	JOHN PEYERL, CFO	
DR. MICHAEL FISHER, EX-OFFICIO	EMILY MASTERS, CHRO	
JULIE BRUGMAN, MT. LAKE ADVISORY MEMBER		

Chairperson (or Acting Chairperson) Justin Schmit, Chairperson

Recorder: Mindy Carter, Executive Assistant

Category / Topic	Action step(s) / Updates	Leader:
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STANDING ITEMS

Call to Order	Call Finance Personnel Labor Relations Building & Grounds Committee meeting to order by Chairperson	Justin Schmit
Minutes	Approve minutes from regular Committee meeting of Monday, December 22, 2025 (<i>Committee Motion</i>)	Justin Schmit
Collections & Financial Assistance	Review & recommend approval of patient financial accounts (<i>Committee/Board Motion</i>)	John Peyerl
Employee Resignations & Terminations	Review & recommend acceptance of WAH employee resignations / terminations (<i>Committee/Board Motion</i>)	Emily Masters

FOLLOW-UP ITEMS

NEW/CURRENT ITEMS

Vendor Change Request	<ul style="list-style-type: none"> HVAC system controls vendor change request (Capital item) 	John Peyerl
Other	<ul style="list-style-type: none"> Review and approval of campus Artwork Proposal 	Shelby Medina

CONCLUSION

	Conclude Finance Personnel Labor Relations Building & Grounds Committee meeting	Justin Schmit
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Windom Area Health Finance | Personnel | Labor Relations | Building & Grounds Committee Meeting MINUTES

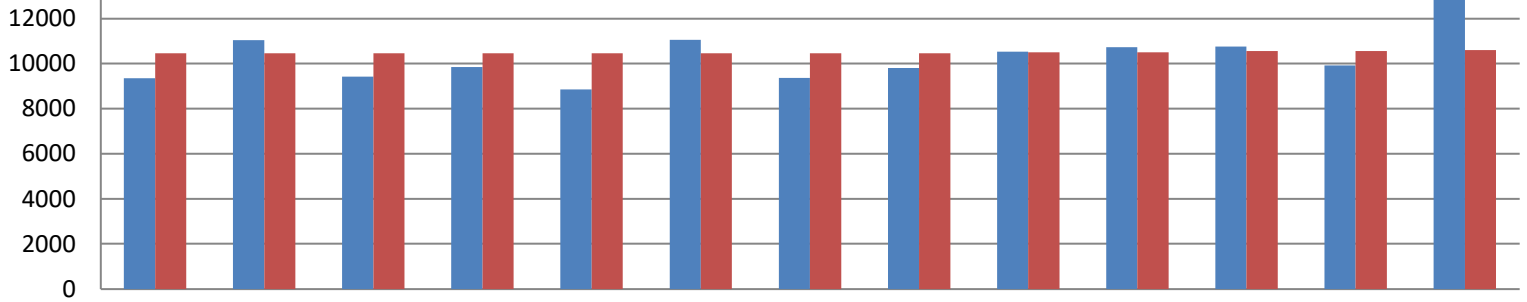
Purpose: Review and recommend annual operating budget and capital expenditure plan, review and recommend capital expenditures, review and evaluate monthly financial reports, review and recommend approval of annual audit report, and recommend board approval to agenda items as requested.

Meeting Date Time Location:		Monday, December 22, 2025 4:30-5:15 pm Large Conference Room
MEMBERS:	SHELBY MEDINA, CEO	Present: Dr. Fisher, Justin Schmit, Kay Gross, Dan Ortmann, Shelby Medina, Emily Masters, John Peyerl, Dr. Blue, Monica Huber, Landon Johnson, Absent: Julie Brugman Others: Dave Rogers
JUSTIN SCHMIT, CHAIRPERSON	DR. DAN BLUE, CMO	
KAY GROSS, TRUSTEE	MONICA HUBER, CNO	
DAN ORTMANN, TRUSTEE	JOHN PEYERL, CFO	
DR. MICHAEL FISHER, EX-OFFICIO	EMILY MASTERS, CHRO	
JULIE BRUGMAN, MT. LAKE ADVISORY MEMBER		
Chairperson (or Acting Chairperson)		Justin Schmit, Chairperson
Recorder:		Mindy Carter, Executive Assistant

Category / Topic	Action step(s) / Updates	Leader:
STANDING ITEMS		
Call to Order	The Finance Personnel Labor Relations Building & Grounds Committee meeting was called to order by Chairperson	Justin Schmit
Minutes	M/S/C unanimously to approve Committee minutes from the regular meeting of November 24, 2025, as presented <i>(Ortmann/Gross)</i>	Justin Schmit
Collections & Financial Assistance	M/S/C unanimously to recommend approval to send 99 patient accounts totaling \$68,777.23 to AAA Collections, recommend approval for following Financial Assistance patient accounts: <i>(Ortmann/Gross)</i> <ul style="list-style-type: none"> • Financial Assistance write-off amount to \$30,568.76 • FY2026 Year-to-Date, Financial Assistance approvals amount to \$95,155 on a budget of \$175,000. 	John Peyerl
Employee Resignations & Terminations	M/S/C Unanimously to approve the following resignation/terminations: <i>(Schmit/Gross)</i> Resignations: <ul style="list-style-type: none"> • RN – 11/20/25 Terminations: <ul style="list-style-type: none"> • Digital Marketing Coordinator – 12/3/25 • EVS Supervisor – 12/19/25 	Emily Masters
FOLLOW-UP ITEMS		
		Shelby Medina
NEW/CURRENT ITEMS		
Service Line Updates	<ul style="list-style-type: none"> • Discussed physician recruitment, including a recent meeting with Sanford regarding primary care support. Reviewed data showing local and regional performance and confirming limited primary care support from both Avera and Sanford over several years, reinforcing the need for stronger primary care. • Reviewed WAH's efforts to strengthen partnerships through OB-GYN services; however, pediatric coverage to support newborn care remains a need. Sanford does not provide pediatric services, leaving Avera as the primary option. • Acknowledged Sanford as both a partner and competitor, noting that while many Critical Access Hospitals operate at a loss, WAH's strong position is supported by clear strategic goals. Reinforced the importance of primary care to sustain specialty services. • Shelby will provide Sanford with a written summary outlining WAH's recruitment and support needs. 	Shelby Medina
CONCLUSION		
	The Finance Personnel Labor Relations Building & Grounds Committee meeting was concluded by Chairperson.	Justin Schmit

LAB PROCEDURES

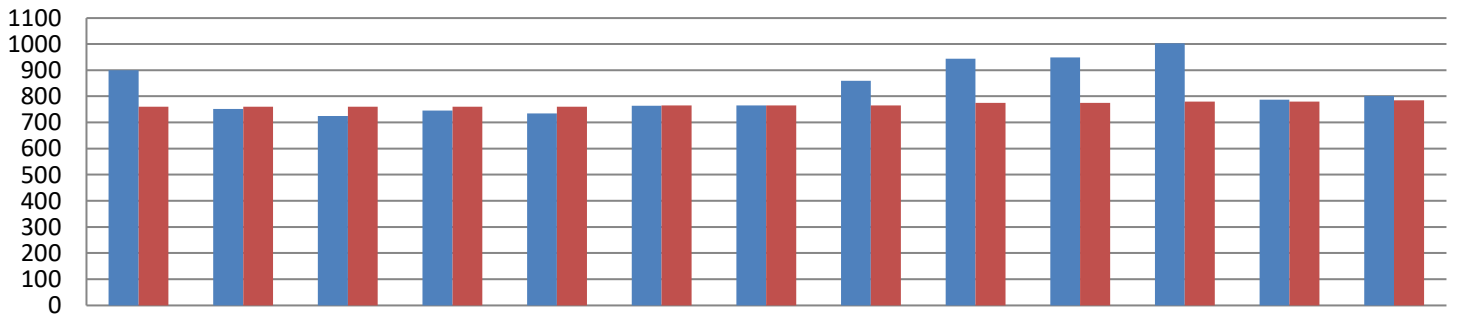
Lab Proc Budget



	Dec 24	Jan 25	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25
Lab Proc	9342	11038	9419	9845	8856	11055	9361	9805	10529	10717	10759	9920	13192
Budget	10450	10450	10450	10450	10450	10450	10450	10450	10500	10500	10550	10550	10600

IMAGING PROCEDURES

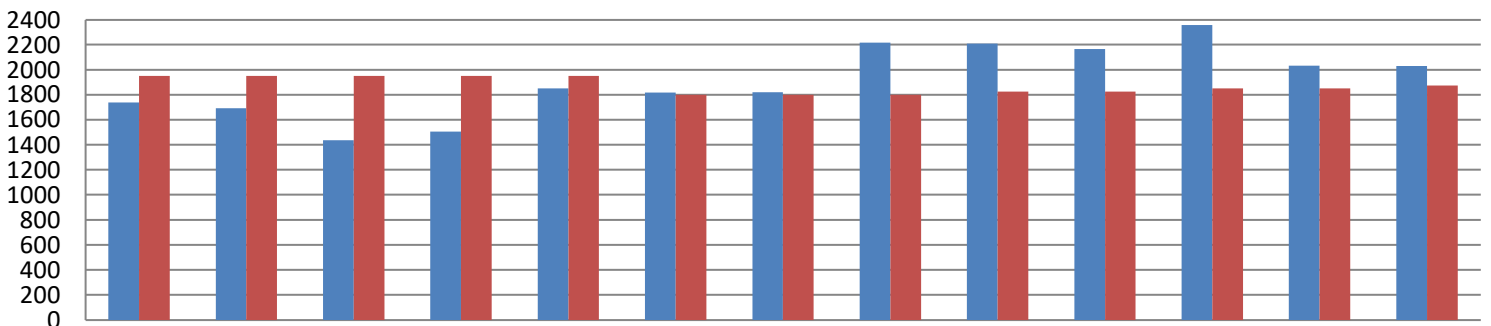
Imaging Proc Budget



	Dec 24	Jan 25	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25
Imaging Proc	899	751	724	745	734	763	765	859	943	948	1002	787	801
Budget	760	760	760	760	760	765	765	765	775	775	780	780	785

REHAB MODALITIES

Rehab Modalities Budget



	Dec 24	Jan 25	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25
Rehab Modalities	1738	1693	1435	1505	1851	1817	1820	2216	2210	2165	2357	2032	2031
Budget	1950	1950	1950	1950	1950	1800	1800	1800	1825	1825	1850	1850	1875

Windom Area Health Income Statement

For the eight months ended December 31, 2025 and 2024
(Dollars in thousands)

	Current Month				Year-to-date				
	Actual	Budget	Fav (Unfav) variance \$	%	Prior Year	Fav (Unfav) variance \$	%	Prior Year	Fav (Unfav) Var
REVENUE									
Net Patient Revenue	3,365	3,325	40	1.2%	3,034	734		21,281	4,120
Other operating revenue	90	25	65	> 100%	18	71		176	297
Total Operating Revenue	3,455	3,350	105	3.1%	3,053	805		21,457	4,417
EXPENSES									
Total Salaries & Benefits	1,668	1,548	(120)	-7.8%	1,327	(341)		10,583	(2,189)
Purchased Services	559	625	66	10.5%	617	58		4,373	(264)
Supplies (Incl Pharmaceuticals)	509	392	(117)	-30.0%	382	(127)		2,620	(839)
Other expense	229	295	65	22.2%	287	58		2,041	262
Depreciation	249	270	21	7.8%	124	(125)		1,012	(903)
Interest Expense	102	105	3	2.5%	71	(32)		150	(474)
Total Operating Expenses	3,316	3,234	(83)	-2.6%	2,808	(509)		20,780	(4,408)
Income (loss) From Operations	139	117	22	19.0%	245	(106)		677	9
Nonoperating gains (losses)	58	40	18	45.6%	55	(3)		457	67
Investment Income	7	35	(28)	-80.4%	25	18		159	(78)
Other Revenue/(Expense)	64	75	(10)	-13.6%	80	(15)		616	(11)
Total nonoperating income	203	191	12	6.3%	324	(121)		1,293	(2)

Financial Metrics	
Operating margin	3.6%
Net margin	3.8%
EBITDA margin	2.7%
EBITDA	739
Discount rate	1.4%

	Current Month				Year-to-date				
	Actual	Budget	Fav (Unfav) variance \$	%	Prior Year	Fav (Unfav) variance \$	%	Prior Year	Fav (Unfav) Var
REVENUE									
Net Patient Revenue	25,401	25,175	226	0.9%	21,281	4,120		21,281	4,120
Other operating revenue	473	200	273	> 100%	176	297		176	297
Total Operating Revenue	25,874	25,375	499	2.0%	21,457	4,417		21,457	4,417
EXPENSES									
Total Salaries & Benefits	12,772	12,460	(312)	-2.5%	10,583	(2,189)		10,583	(2,189)
Purchased Services	4,637	4,965	328	6.6%	4,373	(264)		4,373	(264)
Supplies (Incl Pharmaceuticals)	3,459	3,132	(327)	-10.4%	2,620	(839)		2,620	(839)
Other expense	1,779	2,331	552	23.7%	2,041	262		2,041	262
Depreciation	1,916	1,900	(16)	-0.8%	1,012	(903)		1,012	(903)
Interest Expense	624	830	206	24.8%	150	(474)		150	(474)
Total Operating Expenses	25,188	25,618	430	1.7%	20,780	(4,408)		20,780	(4,408)
Income (loss) From Operations	686	(243)	929	> 100%	677	9		677	9
Nonoperating gains (losses)	524	266	258	97.1%	457	67		457	67
Investment Income	81	287	(206)	-71.8%	159	(78)		159	(78)
Other Revenue/(Expense)	604	552	52	9.5%	616	(11)		616	(11)
Total nonoperating income	1,290	309	981	< 100%	1,293	(2)		1,293	(2)

Financial Metrics	
Operating margin	3.2%
Net margin	6.0%
EBITDA margin	8.6%
EBITDA	1,839
Discount rate	48.4%

**WINDOM AREA HEALTH
FY 2026
CAPITAL ASSET ACQUISITIONS**

Yrs Dep Capital Asset	Vendor	Asset class	May	June	July	August	September	October
Webex Calling Project	Marco Tech	Maj Mov		68,149				
Wireless Refresh Project	Marco Tech	Maj Mov				222,582	11,868	
TV Refresh	Nationsat	Maj Mov					24,275	
3 Mobile Chaise Recliners for Med/Surg	Interstate Office Products	Maj Mov					11,976	
Capsule in the OR	Philips	Maj Mov					6,196	
Mobile Tele-Health Units for Med/Surg	Philips	Maj Mov					7,338	
UCR with Cylinder Hose for Olympus Tower in OR	Olympus	Maj Mov						5,089
Procedure Table for Trimont Clinic	Owens & Minor	Maj Mov						9,095
Network Switch Refresh Project	Marco Tech	Maj Mov						93,813
Colonoscopy Equipment	Olympus	Maj Mov						135,725
Stretcher Outreach Procedure Room #2	Stryker Medical	Maj Mov						5,863
Total			-	68,149	-	222,582	61,653	249,585

Yrs Dep Capital Asset	Vendor	Asset class	November	December	January	February	March	April
Snowplow	Wendorff Welding	Maj Mov	5,500					
STA Compact Max Piercing-Anticoagulation Equip	Diagnostica Stago	Maj Mov	36,927					
Lights/Monitors/Arms Integration for OR2	Steris	Maj Mov	130,514					
Total			172,941	-	-	-	-	-

Total YTD Capital Acquisitions 774,910

Windom Area Health Professional Practice | Quality & Planning Committee Meeting AGENDA

Purpose: Oversee WAH compliance with regulations and laws, receive recommendations from the Medical Staff, oversee preparation and implementation of strategic plans, receive and consider all quality reports, and recommend board approval to agenda items as requested.

Meeting Date | Time | Location: Monday, January 26, 2026 | 4:00-4:30 pm | Large Conference Room

MEMBERS:	SHELBY MEDINA, CEO	Present: Absent: Others:
TERRY TEGELS, CHAIRPERSON	DR. DAN BLUE, CMO	
RICK FREDERICKSON, TRUSTEE	MONICA HUBER, CNO	
MARV GRUNIG, TRUSTEE	JOHN PEYERL, CFO	
DR. MICHAEL FISHER, EX-OFFICIO	EMILY MASTERS, CHRO	
JULIE BRUGMAN, MT. LAKE ADVISORY MEMBER		

Chairperson (or Acting Chairperson) Terry Tegels, Chairperson

Recorder: Mindy Carter, Executive Assistant

Category / Topic	Action step(s) / Updates	Leader:
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STANDING ITEMS

Call to Order	Call Professional Practice Quality & Planning Committee meeting to order at 4:00 pm by Chairperson	Terry Tegels
Minutes	Approve minutes from the regular Committee meeting of Monday, December 22, 2025 <i>(Committee Motion)</i>	Terry Tegels

FOLLOW-UP ITEMS

Medical Staff Credentialing & Medical Staff Meeting Update	<ul style="list-style-type: none"> Review & approve medical staff credentialing, upon recommendation from WAH Medical Staff <i>(Committee/Board Motion)</i> Report on business addressed at WAH Medical Staff meeting 	Dr. Cowdin Dr. Yusuf

NEW/CURRENT ITEMS

Organizational updates	<ul style="list-style-type: none"> Review organizational updates Windom Vision Committee Updates Review Campus Artwork 	Shelby Medina
<i>Other</i>		

CONCLUSION

	Conclude Professional Practice Quality & Planning Committee meeting	Terry Tegels
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Windom Area Health Professional Practice | Quality & Planning Committee Meeting MINUTES

Purpose: Oversee WAH compliance with regulations and laws, receive recommendations from the Medical Staff, oversee preparation and implementation of strategic plans, receive and consider all quality reports, and recommend board approval to agenda items as requested.

Meeting Date/Time/Location: Monday, December 22, 2025 | 4:00-4:30 pm | Large Conference Room

MEMBERS:	SHELBY MEDINA, CEO	Present: Terry Tegels, Dr. Fisher, Marv Grunig, Rick Frederickson, Shelby Medina, Dr. Blue, Monica Huber, John Peyerl, Landon Johnson, Emily Masters, Dr. Cowdin Absent: Julie Brugman Others: Dave Rogers
TERRY TEGELS, CHAIRPERSON	DR. DAN BLUE, CMO	
RICK FREDERICKSON, TRUSTEE	MONICA HUBER, CNO	
MARV GRUNIG, TRUSTEE	JOHN PEYERL, CFO	
DR. MICHAEL FISHER, EX-OFFICIO	EMILY MASTERS, CHRO	
JULIE BRUGMAN, MT. LAKE ADVISORY MEMBER		

Chairperson (or Acting Chairperson): Terry Tegels, Chairperson

Recorder: Mindy Carter, Executive Assistant

Category / Topic	Action step(s) / Updates	Leader:
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STANDING ITEMS

Call to Order	Professional Practice/Quality & Planning Committee meeting called to order at 4:00 pm by acting chairperson.	Terry Tegels
Minutes	M/S/C Unanimously to approve committee minutes from the regular meeting of Monday, November 24, 2025 as presented (Grunig/ Frederickson)	Terry Tegels

FOLLOW-UP ITEMS

	M/S/C unanimously to recommend approval of the credentialing list to the governing board, as presented (Tegels/Grunig)																			
Medical Staff Credentialing	<p>APPOINTMENTS:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">Sara Beth Burner-Orcutt, D.O.</td> <td style="width: 33%;">Behavioral Health (Avel)</td> <td style="width: 33%;">Telemedicine</td> </tr> <tr> <td>Reginald Deligent, M.D.</td> <td>Behavioral Health (Avel)</td> <td>Telemedicine</td> </tr> <tr> <td>Antoinette Laurel, D.O.</td> <td>Behavioral Health (Avel)</td> <td>Telemedicine</td> </tr> <tr> <td>Kacey Moss, M.D.</td> <td>Behavioral Health (Avel)</td> <td>Telemedicine</td> </tr> <tr> <td>John Person, M.D.</td> <td>Behavioral Health (Avel)</td> <td>Telemedicine</td> </tr> <tr> <td>Ryan Santin, M.D.</td> <td>Behavioral Health (Avel)</td> <td>Telemedicine</td> </tr> </table>	Sara Beth Burner-Orcutt, D.O.	Behavioral Health (Avel)	Telemedicine	Reginald Deligent, M.D.	Behavioral Health (Avel)	Telemedicine	Antoinette Laurel, D.O.	Behavioral Health (Avel)	Telemedicine	Kacey Moss, M.D.	Behavioral Health (Avel)	Telemedicine	John Person, M.D.	Behavioral Health (Avel)	Telemedicine	Ryan Santin, M.D.	Behavioral Health (Avel)	Telemedicine	Dr. Cowdin Dr. Blue
Sara Beth Burner-Orcutt, D.O.	Behavioral Health (Avel)	Telemedicine																		
Reginald Deligent, M.D.	Behavioral Health (Avel)	Telemedicine																		
Antoinette Laurel, D.O.	Behavioral Health (Avel)	Telemedicine																		
Kacey Moss, M.D.	Behavioral Health (Avel)	Telemedicine																		
John Person, M.D.	Behavioral Health (Avel)	Telemedicine																		
Ryan Santin, M.D.	Behavioral Health (Avel)	Telemedicine																		
Medical Staff Meeting Update	<p>REAPPOINTMENTS:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">Charles Flohr, M.D.</td> <td style="width: 33%;">Radiology</td> <td style="width: 33%;">Consulting</td> </tr> <tr> <td>Kelli Kolander, CNP</td> <td>Cardiology (Clark)</td> <td>Allied Health Professionals</td> </tr> </table> <p>SIX MONTH POST APPOINTMENT FOLLOW-UP:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">Kayla Adamek, CNP</td> <td style="width: 33%;">Cardiology (Clark)</td> <td style="width: 33%;">Allied Health Professionals</td> </tr> <tr> <td>Benjamin Armstrong, CRNA</td> <td>Anesthesia</td> <td>Allied Health Professionals</td> </tr> <tr> <td>Sean Bennett, D.O.</td> <td>Behavioral Health (AmWell)</td> <td>Telemedicine</td> </tr> <tr> <td>Brent Chambers, PA-C</td> <td>Orthopedics (Botker)</td> <td>Allied Health Professionals</td> </tr> </table> <p>CHANGE IN/ADDITIONAL STATUS: N/A</p> <p>ADDITIONAL PRIVILEGE REQUEST:</p>	Charles Flohr, M.D.	Radiology	Consulting	Kelli Kolander, CNP	Cardiology (Clark)	Allied Health Professionals	Kayla Adamek, CNP	Cardiology (Clark)	Allied Health Professionals	Benjamin Armstrong, CRNA	Anesthesia	Allied Health Professionals	Sean Bennett, D.O.	Behavioral Health (AmWell)	Telemedicine	Brent Chambers, PA-C	Orthopedics (Botker)	Allied Health Professionals	
Charles Flohr, M.D.	Radiology	Consulting																		
Kelli Kolander, CNP	Cardiology (Clark)	Allied Health Professionals																		
Kayla Adamek, CNP	Cardiology (Clark)	Allied Health Professionals																		
Benjamin Armstrong, CRNA	Anesthesia	Allied Health Professionals																		
Sean Bennett, D.O.	Behavioral Health (AmWell)	Telemedicine																		
Brent Chambers, PA-C	Orthopedics (Botker)	Allied Health Professionals																		

	<p>N/A</p> <p><u>AVEL ECARE SCHEDULE1 APPOINTMENTS:</u></p> <p>N/A</p> <p><u>SANFORD TELEMEDICINE APPOINTMENTS (Informational Only):</u></p> <p>N/A</p> <p><u>RESIGNATIONS:</u></p> <table border="0"> <tr> <td>Elise In't Veld, M.D.</td> <td>Ophthalmology</td> <td>Consulting</td> </tr> <tr> <td>Lindsey Wiese, RN</td> <td>Ophthalmology (In't Veld)</td> <td>Allied Health Professional</td> </tr> </table> <p>Medical Staff / Professional Practice Quality & Planning Committee meeting updates:</p> <ul style="list-style-type: none"> • No concerns with the credentialing list. • Discussed the PFML program effective January 1, 2026, including how physicians manage these leave requests and identified the need for a standardized process. • Jennifer Krieg will attend the next Medical Staff meeting to discuss orthopedic patient follow-up processes. 	Elise In't Veld, M.D.	Ophthalmology	Consulting	Lindsey Wiese, RN	Ophthalmology (In't Veld)	Allied Health Professional	
Elise In't Veld, M.D.	Ophthalmology	Consulting						
Lindsey Wiese, RN	Ophthalmology (In't Veld)	Allied Health Professional						
NEW/CURRENT ITEMS								
Organizational Updates	<p>Organizational Updates:</p> <p>Leadership & Staffing Updates:</p> <ul style="list-style-type: none"> • Landon will transition into the Chief Nursing Officer (CNO) role now that the Nurse Manager position has been filled. • The Specialty Clinic Manager is scheduled to start in January. • Leadership emphasized the importance of building a strong, respectful culture. Behavioral expectations are being carefully considered during the interview process, which may impact the timeline for filling some positions. • The Mental Health Supervisor role has been accepted. The individual will serve as both a counselor and supervisor, with an anticipated 50/50 split between patient sessions and supervision. The role will also focus on community collaboration, including partnerships with the county and other community mental health programs. <p>Windom Vision Committee Updates:</p> <ul style="list-style-type: none"> • Three primary focus areas were identified: amenities and business availability, education, and healthcare. • Childcare remains a significant community need. Shelby met with a licensed family daycare provider who reached out to explore potential collaboration and support. • Progress continues on the daycare center project. Community members were encouraged to participate in the upcoming vote. 	Shelby Medina						
Other								
CONCLUSION								
	The Professional Practice Quality & Planning Committee meeting was concluded by chairperson.	Terry Tegels						

Statement of Confidentiality: Records, data, and knowledge, including minutes collected for and by individuals or committees, or committees assigned peer review functions, are confidential, not public records and are not available for court subpoena in accordance with Minnesota MSA 145.61-145.67.

**WINDOM AREA HEALTH
CREDENTIALING LIST**

January 26, 2026

APPOINTMENTS:

Anil Bachu, M.D.	Behavioral Health (Avel)	Telemedicine
Morgan Farr, CNP	Cardiology (Clark)	Allied Health Professional
Amanda Miller, RN	Vascular (Santos)	Allied Health Professional
Richard Pardilla, M.D.	Behavioral Health (Avel)	Telemedicine
Krysta Prior, CNP	Behavioral Health (Avel)	Telemedicine
Amber Reints, CNP	Behavioral Health (Avel)	Telemedicine
Marice Rodriguez, CNP	Behavioral Health (Avel)	Telemedicine
Shjade Smith, CNP	Behavioral Health (Avel)	Telemedicine
Carol Stewart, CNP	Behavioral Health (Avel)	Telemedicine

REAPPOINTMENTS:

Justin Kane, M.D.	Internal Medicine	Emergency Services
Tarek Mahrous, M.D.	Cardiology	Consulting
Ahmad Yusuf, M.D.	Family Medicine	Active

SIX MONTH POST APPOINTMENT FOLLOW-UP:

Bruce Larkin, M.D.	Family Medicine	Active/Emergency Services
Nicole Wendling, RN	Vascular (Santos)	Allied Health Professional

CHANGE IN/ADDITIONAL STATUS:

ADDITIONAL PRIVILEGE REQUEST:

AVEL ECARE SCHEDULE1 APPOINTMENTS:

SANFORD TELEMEDICINE APPOINTMENTS (Informational Only):

Lowell Ellerbrook, M.D.	Radiology	Telemedicine
Stefan Friemel, M.D.	Radiology	Telemedicine
David Shackelford, M.D.	Radiology	Telemedicine

RESIGNATIONS:

Gerald Berberick, OPA-C	Orthopedics (Botker)	Allied Health Professional
Cheryl Hermanson, LPN	Vascular (Santos)	Allied Health Professional
Arleigh Trainor, M.D.	Emergency Medicine	Telemedicine
Arich Reynolds, M.D.	Radiology	Telemedicine

DECEMBER COMMENTS

Ambulatory Surgery Very kind people work there

Ambulatory Surgery My experience was great

Ambulatory Surgery It was a nice way to recover. Thank you

Ambulatory Surgery Every one was very friendly and professional. Facility was neat and clean. I will probably be back. Thank you all!

Ambulatory Surgery All in a very patient friendly experience. Felt confident in speed and quality of service, will use Windom Area Health again.

Ambulatory Surgery I was impressed with the kind and approachable staff at WAH. It was my first time in your facility, and I will definitely be back. The little extras like a muffin/juice after the procedure and the soup and cracker gift bag were a nice touch! Thank you.

Ambulatory Surgery The staff took care of me like I was family.

Ambulatory Surgery The OR staff really made me feel at ease. Dr. Kamnitz was prompt and proficient. I'm grateful that she serves our community.

Ambulatory Surgery Experience for really well and I felt like everybody did their job and make me feel welcome and safe

Ambulatory Surgery SUCH A POSITIVE EXPERIENCE FOR AN UNCOMFORTABLE PROCEDURE. PLUS DOCTOR CALLED ME A COUPLE OF DAYS AFTER TO SEE HOW I WAS DOING. WINDOM AREA HEALTH/SANFORD HAS CREATED SUCH A POSITIVE EXPERIENCE FOR PATIENTS AND I HOPE ALL STAFF FEEL VALUED AND APPRECIATED FOR THEIR CONTRIBUTIONS.

Ambulatory Surgery I have nothing bad to say about them they are a great team

Ambulatory Surgery A+ In every thing, everybody was GREAT!!!

Clinic First time with Tabitha. Went well. Kind, professional and knowledgeable. Warm personality and even gave me a hug. All other staff very positive and helpful also. Process efficient and on time. Thankful Windom location offers access to these important health care specialists locally!

Clinic Tabetha and her nurse are always so helpful and kind to me as I visit every month. I'm very grateful for their care.

Clinic - Windom I was very impressed with the care I received. RaeAnne S. C-PA was excellent she explained the surgical procedure thoroughly and

DECEMBER COMMENTS

listened to me. She's an amazing caregiver and I would recommend her highly!

Clinic - Windom I just want to thank you to the front desk lady, to the receptionist, to the radiologists, x-rays, nurses, Dr. Ray, everyone, even going all the way to Mankato, everyone that's helped my son in his broken arm and wrist. Thank you so much. I appreciate it. ***** still doing well. Thank you for how much everyone's cared and listened to. Listening is really important too when like a mom who's going through ****. Just like just having staff and specialists just listen and show that they care. That's important too, just as much as getting the actual care of the patient. Thank you.

Clinic - Windom I appreciate being able to see Dr. Botker in Windom rather than having to drive all the way to Mankato, especially in the winter months.

Clinic - Windom Thank you.

ED Good. Fastest time I've had in an ER.

ED Staff was extremely knowledgeable of the situation, I was not there all day like other hospitals

ED Great overall experience!

ED They were very kind and careful.

ED Quick individualized service.

ED I was absolutely thrilled, delighted with the ER staff, especially the one ER nurse. She did a fantastic job of cleaning out the blood that was in my hair from bashing my head, and she went over and above and beyond. And I just absolutely loved her. She was an excellent nurse. And I was very, very satisfied with my whole entire incident. So I just want to give them all a high praise of whether it's the doctor or the nurses that I was very, very satisfied with my treatment. Thank you so much.

ED Pretty good and no time wasted straight to point

ED "I got in immediately, didn't have to wait in a lobby for hours to be seen. Along with the good service, I got good news about my health!

It was all good. Thanks "

DECEMBER COMMENTS

- Imaging They were amazing! I had high anxiety for my MRI's and they were great helping me through it.
- Imaging The process of getting the X-ray taken went well. As ***** daughter I was able to see the results quickly. Mom's Dr, however didn't see the results and several days later we had no information on a care plan. That isn't good. There needs to be a way to inform someone else if the Dr isn't available. There was a fracture, and no news was given to the staff at Sogge. I had to pursue getting information. I understand that Dr needs time off, but there needs to be a back up plan to get the information out in a timely manner.
- Imaging It was on time and quick.
- Imaging The staff answered questions I had and put me at ease regarding concerns I had about the MRI procedure.
- Imaging Was very good
- Imaging really didn't care for walking outside in the cold and ice. They were very cautious with me and offered assistance and I was very capable to manage the trip but, I wonder about others.
- Imaging Very accommodating
- Imaging Ripped skin under breast it was so tight.
- Imaging The technician helping me was very good. Everything was explained very clearly and any questions I had were answered completely.
- Imaging The person who helped me was very kind. Every step during the procedure was explained. She made me feel very relaxed and comfortable. This was my first experience in Windom Health for a mammogram. Prior I was at the Sanford truck that came. The driver was also the person who escorted us to the truck. I miss the annual escort by this driver.
- Imaging I like my doctor a lot.
- Imaging Comfortable experience
- Imaging Pleasant experience.
- Imaging Outstanding staff.

DECEMBER COMMENTS

Imaging	Lab tech was great, first poke, got my vein. No mark after. Went smoothly.
Imaging	It was good. Everyone was friendly and helpful.
Imaging doing it.	Maybe more explanation on what they are doing when the are doing it.
Imaging	I wasn't properly directed to where I needed to go for the waiting area of the radiology department. I had to find it myself,as I had to ask a few staff along the way. Would have been helpful to be taken directly to where I needed to go.
Imaging	Everything was fine except I had to wait about 25 minutes in waiting room for my X-ray. No one else was in the waiting room. So finely called and they came right out and got me.
Imaging	"Every person that was part of my care today was simply wonderful! I couldn't have asked for anything to be improved in any way. I would recommend this place to anyone."
Inpatient	I was concerned about getting info to my primary Dr. The report that came in Sanford chart was excellent.
Inpatient	The care I received during my hospitalization was of the highest caliber. All aspects of my care could not have been handled any better than they were. The care received was excellent. Kudos to the following staff Ashley, Kathy, Dr. Jin, Eli, all nursing aides/assistants, all dietary staff. I just wish I could remember all care givers (staff) names, every staff member did their absolute best when it came to my patient care! Thanks
Lab	All good
Lab	The lab makes you feel very safe. The staff is very friendly. There are no exceptions. They always treat everyone the same. I've had to go there for my family members, and I've always received excellent care. Thanks to them, we're always in better health.
Lab	She left no bruise what-so-ever. I'm impressed!
Outpatient	nothing
Outpatient	Friendly and professional
Outpatient	The nurse cutmy toenails. Good service, etc.

DECEMBER COMMENTS

Outpatient	Naomi, Tosha and Kelsey were amazing! Quickly squeezed us in and took great care of us.
Outpatient	Lacy Krueger is excellent. She explains very well what she is doing and always asks how you are doing.
Outpatient	Had a sleep study, the bed was hard as a board and the pillow was not much better. Very difficult for me to fall asleep and my shoulders,back and neck were very sore in morning and still are this evening. The sleep study tech was wonderful.
Outpatient	"Everything was smooth and professional."
PT, OT, ST	Always a good experience from the PT staff.
PT, OT, ST	everything was good!!!!
PT, OT, ST	Joel is the best PT! He always listens, asks questions and figures out the best treatment plan. He knows his patients and what works for them and I will always ask for him when I need additional physical therapy.
PT, OT, ST	Caring. Nice
PT, OT, ST	Very helpful and kind people.
PT, OT, ST	Joel is very good at his job.
PT, OT, ST	It was good
PT, OT, ST	Can't complain

**Windom Area Health Auxiliary Minutes
November 10, 2025**

The Windom Area Health Auxiliary monthly meeting was held on Monday evening, November 10, 2025, at 6:00 p.m. President Mary Klosterbuer welcomed everyone to the meeting with 35 in attendance. The Auxiliary Prayer, and the Pledge to the Flag were recited by all present.

President Mary Klosterbuer presented Linda Dawson with a Memory Stone in remembrance of the death of her son Matt a year ago. Linda is a past member of the Auxiliary.

Our guest speaker, Loren Liepold, shared his thoughts about the Auxiliary after writing the 50-year history. Loren felt that the Auxiliary is an amazing group. The Windom Hospital Auxiliary existed in three different time frames, the first was 1921 to 1944, the second was from 1945 to 1950. There was an attempt to start again in 1961 but failed. When the new hospital was built in the 1970s the Auxiliary was successfully started again. Loren told of some gems he found in the minutes from the early years and encouraged us to keep re-telling accomplishments of the past. Several members through the years have remained active members into their nineties. A favorite story found in the old minutes was that a new TV was purchased in 1982, but was stolen in 1983. A new one was purchased and was screwed down to avoid another theft.

Loren was thanked for his work and presented with a stipend of \$500.00 from the Auxiliary for writing the 50-year Windom Area Hospital Auxiliary History, now known as the Windom Area Health Auxiliary.

Agenda: M/S by Jackie Turner/Kay Evers to approve the agenda. Motion carried.

Recording Secretary's Report: Marlene Smith, Recording Secretary

- M/S by Karen Skarphol/Carol Determan to approve the minutes of October 13, 2025, meeting as presented. Motion carried.

Treasurer's Report: Gerri Burmeister, Treasurer

- Balance on hand October 31, 2025, was \$5,969.60. M/S by Pat Lenz/Kitty Hansen to approve the Treasurer's reports as presented. Motion carried.
- M/S by Connie McCarthy/Kitty Hansen to give the profit from our Halloween Bake Sale of \$2,054.00 to WAH towards the purchase of the ARM Ergometer. Motion carried.

Corresponding Secretary: Betty Olson

- Three cards were sent.

WAH Update: Katie Greener

- Record volunteer hours, we are at 1,080 hours to-date.
- The Grand Opening of the new Trimont Clinic is at 11:00 on Wednesday November 12, 2025.
- WAH has some staffing changes: Dr. Kamlitz will be Medical Director of Surgery. Micara Kolander is the lead CRNA, Erin Larch is the new Surgery Manager, Dr. Yusuf is Chief Medical Officer, and Dr. Blue is transitioning to Community Collaborations role.
- WAH was blessed with an amazing patient send-off story.
- The hospital will host a Turkey Trot on Saturday November 15, 2025.

UNFINISHED BUSINESS

- **Halloween Bake Sale:** Co-Chairs: Jackie Turner and Marge Paschke.
 1. Sales on October 30 \$1,824.00
 2. Sales afterwards \$ 230.00

3. Total Sales \$2,054.00 (new record)
4. People who donated 37 – a new record
- **Pecan Sales:** Co-Chairs: Marlene Smith and Connie McCarthy
 1. Prices were set by email vote of Auxiliary Board on September 30, 2025.
 2. 9 cases of pecans and 7 cases of caramel pecan clusters were ordered.
 3. They are expected to arrive soon, and people will be notified for pick-up times.

NEW BUSINESS

- **Vendor Craft and Bake Sale:** Co-Chairs: Jenny Quade and Rhonda Wahl
 1. Set-up will be Sunday November 30, 2025 from 3:00 to 6:00 p.m.
 2. 13 tables reserved in the large conference room and 8 tables in the hallway.
 3. Auxiliary members are asked to donate baked goods. Mark your items with #5 (to identify as Auxiliary) and the price. Items can also be dropped off on Sunday from 3:00 to 6:00 p.m. or on Monday between 7:00 and 7:30 a.m.
 4. Volunteer workers on Monday

7:00 AM to 11 AM	Karen Skarphol
11:00 AM to 1:00 PM	Juana Soleta
1:00 PM to 4:00 PM	Gerri Burmeister
- **December Decorating**
 1. A sign-up sheet was passed around.
 2. We will need some additional trees and decorations. M/Karen Skarphol/Connie McCarthy to permit up to \$1,000 for the purchases. If more money is needed, the Executive Board can approve the purchase.
 3. Decorate anytime after Thanksgiving. Maintenance personnel will have the trees set in place.
 4. Trees and wreaths should be taken down right after January 1, 2026.
- **Hospital Foundation Gala for Mental Health**
 1. Saturday, February 21, 2026, at Community Center 5:00 – 9:00 p.m.
 2. \$80.00 Per person, OR a table for 6 for \$400.
- **Venmo number for Auxiliary**
 1. Following discussion, M/S by Joanne Kaiser/Juana Soleta to acquire a Venmo account for the Auxiliary. Motion carried.
 2. The Auxiliary will now accept cash, checks, and Venmo payments, but not credit cards.
- **Stockings for newborns**
 1. Kitty Hansen sewed big stockings this year.

A thank you was expressed to Carol Determan for the treats tonight. The meeting adjourned at 7:28 p.m.

Hostesses

- January 2026: Juana Soleta and Pat Lenz
- February 2026: Karen Skarphol and Kay Evers

Coming Events

- Sunday, November 30, 2025 – Set-up for Vendor Craft and Bake Sale 3:00 p.m. to 6:00 p.m.
- Monday, December 1, 2025 - Vendor Craft and Bake Sale 7:30 a.m. to 3:30 p.m.
- Friday January 2, 2026 - Can take down trees and decorations
- Monday, January 12, 2026 - Auxiliary Meeting at 6:00 p.m.

Marlene Smith,
Recording Secretary



FOUNDATION BOARD OF DIRECTORS MEETING

JANUARY 27, 5:00 PM | LARGE CONFERENCE ROOM

**** Indicates items needing a motion**

MISSION STATEMENT

Together with Windom Area Health, our mission is to promote exceptional quality care and wellbeing for rural communities in southwest Minnesota.

AGENDA

- I. CALL WAH FOUNDATION MEETING TO ORDER** *Greg Scheitel*

- II. **APPROVAL OF AGENDA** *Greg Scheitel*
 - **FOUNDATION MEETING MINUTES** *Robin Rahn*
 - Approve minutes from regular meeting on December 16, 2025

- III. BUSINESS ITEMS**
 - Mission Moment *Katie Greener*
 - Welcoming Rick Frederickson *Katie Greener*
 - **Approve Financial Statement *Jay Grandprey*
 - Be Well Path update *Katie Greener*
 - Hospital Update *Katie Greener / Gov Board Member*
 - Donor Relations Updates *Katie Greener*
 - Volunteer Hours *Katie Greener*

- IV. NEW ITEMS**
 - **Scholarship Round: Feb 2 – March 19, reviewers & award amounts *Katie Greener*
 - Gala update & tasks sign-up *Katie, Claudia, Robin*
 - Box Out Cancer Recap *Robin, Claudia, Jay*
 - Tax Summaries & Impact piece *Katie Greener*
 - Board term timeframes *Katie Greener*
 - Save the Date: June 19, Golf Tournament *Katie Greener*

- V. NEXT MEETING – February 17, 2026**

- VI. MEETING ADJOURNED** *Greg Scheitel*

**WINDOM AREA HEALTH FOUNDATION
FOUNDATION BOARD MEETING MINUTES
DEC 16, 2025, AT 5:00 P.M. IN LARGE CONFERENCE ROOM**

Attending: Terry Tegels, Robin Rahn, Mark Nemitz, Jay Grandprey

Absent: Greg Scheitel, Claudia Lopez

Recorder: Katie Greener

MISSION STATEMENT

Together with Windom Area Health, our mission is to promote exceptional quality care and wellbeing for rural communities in southwest Minnesota.

CALL TO ORDER

WAH Board Vice-Chair Terry Tegels called the meeting to order at 5:00 pm.

FOUNDATION AGENDA

M/S/C UNANIMOUSLY TO APPROVE THE DEC 16, 2025 FOUNDATION AGENDA AS PRESENTED (TT/MN).

FOUNDATION MINUTES

M/S/C UNANIMOUSLY TO APPROVE MINUTES FROM THE NOVEMBER 18, 2025 REGULAR MEETING (TT/RR).

BUSINESS ITEMS

Mission Moment

Katie shared about the successful Giving Tree project this year and how the Fire Station partnered to deliver gifts. This project is unique to our community. Jay shared about a fire department training day at the hospital and the strong positive feedback from them about the Medical Building and Hyperbaric Chambers.

****Approve Financial Statement**

The group reviewed the November financial statement as presented by Jay.

M/S/C UNANIMOUSLY TO APPROVE THE NOVEMBER FINANCIAL STATEMENT AS PRESENTED (JG/MN).

****990 Approval & Signatures**

The group reviewed the 990 Public File copy, as prepared by CLA. Terry Tegels and Jay Grandprey signed the filing form and internal copy. The public file is available upon request.

M/S/C UNANIMOUSLY TO APPROVE THE 990 AS PRESENTED, WITH TERRY AND JAY AS SIGNERS ON THE FILED COPY (JG/TT).

Hospital Update

Katie shared that WAH is actively pursuing a urologist and exploring opportunities for outreach into more neighboring communities in southern Minnesota.

Board Director Slot Update

Dan Ortmann is no longer on the Foundation Board. The Foundation requires the presence of at least one Governing Board member according to our bylaws, but prefer to have two. Terry is the other Gov. Board member. Katie reached out to Rick Frederickson, who agreed to fill Dan's slot from January through April 2026.

Be The Light Gala - Updates

Robin shared that Katie, herself, Kay Gross, and Mindy Carter went to the Community Center to envision the space and determine decor. We will rent out half of the gym instead of the entire gym. Katie is spearheading final details and in January will send out info to the board about where help is specifically needed. The main need now is to push ticket sales. Attendees can pay via credit card online or via check with Katie.

Donor Touchpoint Updates

The group signed thank-you cards and shared updates about donor touchpoints.

Volunteer Hours

Board members added their hours to the 2025 spreadsheet.

NEW ITEMS

Fund Updates

Katie shared updates about the various Funds re: fundraising progress and payouts. The Mental Health Fund just paid out another installment for Unspoken Truth and the DVHHS Survivor Day award, pending receipts from ElevaCare and Windom Schools. The Ask For Anything Grants are all paid out, pending the ergonomic wheelchair, which is expected to be delivered end of January. The Path expansion Fundraiser has brought in just shy of \$3,000, and the Turkey Trot raised \$2,700 toward this project. The Education Fund is pending student documentation and then will issue checks to students' accounts at their respective schools.

Upcoming Items:

- *January 13, Boxing Out Cancer basketball night, in tandem with Windom Area Health sponsoring the games. Wellness Center and Imaging department will also have a presence.*
- *January tax statements & "impact" piece*
- *February 21st Gala, setup on Friday the 20th, 12pm - 4pm*

Meeting Adjournment at 5:45 pm. The next Foundation Board Meeting will be held on January 27th.

ROBIN RAHN, WAH Foundation Secretary