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CASCADE MEDICAL
PARTNERS IN YOUR HEALTH

Minutes of the Board of Commissioners Meeting
Chelan County Public Hospital District No. 1
Arleen Blackburn Conference Room & Video Conference Connection
November 15, 2023

Present: Tom Baranouskas, Board President; Bruce Williams, Vice President; Mall Boyd, Secretary; Diane Blake, Chief Executive Officer; Pat Songer, Chief Operations Officer; Marianne Vincent, Chief Financial Officer; Melissa Grimm, Chief Human Resources Officer; Clint Strand, Director of Public Relations; Megan Baker, Executive Assistant
Via Zoom: Jessica Kendall, Commissioner; Chad Schmitt, Virtual Fractional Chief Information Officer
Excused: Gustavo Montoya, Commissioner

Guests: **Dr.** Lauren Kendall, CM Physician; Kathy Montgomery, Cascade Medical Foundation
Via Zoom: CT (no affiliation known)

Topics	Actions/Discussions
Call to Order	• President Tom Baranouskas called the meeting to order at 5:32 pm. Tom then led the pledge of allegiance.
Consent Agenda	• Bruce made a motion to excuse Gustavo from the meeting. Tom seconded the motion and the commissioners unanimously approved. • Mall moved to approve the consent agenda. Bruce seconded the motion and the group unanimously approved. • The agenda sent on Friday captured last month's warrants and payroll.
Community Input	• Jessica Kendall stated that "midlevel provider" is an outdated term and asked the group to consider terms such as "physician assistant, nurse practitioner, and advanced practice provider."
Gender Affirming Care	Dr. Lauren Kendall provided the presentation. **Definitions** • Centering care around the outward pursuit of the gender identification of a person. • Sex is biologic term that humans are divided into., XX chromosomes are female and XY chromosomes are male. Intersex folks have a variation of male and female reproductive functions. • Gender is the socially constructed characteristics of male, female, nonbinary, other presenting folks. • The terms cis and trans relate to chemistry and reflect the relationship of atoms that are either the same (cis) or opposite (trans). Gender nonbinary reflects a mix or lack of trait characteristics. **What is gender affirming care?** • Centering care around the outward pursuit of the gender identification of a person. **Training and Interest** • Bachelor's degrees in Biology and Women's/Gender studies.

	• During COVID, Dr. Kendall pursued many virtual trainings and educational courses. She then led the transgender healthcare team and championed gender affirming care in her previous role at CVCH.
	What can CM do to support this work?
	• Ensure a supportive environment exists. A supportive environment includes:
	  ○ Use of preferred name and pronouns.
	  ○ Gender neutral signs and bathrooms.
	  ○ Preferred name and pronoun information on medical forms.
	  ○ Affirming mental health care. Dr. Moholy and Aisha Houghton support our patients' behavioral health needs. Our Speech Language Pathologist, Diana Runions, can provide vocal care.
	  ○ CM already provides all of these items listed.
	• For patients 18+
	  ○ Natal organ support: paps, mammos, prostate care
	  ○ Emotional support
	  ○ Hormone blockers/hormone therapy
	  ○ Referral letters for folks interested in surgery
	  ○ Information about changing legal documents
	  ○ Information about prosthetic devices
	• Under 18 (must have parental consent)
	  ○ Natal organ support
	  ○ Emotional support
	  ○ With parental consent, we can refer families to Seattle Children's Gender Clinic.
	• Become a LGBTQIA care center of excellence
	• Provide clear, inclusive, and periodic care for all
	• TransECHO: an "all teach, all learn" virtual model of care. During virtual ECHO session, participants present real (anonymized) cases to the specialists—and each other—for discussion and recommendations. Participants learn from one another, as knowledge is tested and refined through a local lens.
	How can patients find Dr. Kendall?
	• Wenatchee PRIDE website
	• Clint and Dr. Kendall are working on a webpage for CM's site.

Foundation Report	Kathy Montgomery provided the Foundation Report. • Ted and Kathy have been on the CM Foundation for 5 years and they cherish spending their time supporting our community in this capacity. • CMF is still recruiting new members and will have four additional board members next month. • There is a new fundraising campaign for a hematology analyzer with a $70,000 goal. The group is looking for additional projects to help fund as stretch campaigns. • A generous donor is helping to fund the Mark Judy Education Fund by matching all donations up to $10,000. • Benevolent Night: February 7, 2024 at Prusik Kitchen and Bar.
CM Values	Diane Blake provided the report. • The values story was an excerpt from Peter Drucker's book, *The Daily Drucker*, April 9: Absence of Integrity. Rather than providing a definition for integrity, Drucker described the detriment of promoting personnel into management roles that do not exhibit such a trait.
Public Relations Report	Clint Strand provided the report.

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	October Engagement • Think Pink campaign push was a success. Radiology provided a record number of mammograms. **Social Media** • Our reach is up nearly 50% from September with a total of 2,500 hits. We have 147 Instagram followers and a new reel from Corey Rubinfeld, PA-C was recently posted. **Coworker Appreciation Challenge** • Employees provided a record number (200) of submissions. Printed and published coworker appreciation boards will be displayed during the holiday season. **Holiday Food Drive** • CM is hosting a food drive running through November 20th to support Upper Valley Mend. Staff were split into three teams who are competing to provide the largest quantity of food donations. **Online Provider Campaign** • Clint is working on launching a provider campaign spotlighting Drs. Wefel and Kendall.
Old Business	**IT Update** Chad Schmitt provided the IT update. • Stark uptick in financial phishing/hacking attacks. Chad reminded folks to be diligent about checking emails that may be suspicious prior to giving information. • 2024 technology roadmap includes compliance with security framework. **Meditech Update** Pat Songer provided the Meditech update. • Molly provided a report for this meeting. • There was a large amount of preparation that went into the November Meditech upgrade. • There is a newly developed EMR committee that meets weekly. Our two Meditech consultants are also on the committee. • There have been steady issues with some interfaces which will continue to be addressed until they are resolved.
New Business	**CEO Annual Evaluation Process & Materials** • The commissioners agreed to continue the process as documented.
Committee Reports	**Part Time Resident Advisory Council** Mall Boyd provided the report. • The PTRAC had three new board members who attended the October meeting. Neil McReynolds is the new president and Jim Elliott is the vice president. • The function and input of the advisory council has been so helpful. The group discussed solutions to the following topics: engaging with Latinx community, ways to promote CM in community, and strategies for staff retention. • Mall encouraged other commissioners to calendar time to attend future meetings. The council appreciates commissioner attendance. **Quality Oversight Committee** Mall Boyd provided the report. • The group discussed a patient experience that was shared by that person at the October board meeting. The visit experienced was also assessed by the medical staff via external peer review at their November meeting.

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	• The group amended the charter to include Whitney Lak, Clinic Director. They also reviewed Q3 metrics, evaluated a policy, analyzed self-survey results, and reviewed their 2024 workplan.
Action Items	**Motion: Approve Credentialing** • Mall moved to approve, Bruce seconded . Motion unanimously approved. **Motion: 2024 Organizational Objectives** • Bruce requested more information about how the organizational objectives all work together and the metrics associated with success. He also requested more information about financial assistance and external access. • Tom moved to approve 2024 Organizational Objectives as presented, Mall seconded. Motion unanimously approved. **Motion: Approve Organizational Succession Plan**. • Mall moved to approve, Bruce seconded. Motion unanimously approved. • CM has the annual succession planning work and leadership development pieces in place to support future leaders. **Motion: Approve Resolution 2023-14 Amendment to CEO Employment Agreement** • Mall moved to approve, Bruce seconded. Motion unanimously approved.
Administrator Report	Diane Blake provided the administrator report. **Recruitment** • Our current lab director, Robin Wolf is set to retire at the end of this year. Robin graciously agreed to stay on a bit longer than she anticipated due to a longer than anticipated recruitment process. CM is now working with a recruiter. • We recently hired a new radiology director, Deseree Bybee who will officially start in this role on 12/1. She was previously working as a per diem employee at CM and has nearly 18 years of imaging experience. • CM is currently recruiting for one of the two hospitalist roles. We may pursue a locum tenens placement in Q1 to temporarily fill this need. **Chelan County Information** • Chelan County commissioners funded a study for behavioral crisis intervention. The study is likely to reflect the need for a larger/denser population to stand up a 23-hour crisis center. A gap in mental health crisis intervention still exists and CM plans to stay connected to this work. **New Echo Owners** • Amy Yaley and Terry Ward are the new owners of the Echo. Diane and Clint gave them a tour of CM last week. **Thanksgiving** • The leadership team will continue their annual tradition of supporting the Thanksgiving meal prepared by the dietary team by supplementing sides and dessert for those working.
Board Action Items	• Board Self-Assessment Survey is due tonight. • December 7th : CM Board Retreat • Tom will attend the CM Foundation board retreat on December 13. • Please check your email.
Meeting Evaluation/ Commissioner Comments	• The group reflected on the interesting discussion around the 2024 objectives. They appreciated Dr. Kendall's gender affirming care report.

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Adjournment	• Tom made a motion to adjourn the meeting at 8:02 PM. Mall seconded the motion and the commissioners unanimously approved.

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Tom Baranouskas
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Tom Baranouskas, President

DocuSigned by:
Mall Boyd
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Mall Boyd, Secretary