



St. John's Health
P.O. Box 428
Jackson, Wyoming 83001
307-733-3636

Committee: Board of Trustees Monthly Meeting - Public Session - via Webex

Meeting Date: January 28, 2021

Minutes Prepared By: Morgan Gurney, Executive Assistant

Members Present:

Cynthia Hogan, Chair
Mike Tennican, Trustee
Susan Critzer, Vice Chair
Joe Albright, Trustee
Scott Gibson, Treasurer
Debby Hopkins, Secretary
Bruce Hayse, MD, Trustee

Members Absent:

Others Present:

Paul Beaupre, CEO
John Kren, COO/CFO
Marsha Sensat, CNO
Amy Russian
Douglas Ober
Elizabeth Masek
Jane Carey
John Goettler
Joan Goldfarb
Laurie
Marc Domskey, DO
Morgan Gurney
Michelle

Marty Trott, MD
Patrick Trucco
Paul Vogelheim
Phillip
Richelle Heldwein
Roger Perkins
Sherry
Thom Kinney
Tom Lubnau
Zach Hall
Call-in Users: (unknown)

Board Advisors Present:

Katharine Conover-Keller
Dave Robertson
Bob Pisano
Dr. Jim Little Jr.

Call to Order

The public board meeting was called to order at 4:00 p.m. by Chair Sue Critzer.

Comments from the Chair *(presented by Ms. Susan Critzer)*

Sue Critzer introduced Zach Hall present to discuss the First in Family Scholarship, which encourages youth to be the first in their family to attend college and was awarded to Maddy Dunne this year. Maddy Dunne is a senior at Jackson High School and would like to become a physical therapist while attending Montana State in Bozeman, MT.

A recognition of service PowerPoint was played to honor Dr. Paul Beaupre for his 4 years as CEO with St. John's Health. Joe Albright read the following resolution the board put together for Dr. Paul Beaupre:

“Whereas, St. John's health has over the years become one of the finest – if not the very finest – small hospital anywhere in the United States of America; and

Whereas, with the leadership of Dr. Paul Beaupre, St. John's Health has become nationally recognized for its quality of care, including our first Five-Star rating for our hospital from the federal agency that administers Medicare. During his tenure, we have received an ever-flowing stream of professional accolades, including the Leapfrog A grade for Hospital Safety, The Newsweek and Women's Choice awards as one of the best hospitals in the United

States, the U.S. News and World Report citation as having one of the best nursing homes in the United States, and the ISO 9001 certification for quality management.

Whereas, without Dr. Paul Beaupre's drive, our Sage Living nursing home project would never have gotten off the drawing board, despite an awareness for at least a decade that a new center was needed.

Whereas, with the vision of Dr. Paul Beaupre, our hospital was among the first community hospitals in the country to recognize the threat of COVID-19, and the first in the country to train its nursing staff on COVID precautions in January 2020. We issued the first announcement of safety measures to prevent and respond to the potential for Coronavirus exposure in our community exactly one year ago tomorrow – two months before the first COVID case was confirmed in Teton County on March 20. By April, the hospital had acquired and put in service a pair of high-tech ultraviolet room-cleaning robots to help keep our patients safe.

Whereas, without Dr. Paul Beaupre's decisiveness and foresight, we would not have invested in the expensive but critical ultra-cold freezer required for the Pfizer vaccine three months before the federal government cleared the Pfizer vaccine for distribution. When the first Pfizer vaccines were shipped, St. John's was among the first to be ready, and with the county health department was able to put more than 1,100 doses of vaccine from the first federal allotment into the arms of front-line health workers, first responders, and those living in senior living communities.

Whereas, with Dr. Paul Beaupre's vision and inspiration about what the community needs and what services SJH can afford to provide at the highest level of care close to home, we expanded capacity in oncology and cardiology with the addition of new providers, and added new services such as brachytherapy for cancer treatment, a sleep therapy clinic, robotic joint surgery, a pain clinic, additional urgent care clinics and a pharmacy . And during his tenure we have continued to innovate and adopt technology such as a new electronic medical records system, telehealth and on-demand care.

Whereas, with Dr. Paul Beaupre as our pilot, we have held onto our status as a financially stable, independent, non-profit community hospital, and we have done so at a time when other rural hospitals are closing or getting absorbed by profit-making hospital chains.

Now therefore be it resolved that the Board of Trustees recognizes the outstanding leadership of Dr. Paul Beaupre during his tenure as CEO and the long-lasting positive impact he has had on our community and expresses its gratitude and appreciation for these contributions. Further, be it resolved that the Board of Trustees wishes Dr. Beaupre continued success in all his future endeavors, including his continuing leadership of the county's fight against COVID - 19, and expresses our hope for his continued health, happiness and prosperity."

A hard-bound memory book was presented by John Kren to Paul Beaupre on behalf of the Board of Trustees with employee signatures on the last page. Paul Beaupre thanked the entire team as all his success was due to the amazing team at St. John's Health and thanked everyone for the kind words and gift.

Approval of proposed BOT Committees for 2021 which include, Finance, Strategy, Governance, and JCQC Committees. The Committees will remain mainly the same with a few changes as the Chief of Staff has changed from Dr. Marc Domsky to Dr. Jim Little Jr. and Foundation Chair has changed from Bill Best to Bob Pisano.

Sue Critzer recommended approval of the proposed BOT Committees for 2021. Motion made by Debby Hopkins, motion seconded by Cynthia Hogan and passed unanimously with no objections noted.

Ms. Critzer discussed a conflict for the December 2nd BOT Public Meeting and recommends the meeting be moved to Monday, December 6th, 2021. Tom Lubnau noted no motion is needed for this change.

Sue Critzer recommended a motion to appoint Naomi Starceвич as the Home Health Administrative Director. Motion made by Cynthia Hogan, motion seconded by Debby Hopkins and passed unanimously with no objections.

Cynthia Hogan recommends a motion discussed in Executive Session regarding Dr. Paul Beaupre's written goals as CEO and the board recommends a full bonus for Dr. Paul Beaupre. Motion made by Cynthia Hogan, motion seconded by Joe Albright and passed unanimously with no objections.

Additionally, in executive session a new set of written goals for the incoming CEO has been written and established. **Sue Critzer recommends a motion to approve the goals and objections for the incoming CEO, Will Wagnon. Motion made by Sue Critzer, motion seconded by Cynthia Hogan and passed unanimously with no objections noted.**

Approval of Minutes

Ms. Critzer asked those present to review the minutes of December 1, 2020 and December 15, 2020 meetings and asked for any recommendations for change prior to approval.

Sue Critzer recommends approval of the minutes from December 1st and 15th, 2020 Public Board of Trustee meetings. Those present asked to provide any objections to approval of the minutes with no comments made. Motion made by Cynthia Hogan to approve the minutes of December 1st and 15th, 2021 Board of Trustees regular meeting as presented, motion seconded by Scott Gibson and passed unanimously with no objections noted.

CEO Report (presented by CEO Paul Beaupre)

Awards & Recognition

- ISO 9001 certification
 - SJH is the only hospital in the state of Wyoming to have obtained this certification.
 - This is a significant acknowledgement of our safety and quality and is recognized in multiple industries, not just healthcare.
- Women's Choice Award
- Leapfrog Safety Grade: A

COVID-19 and Influenza Updates

- The more infectious variant of COVID is in Jackson
- We still have a long fight ahead of us
- Close to 80% of St. John's workforce has been vaccinated
- Other states are vaccinating much farther down 1B than we are
- Entire state will receive 200 vaccines next week

Sage Living Update

- Have an offer out to a Medical Director of IRF
- Working closely with families of Legacy Lodge to see if residents qualify for Sage Living
- Will be developing wait lists for each of the neighborhoods
- Project remains on time and on budget

Sustainable Workforce Housing

- Getting bids on another "Millward Street" type project
- Working with contractor on Phase 1 in Alpine
- Foundation has helped obtain Bank Financing for employees
- Met with Jackson Hole Community Housing Trust

Transition

- Will Wagnon starts next Monday
- He has been engaged all month
- Leaving St. John's Health in very competent hands and in excellent condition

Finance, IT and Facilities Committee (presented by Mr. Scott Gibson and CFO/COO, Mr. John Kren)

Mr. Gibson mentioned we are exceeding our budget despite the multiple headwinds we have been facing. December's net revenue came in at 19% above budget however expenses were also over budget. The COVID-19 bonus given to employees and an increase of services provided were big contributors to the expense overage in December. Reminder that this budget is a 7.5% decrease from previous year growth trends and is set with an expected \$4M loss.

Sleep studies and Cardiopulmonary service lines have had significant growth at 7% and 16% average increases, year over year for the past 5 years, respectively. Strategy and Finance Committees will continue to explore opportunities to support this growth. The hospital's portion of Sage Living expense will be funded by drawing down on the 2020 Bonds to take advantage of low interest rates. Great job to John Kren and the Finance Department for all the re-bonding, line of credit, items.

Strategy, Development, and HR Committee (presented by Ms. Cynthia Hogan)

Ms. Hogan mentioned three main topics the committee discussed. The first, sustainable housing for employees. Thom Kinney will be giving an update at the next Strategy meeting in February covering all housing options in depth. The second, cardiopulmonary proforma. Lastly, the employee engagement survey that is completed. Thom Kinney gave a full report, please see PowerPoint attached.

Employee Engagement Survey Results (presented by Thom Kinney, HR Director, PowerPoint Attached)

- Workforce Engagement Model Reviewed
- Overall engagement increased from 71st to the 78th percentile compared to the national HC average in 2020.
- 56% of work units designated as Team Index 1 (from 39%)
- 86% of leaders perceived as High or Moderately high in Leader Index (from 69%).
- Focus on resilience, decompression, diversity, communication.

Joint Compliance and Quality Committee *(presented by Ms. Susan Critzer)*

Medical Staff elected positions for the 2021 Medical Executive Committee have been finalized and JCQC welcomes Dr. Jim Little Jr. as Chief of Staff and Board Advisor. Thank you to Dr. Marc Domsy, for his hard work during 2020 as Chief of Staff. JCQC reviewed HIPPA, discussed cyber security, and reviewed MEC, Quality Council, and Medical Staff reports. JCQC approves all credential proposals in the month of January.

Susan Critzer moved for the Board to authorize the credentialing recommendations presented by the Joint Compliance and Quality Committee. Motion to approve made by Sue Critzer and seconded by Scott Gibson. Those present approved the motion unanimously as presented with no objections noted.

Nominating and Governance Committee *(presented by Ms. Debby Hopkins)*

Debby Hopkins presented goals to support and remain focused on-board effectiveness. Diversity within the Board as members and advisors is a focus. Policy review is in process with the Committee, such as, Conflict of Interest and Board Bylaws. Enterprise risk management and the world we operate in.

Foundation *(presented by Mr. John Goettler)*

Mr. Goettler provided an update about the Foundation Board. The Foundation welcomes five new members who have replaced several members who retired. Rachel Merrell has left the Foundation and he is pleased with the caliber and quality of the candidates under consideration to replace her. Mr. Goettler thanked Bill Best for the 2 years of service to the Foundation Board. Mr. Goettler welcomed Bob Pisano as Chair and Jane Carey as Vice-Chair. In 2020, the Foundation had over 3,000 donations totaling more than \$7.28 Million. It was a very enjoyable and wonderful year, thank you to everyone for a great year. The Mental Health Program has been extended into 2021 and the reimbursement rate for providers has been raised from \$85 to \$110. The Program currently has over 450 participants. The Cancer Survivorship Program Pilot is coming to a close. The Foundation continues to work with local banks to work on a mortgage program for employees on sustainability. John Goettler thanked Paul Beaupre for his service.

Old Business – No old business at this time.

New Business – Roger Perkins spoke to the roll-out of the Office 365 Migration for Board Members and Advisors starting February 1st, 2021.

Public Comment – No public comment.

Next Meeting

The next regular monthly meeting is scheduled for Tuesday, February 23, 2021 via Zoom only. Executive Session will be held at 3:00p.m. and the Public session at 4:00 p.m.

Adjournment

With nothing additional to discuss, Ms. Critzer adjourned the meeting at 5:19 p.m.

Respectfully submitted,
Morgan Gurney, Executive Assistant