



**BOARD OF TRUSTEES
OCTOBER MEETING MINUTES
Wednesday, October 22, 2025 4:00 P.M.**

MEMBERS PRESENT: Jenifer Shassetz, Kevin Kessner, Anthony Spiegelberg, Tobie Alsup, Ron Mischke, Rob Johnson, and Richard Garber

MEMBERS ABSENT:

OTHERS PRESENT: Mike McCafferty, Dr. Megan Ratterman, Dr. Sierra Gross, Nathan Stutte, Joe Wright, Cody Sinclair, Cathy Bealer, Brendon Kerns, Tom Klepperich, Tommi Ritterbusch, Tenille Straley, Sharon Krueger, Kristen Czaban, Amy Ligoeki, Liz Dearcorn, Jasmine Slater, Megan Ripley, Bryan Opitz, Ann Aksamit, Brent Maurhoff, Tonya Carlson, Cindy Eppe, Sean Bonnet, Stephanie Williams, Jenny Teel, Brittany Goodvin, County Commissioner Nick Siddle, Kevin Koile with Sheridan Media, and Weston Pope with the Sheridan Press

CALL MEETING TO ORDER

Jenifer Shassetz, Chairman called the meeting to order at 4:00 p.m.

PUBLIC COMMENTS, INTRODUCTIONS

Mike takes a moment to welcome our new board member, Anthony Spiegelberg. Anthony has been appointed by the County Commissioners to serve the remaining term of Gene Davis's appointment, with Gene's retirement effective 10/1/25. It's great to have Anthony on our board, as he has come full circle, having served on the board previously. The organization we are today is different than what the organization was in 2008 when Anthony left the board. A warm welcome is extended.

APPROVAL OF AGENDA AND MINUTES

Kevin Kessner motioned to approve the agenda as presented. Anthony Spiegelberg seconded the motion. Motion carries.

Rob Johnson moved to approve the minutes of the board meeting held on September 24, 2025 as presented. Ron Mischke seconded the motion. Motion carries.

QUALITY COMMITTEE REPORT

Tommi Ritterbusch, Director of Continuous Improvement reports that the committee reviewed the Home Care and Hospice Annual Summary and the Green House quality metrics report. Other data reviewed was relevant to emergency detention/Title 25, the trauma report, nursing pain management, alarm fatigue, pressure ulcers, employee injuries, MDROs, hand hygiene, quality strategic priorities (stroke, CHF, and sepsis), and patient safety. Great work is being done across the organization and there are no negative trends or areas of concern noted.

PATIENT EXPERIENCE REPORT

Tommi Ritterbusch shares highlights of the meeting on behalf of Kelly Lieb, Director of Patient Experience. The current focus is on HCAHPS, highlighting the work being done in nursing, care coordination, responsiveness, and internal patient transfers. The team is excited on the bed side reporting initiative being implemented. A \$20,000 state grant was awarded for safe sleep and lactation support, directly enhancing the mother-baby experience in the labor and delivery unit. The advisory members of the VOICE (voicing opportunities for improvement, collaboration and engagement) will be on boarded next week and the patient and family advisory council (PFAC) will meet the second week in November.

October Board Meeting
Board of Trustee Meeting Minutes
October 22, 2025

MEDICAL STAFF REPORT

Credentialing will be discussed in Executive Session with no other business to bring before the board.

Dr. Ratterman presents the following medical staff initial appointments, medical staff renewals, and requests for additional privileges.

MEDICAL STAFF INITIAL APPOINTMENTS (ACTION)

Name	Category	Specialty	Affiliated Organization
Aisha Ahmed, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
Marina Bogdanovic, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
Alessandra Ferrera, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
William Kamens, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
James Lamousin, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
Sophia Lincoln, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
Jeffrey Liubicich, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
Dawayne Narayan, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
Dustin Plowman, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
Taniya Pradhan, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
Brian Quigley, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
Gregory Renck, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
Michelle Schofield, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
Andrew Smith, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
Ernest Spiotto, MD	Telemedicine/Delegated	Psychiatry	QLER

Name	Category	Specialty	Affiliated Organization
	(No Membership)		
Grace Vallejo, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER
Susan Waterman, MD	Telemedicine/Delegated (No Membership)	Psychiatry	QLER

October Board Meeting
Board of Trustee Meeting Minutes
October 22, 2025

MEDICAL STAFF RENEWALS (ACTION)

Name	Category	Specialty	Renewal Date	Affiliated Organization
Jennifer Graslie, PA-C	Advanced Practice Clinician - Physician Assistant	Medicine	10/27/2025	SMH Heart Center
Jeff Shideman, FNP-C	Advanced Practice Clinician - Nurse Practitioner	Medicine	10/30/2025	SMH Primary Care
Vineeth Kumar, MD	Telemedicine/Delegated (No Membership)	Medicine	10/27/2025	Billing Clinic Pulmonary
Ivy Larson, CST, CSFA	Advanced Practice Clinician - Certified Surgical First Assist	Surgery	10/24/2025	Sheridan Surgical Center
Daniel Peterson, DPM	Non-Member LIP - Podiatrist	Surgery	10/25/2025	Sheridan Orthopedic Associates
Tanja Sloan, PA-C	Advanced Practice Clinician - Physician Assistant	Medicine	10/25/2025	SMH Heart Center

MEDICAL STAFF ADDITIONAL PRIVILEGE

Name	Category	Specialty
Luke Goddard, MD	Active Staff w Priv May Not Admit	Emergency Medicine
Stephen Holst, MD	Active Staff w Priv May Not Admit	Urology

After review and discussion in Executive Session, Dr. Megan Ratterman, on behalf of the Medical Executive Committee and Credentials Committee recommends the following medical staff initial appointments, medical staff renewals, and medical staff additional privilege requests for consideration and approval.

Kevin Kessner moved to approve the medical staff initial appointments, renewals and requests for additional privileges as presented. Jenifer Shassetz seconded the motion. Motion carries.

ADMINISTRATION REPORT

Officer Nomination (Action) – with the retirement of Gene Davis, there is a vacancy with the Treasurer position. The nominating committee recommends for board approval, the appointment of Anthony Spiegelberg as the new board treasurer. All other appointments will remain in place as is. Ron Mischke moves to approve Anthony to fill the recent vacancy as Treasurer. Richard Garber seconds the motion. Motion carries.

Physician Recruitment – SMH is recruiting for several specialties. SMH brought Northeast Wyoming Pediatric Associates (NEWPA) on board in January, and in doing so, we are able to assist them in bringing another pediatrician into the community with the “employed physician” model in place. It’s a challenge to recruit to a model of a private practice, as it carries a lot more responsibility, and few physicians want to join a private practice model. Dr. Ariel Kirk will be joining NEWPA in 2027, as she is finishing her residency in Colorado. Dr. Kirk went through the WWAMI program and is originally from Gillette. Her husband is from Laramie and is EMS trained. Previous SMH employee and current med resident Mason Furley is friends with Dr. Kirk and spouse, and has spoken highly of Sheridan, our organization, and the medical community helping us to connect with Dr. Kirk. Dr. Sanderson has a mentoring relationship with her as well. Our family medicine physicians at Primary Care along with Kelly Lieb, are partnering with NEWPA to care for our younger population, especially with the exit of Dr. Bowers from our community. Our relationship with Billings Clinic has resulted in Dr. Starr coming in to share clinic work and on call needs, providing some relief to Dr. Oss and Dr. Sanderson in sharing call with a third physician.

October Board Meeting
Board of Trustee Meeting Minutes
October 22, 2025

One Big Beautiful Bill Act (OBBBA) /Rural Health Transformation fund – Mike attended a meeting in Casper in which hospital CEOs from around the state congregated to talk about a conceptual plan and what the focus would be when writing this grant. There is information relevant to the needs specific to Sheridan outlined in the grant, but would be representative of Wyoming as a whole. We hope to see the grant prior to it being submitted in November. The focus will be on access, chronic care, technology, behavioral health and imaging services. SMH needs to continually reinvest in equipment such as a PET scan and MRIs. At a minimum, Mike is hopeful that we receive assistance around behavior health.

Partnership Discussion | Employee and Community Forums – Mike has been talking for a while about opportunities to have a closer relationship with Billings Clinic. He has hosted several forums with employees and medical staff around a proposed affiliation with Billings Clinic. He has met with Weston Pope with the Sheridan Press and SMH will have a press release, outlining at a high level what SMH is doing, what we are not doing and the why behind it. There will be community forums/presentations next week in Sheridan, Dayton and Big Horn in order to educate our community members on the changing landscape of rural health care and perspectives with a larger health system.

Mike reviewed the type of partnership being entertained, which is not an acquisition or a merger, but rather an affiliation. We are not looking at a management agreement, but rather a relationship in which we can improve quality of care, access and scale. The key principle of our discussion is to resist private equity and corporate medicine, as we have seen happen in Casper, Lander and Riverton. SMH does not want to have a tax levy to fund our organization, as is the case in Gillette, which in reality would result in four days of operations for our hospital. We want to improve access, quality, and efficiency, and add value to the consumer. The goal is to retain our county memorial status, retain local governance and operating control, as well as clinical autonomy so the relationship between the patient and physician remains intact.

Mike will be presenting information to the county commissioners at one of their staff meetings in the coming weeks. There is work to be done before coming to the Board of Trustees for approval and before making a recommendation to the County Commissioners. It is realized that people appreciate being a part of the discussion, to ask questions and have their concerns addressed. Additionally, people recognize the value of the relationship with Billings Clinic and our shared values. In the late 1990's SMH and Billings Clinic partnered on dialysis services in Sheridan, so our local population didn't have to travel three days a week to receive dialysis.

FINANCE

Nathan Stutte, CFO welcomes Anthony to the finance committee. Anthony states that it is great to see all the things that are being done throughout the organization for the patient experience and finds the staff to be engaged and understanding of the goals. He went on to say that the numbers are larger than they were 15 years ago, but the vision remains the same.

Nathan reports the committee reviewed September performance with some growth in activity in the organization. We were short on gross revenue and the write off percentage was better than budget. The payer mix is improving, and there is strong surgical activity with growth over budget. Orthopedics and the Welch Cancer Center has seen steady volumes; the WCC had 563 infusion patients for the month. Nursing services saw a decline in patient volumes and a decline in stay. Activity in the clinics showed some growth and work has been done in the clinics with improved lead times, which has an effect on finances. OB/WH group cut their lead times in half, expanding access and through put. We are seeing positive trends and great movement.

October Board Meeting
Board of Trustee Meeting Minutes
October 22, 2025

FOUNDATION REPORT

Cody Sinclair report that it is exciting to see the Foundation's goal of \$8.12 million for the Growing for You Campaign being realized with support from the community. The Foundation is \$150,000 away from reaching the goal. The Foundation is committed to engaging the community and how gifts make an impact and medical care can remain in Sheridan. Liz Dearcorn reported on The Link which was held last weekend. It was a beautiful day and there were 565 participants, resulting in approximately a \$50K gift to cancer care. Thanks extended to the Foundation team of Liz, Jasmine, Lauren and Karen for their coordination of the event. And the Welch Cancer Center team of Megan, Tommi and Dr. Ratterman, along with incredible community support.

BUILDING COMMITTEE REPORT

Cody Sinclair reports that Jordan continues to do an incredible job in keeping our projects moving forward, as we are two months ahead of schedule on the EmPATH unit. The construction documents have been received for the Welch Cancer Center pharmacy project, and the MRI project is completed with patients being scheduled for the 3 Tesla MRI. The OR locker room project will be complete by the end of next week.

OTHER BUSINESS

Mike recognizes our Chief of Staff, Dr. Megan Ratterman on her finish of the Chicago Marathon with her mother. Dr. Ratterman states her brother ran it as well.

EXECUTIVE SESSION

Kevin Kessner motioned to adjourn General Session and go into Executive Session at 4:42 p.m. Anthony Spiegelberg seconded the motion. Motion carries.

General session reconvened at 5:21 p.m. to address medical staff credentialing. Please see above under the Medical Staff Report for action taken.

ADJOURNMENT

With no further matters to come before the board, Jenifer Shassetz adjourned the meeting at 5:22 p.m. with no additional action taken.

Patty Forister, Recorder

Ron Mischke, Secretary