

Cascade Medical Center Board Minutes
September 22, 2026
CMC Conference Room/Microsoft Teams
12:00 pm – 2:00 pm

Trustees present in person: Rachel Smith, Michael Drury, and David Croshaw

Trustees attending remotely via Microsoft Teams: David Gough, Lesa Becker, Tom Watson and Jacque Zemlicka

Members absent and excused: None

Other staff present in person or remotely: Tom Reinhardt, Sarah Hasbrouck, Randy Kyrias, Teri Coombs and Sylvia Dillon

Call to Order: Meeting called to order by Rachel Smith at 12:05PM.

Rachel Smith stated that the posting of today's meeting agenda complied with Idaho Open Meeting Laws, noting that the agenda was posted at the Cascade Post Office, the two east entrances of Cascade Medical Center, as well as on CMC's website by September 17th, 2026.

Mission Moment:

Jacque Zemlicka shared a Mission Moment, inviting Teri Coombs into the meeting to take a few minutes of time to recognize her 25 years of service to CMC. Jacque stated Teri has been a reliable and consistent leader at CMC, helping the organization transition through multiple CEOs and other staff turnover with a positive attitude. The Board is grateful for her years of service and wanted to show their gratitude to her in person.

Approval of Agenda:

Rachel Smith asked if there were any updates to the agenda. Michael Drury made a motion to approve the agenda as posted; David Croshaw seconded this motion. All members were in favor, motion passed.

2. Public Comment:

Warren Sedlacek thanks the board for the opportunity to review preliminary drawings for CMC's potential expansion. He would like for the Board, when reviewing these plans, to specifically consider the traffic on School Street if the lower parking lot becomes the main parking lot. He asks that a new driveway be considered across from Heritage Way and the driveway on School Street be removed. He also urges the Board to host multiple public meetings, held both during the day and evenings, at a location easy to access by all to ensure those with questions or concerns have the opportunity to share them. He thanks the board for taking his comments.

3. Consent Agenda:

- a) Approval of the Minutes of 8/25/26 BOT meeting
- b) September 2026 Medical Staff Minutes
- c) August Financial Report

The members of the board reviewed the consent agenda items for additional discussion. Rachel Smith then asked the members of the Board if any items that needed to be withdrawn from the consent agenda

for further discussion. Hearing that no other items needed to be withdrawn from the Consent Agenda, Rachel Smith adopted the items within the Consent Agenda.

Rachel Smith did ask for a small correction to be made to the August minutes on page 2 under the section “Purchase of Property” to show that “Tom showed a rudimentary rendering of what an expansion may look like” not “rending.” Sarah Hasbrouck has updated the minutes from the August 2026 Board Meeting to reflect this correction.

4. Old Business

Grant received: Randy accepted a grant from the Stibnite Mine Foundation for \$20k to fund the van program.

Stibnite Mine Clinic

Tom shared that CMC will begin staffing the Mine clinic on January 1st, 2027 via a verbal agreement, however the contract is still not signed.

RHTP Funding

Tom shared a list of the projects submitted for RHTP grant consideration, sharing that the largest project is unlikely to receive any funding due to grant restrictions on new construction. He gave a brief overview of the grant consideration process, and what will be expected from CMC at that time.

Lastly, Tom shared that CMC is also a collaborator in two RHTP Grants, one with Boise State University to improve patient wellness in rural areas by analyzing patient data. The second is with HNI to share resources for population health services.

IHA Annual Conference

The IHA Annual Conference is next week. CMC will be represented by Randy Kyris, David Gough and Sylvia Dillon.

Expansion Plan Update, Community Communication

Tom shared the house purchase has been finalized and the land survey has been completed. He shared next steps are the RFQ for road engineers to propose options on plans for LeFever Dr, meet with the neighbors regarding road options, and hold town hall sessions for the public on the bigger picture of CMC’s expansion and needed services. There is no timeline set for these tasks.

5. New Business

Opportunity to host a Psychiatrist

Tom shared that he applied for a RHTP grant to employ a Psychiatrist to see patients at CMC. He briefly gave an overview of the expanded capacity associated with their MD license, which would also provide more bandwidth for counseling. He stated that a psychiatrist did reach out to him, interested in being an employee at CMC. This is the only space within CMC with the capacity to accommodate space for another provider. This type of provider would be an asset to both patients and the other CMC employed providers, adding additional support and education for Dual Diagnosis and Substance Use Disorder services to patients.

Tom would like the board’s guidance to hire this unbudgeted position. David Gough encouraged Tom to consider the implications of contracting versus hiring this type of provider. Rachel Smith questioned if this was a time-sensitive issue, or if more information could be gathered and presented at the October

meeting of the Board. Hearing there was not urgency to hiring this type of position, David Gough made a motion to table this topic to the October meeting of the Board. David Croshaw seconded the motion. All members were in favor, motion carried.

6. Committee Reports:

Quality Assurance, Performance Improvement and Compliance Committee: The Quality Assurance, Performance Improvement and Compliance Committee did not meet.

Finance Committee:

Members:

Michael Drury, Chairperson
David Croshaw
Jacque Zemlicka
Randy Kyrias
Tom Reinhardt

The Finance Committee did meet this past Friday. Michael Drury shared that they reviewed the financial report provided within the packet for this Board meeting. He shared items are on track for the 4th quarter/end of year financial data to be ready on time for the next board meeting. He stated the new software has provided much more enriching data for the members of the committee to review.

Strategic Planning Committee: The Strategic Planning Committee did not meet but continues to work on the directions set at the last meeting.

7. Executive Session:

An Executive Session was not planned and not held for the September 22, 2026 meeting of the Board.

8. Other/Next Steps:

Agenda Items for Next Meeting

- Update and overview on Psychiatrist (potential Executive Session)
- Pharmacy Department Spotlight
- Q4 Financials and FYE Financials

Meeting Evaluation

-Good meeting, short and efficient.

Adjournment: Michael Drury made a motion to adjourn the meeting; David Croshaw seconded this motion. All members are in favor, motion passes. Rachel Smith adjourned the meeting at 12:41PM.