

Members Present: Rick Watson, Vice-Chair; Duffie Harrison, Secretary; Robert Davis; Deborah Huckeba

Members Absent: Jim Bachrach, Chair; Anne Wilson

Staff Present: Ray Brownsworth, CEO; Becky Gibson, DON; Ginny Griner, HR/ Med Staff; Craig Gibson, POD; Heather Huron, Administrative Assistant

Topic	Discussion/ Action
Call to Order	Watson called the special meeting to order at 12:30pm.
Outgoing CEO Comments	<p>Brownsworth shared his concerns that systems to monitor collections are not yet in place. He further stated there are appropriate financial reports the CFO should be viewing daily to assist in this monitoring. Davis questioned the need to review business office personnel efficiencies. Brownsworth agreed an evaluation of the overall business department and adequacy of the personnel/positions should be performed.</p> <p>Brownsworth prompted the Board to continue physician recruitment as engaged physicians would be necessary for organizational growth and success.</p> <p>Brownsworth stated BKD had delivered their final report and the opinion letter would most likely be delivered by the end of the following week. He reminded the Board, in the event the USDA application is not approved, there are other avenues for funding.</p> <p>Brownsworth emphasized the swing bed program as an opportunity to make a significant difference in the organization's overall cash-flow. He stressed the need to make a concerted and deliberate effort to meet patient needs and expand the program.</p>

As a review of core focus areas, the 2013 Strategic Plan was distributed to Board members.

**CEO Interview/
Selection Process**

Mike Cooper, CEO Candidate, shared he had met with hospital administration, employees, clinic staff, ED Medical Director, as well as toured the hospital and both clinic facilities. Cooper stated he believes the most critical problems at this time are collections, inconsistent internal billing processes, an aged facility and a disengaged medical staff.

Cooper excused himself from the meeting at 1:23pm.

Following Cooper's departure from the room, Board members discussed his references. A sample offer of employment and attached addendum, distributed by Griner, was reviewed. Terms of employment were discussed and agreed upon as follows:

- An allotment for temporary housing would be made in the amount of \$1,000 per month for up to 6 months
- A sign-on bonus, not to exceed \$10,000, which would include moving expenses, would be offered
- Goals and objectives to be included in the employment agreement were discussed.

A motion was made by Huckeba to offer an employment agreement to Mike Cooper with the terms as presented, seconded by Harrison.

Cooper was invited back to the meeting at 2pm. At that time, the governing board extended an offer of employment. Cooper stated he would review the employment offer with Griner, and follow up the following week with an answer to the offer.

Adjournment

The meeting was adjourned at 2:15pm.