

April 23, 2026

The Regular Board Meeting of the Board of Commissioners for Island Health was called to order by Commissioner Lang at 7:30 am on April 23, 2026, in the Cypress Room of Island Health.

A WebEx option was available for the Regular Board Meeting.

Those present were: Commissioner Lynne Lang, PhD, Commissioner Jan Iversen, Commissioner Warren Tessler, Commissioner James Tangaro, and Commissioner Joseph Mulcahy, MD.

Also present were: Elise Cutter, CEO; Jason Hogge, MD, CMO; Lindsay Newlon, MD, COS Elect; Galina Gandy, CIO; Jennifer Graham, CNO, Jim Smith, Interim CFO and Kim Graf, Executive Business Manager

Not present: Paul Hammer, MD COS

Public Comment, if any:

No public comment.

Action Items Completed

No report.

April Spotlights:

Introduction:

Elise Cutter was pleased to introduce Jim Smith, CPA. Jim will serve as Interim CFO during the national search to identify a permanent CFO.

Patient Experience:

Jennifer Graham, MN CNO shared a patient experience story from the Acute Care Unit.

Ethics Committee:

Danah Peace Laws, MSW, Ethics Committee Co-Chair, provided an overview of the Ethics Committee highlighting the following:

- Jurisdiction
- Principle of Ethics-Johnson Model
- Goals
- Review of common ethical issues considered

- Review of topics that are not appropriate for consideration by Ethics Committee

Board Quality & Patient Safety:

Commissioner Iversen requested that the three (3) quality policies (Patient Safety Improvement Program, Risk Management Plan, Patient Complaints or Grievances) included in the Consent Agenda be removed from the Consent Agenda and taken back to the Quality Management Organization Committee for additional review. Commissioners were directed to send input or questions regarding the policies to Jennifer Graham.

Jennifer Graham, CNO, provided a brief report out of the April Quality Management Organization Meeting sharing that DNV, DOH and Trauma surveys were conducted in March. Jennifer shared that corrective action plans have been sent back to DNV and DOH and that Island Health awaits feedback from all three agencies. It is anticipated that the Department of Ecology and Board of Pharmacy will be on site in May to complete their surveys.

Medical Staff:

Medical Staff Report:

Dr. Newlon provided an update on the following Medical Staff Committees meetings:

- Quality Assurance
- Emergency Department
- Credentials & Bylaws
- Anesthesia
- OB/PEDS

Credentials:

After review and discussion, Commissioner Mulcahy motioned to approve the Credentials list as presented. Commissioner Tessler seconded the motion. Commissioners Lang, Iversen, Tessler, Tangaro and Mulcahy all voted aye, and the motion carried.

Reports:

Community Health Needs Assessment Implementation Plan:

As follow up to the Community Health Needs Assessment (CHNA) approved by the Board in December of 2025, Elise Cutter presented the Community Health Needs Assessment Implementation Plan (CHIP) for Board approval. The CHIP outlines the tactics and strategies to be used to achieve the areas of focus in the CHNA.

- Access to Care
- Healthcare for Seniors
- Care Coordination through data-sharing and electronic records

After review and discussion, Commissioner Iversen motioned to approve the Community Health Needs Assessment Implementation Plan as presented. Commissioner Lang seconded the motion. Commissioners Lang, Iversen, Tessler, Tangaro and Mulcahy all voted aye, and the motion carried.

Strategy Committee:

Commissioner Lang shared that as follow up to the March Educational Board Meeting, the Strategy Committee reviewed the three (3) areas of focus, established in 2024 for long term strategic planning (Demographic Segmentation, Organization focus on Outpatient Services, Strategic Partnerships). It was noted that due to shifts in healthcare from HR 1, stagnate/low reimbursement rates and other anticipated State and Federal funding reductions, Island Health must focus on operational sustainability. It was recommended that the 2024 strategic focus priorities should be updated, and that “**Sustainability**” should be added as a stand-alone tactic.

1. **Demographic Segmentation:** Embrace each segment of our service area population and create healthcare solutions that meet the needs of each segment along their healthcare journey.
2. **Organizational focus on Outpatient Services:** While maintaining exceptional care with our inpatient services, how do we reshape outpatient service to meet the need for quick, consumer focus outpatient services.
3. **Strategic Partnerships:** Look at all types of partnerships knowing as a rural healthcare system we cannot be everything to everyone. Island Health must look to be the portal to ensure seamless transition to higher level of care for patients and then have them return to Island Health.
4. **Sustainability:** Act proactively to steward Island health’s continued role as the essential healthcare provider in the community by controlling costs, growing volumes and streamlining operations.

After discussion, Commissioner Lang motioned to revise the strategic focus areas to add a Sustainability Pillar. Commissioner Iversen seconded the motion. Commissioners Lang, Iversen, Tessler, Tangaro and Mulcahy all voted aye, and the motion carried.

CEO Compensation Update:

Commissioner Tessler shared that the Board of Commissioners recently completed an annual evaluation for Elise Cutter, CEO. The evaluation found that Elise’s work as CEO meets or exceeds expectations and made a motion that an increase of 3% to the CEO/Superintendent base salary be completed effective January 1, 2026.

Commissioner Lang seconded the motion. Commissioners Lang, Iversen, Tessler, and Tangaro all voted aye. Commissioner Mulcahy abstained from the vote stating that since he onboarded as

a Commissioner in January 2026, he did not participate with the 2025 Annual. The motion carried.

Legislative Update:

Elise Cutter remarked on the Washington Rural Labor and Delivery Coalition efforts to save rural maternity care in Washington. The efforts focus on establishing financial support for regionally isolated rural Labor and Deliver providers through ongoing appropriation or budget proviso.

Consent Agenda:

After review and discussion, Commissioner Iversen made a motion to approve the Consent Agenda after removing the Patient Safety Improvement Program, Risk Management Plan, Patient Complaints or Grievances policies and updating the May Board Calendar, replacing Maughan with Tangaro and adding in May community events. Commissioner Lang seconded the motion. Commissioners Lang, Iversen, Tessler, Tangaro and Mulcahy all voted aye, and the motion carried.

Executive Session:

Commissioner Lang called for an executive session to review the performance of a public employee, RCW 42.30.110(1)(g).

The session was expected to last for thirty (30) minutes and at the end of the Executive Session the Board expected no action to be taken and therefore did not reconvene.

The Board went into Executive Session at 8:55am.

ACTION ITEMS:

- Ethics Committee Presentation at upcoming Regular Board Meeting-January Board Meeting-**Completed April Board Meeting**
- Referrals and Authorization Process Improvement Project Presentation-April Board Meeting
- Send Washington Rural Labor and Delivery Coalition video to Commissioners

ADJOURNMENT:

There being no further business, Commissioner Lang called for the meeting to be adjourned at 10:00am.

Lynne Lang, PhD, President/Commissioner

Jan Iversen, Commissioner

Warren Tessler, Secretary/Commissioner

James Tangaro, Commissioner

Joseph Mulcahy, MD, Commissioner