McDonough District Hospital
Special Board of Directors Meeting
July 13, 2026

The Board of Directors of McDonough District Hospital (MDH) met on Monday, July 13, 2026, at 5:30 p.m. in the Third-Floor Board Room. The meeting was called to order by Dan O'Neill, Chairman, MDH Board of Directors. Roll call was taken, and Board members present were Dan O'Neill, Dave Garner, Jere Greuel, Seth Minter, Kathy Neumann and JoEllen Pensinger.
Excused: Dr. Curt Farr and Ryan Riggins

Also present were Patrick Osterman, VP/Business Strategy, Kim Thorman, Executive Assistant, and Wanda Foster.
The guests of the meeting included media representatives: Darcie Shinberger, of Community News Brief and Rich Eggers from Tri-States Public Radio.

Public Comment
No public comments were presented.

Search Committee Update

- JoEllen Pensinger provided an update on the CEO Search Committee process and shared the committee's recommended proposal with the Board.
- It was shared that the committee completed a comprehensive review of nearly 10 firms and their proposals, and the group agreed on two specific firms to conduct interviews with and gather additional information from.
- Minter and Pensinger both noted the due diligence the committee members gave to each firm to narrow to three for serious consideration and then phone interviews with two before making the recommendation.
- Following the reviews, the committee was in unanimous agreement that one specific firm stood out above others. It offers the best fit for the organization due to their experience, strong references, size, location, and record of success in working with hospitals of similar size to MDH.
- All references indicated willingness to hire the specific firm again.
- Said firm is located in Kansas City (Midwest), fitting the idea for a Midwest approach, and can reach a large pool of candidates.
- The firm would be working only on MDH's CEO search at this time and would come on site several times to engage with internal and perhaps external stakeholders.
- The typical cost for a CEO search firm is approximately 33% of the CEO's salary, plus fees and additional costs. Buffkin Baker has a flat rate, which falls in line with the average associated costs, and the group is still negotiating this rate to ensure no surprises.
- The committee reminded the group that this committee was formed to do the due diligence, they have met for lengthy meetings, and while the contract is still pending a few additional tweaks or answered questions, they are requesting the board's approval on their recommendation.
- Dan O'Neill thanked the committee for their hard work.

A motion was made by Dave Garner and seconded by Dan O'Neill to approve the contract for retaining a search firm to conduct a search for a permanent CEO. A roll call vote was taken and the motion carried.

	Yea	Nay	Abstain
Garner	x		
Greuel	x		
Minter	x		
Neumann	x		
O'Neill	x		
Pensinger	x		

<u>Executive Session</u>

At 5:42 p.m., a motion was made by Seth Minter and seconded by Dan O'Neill to move to executive session for the purpose of Open Meetings Act Exceptions, 5 ILCS 120/2 §2 *(C)(1), Matters relating to the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body; and §2 (C)(2), Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning the salary schedules for one or more classes of employees.*

	Yea	Nay	Abstain
Garner	x		
Greuel	x		
Minter	x		
Neumann	x		
O'Neill	x		
Pensinger	x		

At 5:57 p.m., a motion was made by Dan O'Neill and seconded by Kathy Neumann to reconvene to Open Session. Roll call vote was taken and the motion carried.

	Yea	Nay	Abstain
Garner	x		
Greuel	x		
Minter	x		
Neumann	x		
O'Neill	x		
Pensinger	x		

Kim Thorman remained present when the meeting was reconvened to open session. Patrick Osterman, Wanda Foster, and Darcie Shinberger joined the meeting for open session.

A motion was made by Seth Minter and seconded by Dave Garner to accept Wanda Foster's contract to fulfill the interim CEO position. A roll call vote was taken and the motion carried.

	Yea	Nay	Abstain
Garner	x		
Greuel	x		
Minter	x		
Neumann	x		
O'Neill	x		
Pensinger	x		

Dan thanked Wanda for her desire to help the organization at this time and noted the amount of relief he felt in making this decision. The board offered her whatever support and help needed.

At 5:59 p.m., with no further business to discuss, a motion was made by Seth Minter and seconded by JoEllen Pensinger to adjourn. Motion carried.

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Ryan Riggins
Secretary / Treasurer MDH Board of Directors