



Chief Executive Officer

Leadership Profile
April 2026



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The Opportunity

Regional Medical Center (RMC), a progressive, independent, 25-bed Critical Access Hospital in Northeast Iowa, is seeking a visionary and accomplished leader to serve as its next Chief Executive Officer. The new CEO will succeed Danette Kramer, who is retiring after 30 years with RMC, the last 5 as CEO.

This is a compelling opportunity to lead a recognized leader in rural healthcare excellence. RMC is the largest employer in Delaware County, with approximately 540 employees, including 50 medical staff offering services in family medicine, obstetrics, emergency room, hospitalist care, general surgery, and wound care. The organization operates with an annual revenue of about \$86 million. In addition to a full range of hospital services and home health, RMC manages six rural health clinics in Manchester and the surrounding communities of Dyersville, Edgewood, Hopkinton, Strawberry Point, and Winthrop.

RMC has a proven commitment to excellent patient care, consistently achieving 4 or 5-star Patient Experience scores, and is a certified Great Place to Work.



The Ideal Candidate

The CEO is responsible for setting the strategic direction of the company and ensuring its long-term success. The next Chief Executive Officer will be a trusted leader with a demonstrable track record in:

- Patient-centered care
- Building a high-performance organizational culture
- Maintaining financial stability

Position Summary and Candidate Qualifications

The CEO will report to the Board of Directors and will be primarily responsible for the following areas:

- **Strategic Leadership:** Develop and execute the company's long-term strategy in collaboration with the Board and executive team.
- **Operational Excellence:** Oversee the day-to-day operations of the company, ensuring efficiency and fiscal responsibility across all departments.
- **Financial Stewardship:** Manage the company's finances, including budget planning, capital allocation, and driving strong financial performance.
- **Culture and Talent:** Cultivate a positive, inclusive, and high-performance organizational culture. Attract, retain, and develop exceptional executive talent.
- **Stakeholder Relations:** Serve as the primary liaison between the company, investors, customers, partners, and the broader community. This includes preparing and presenting information for board meetings.
- **Risk Management:** Identify and mitigate significant business risks, ensuring compliance with all legal and regulatory requirements.

Required Experience and Qualifications

We are seeking a candidate with an exceptional blend of leadership, industry expertise, and strategic acumen.

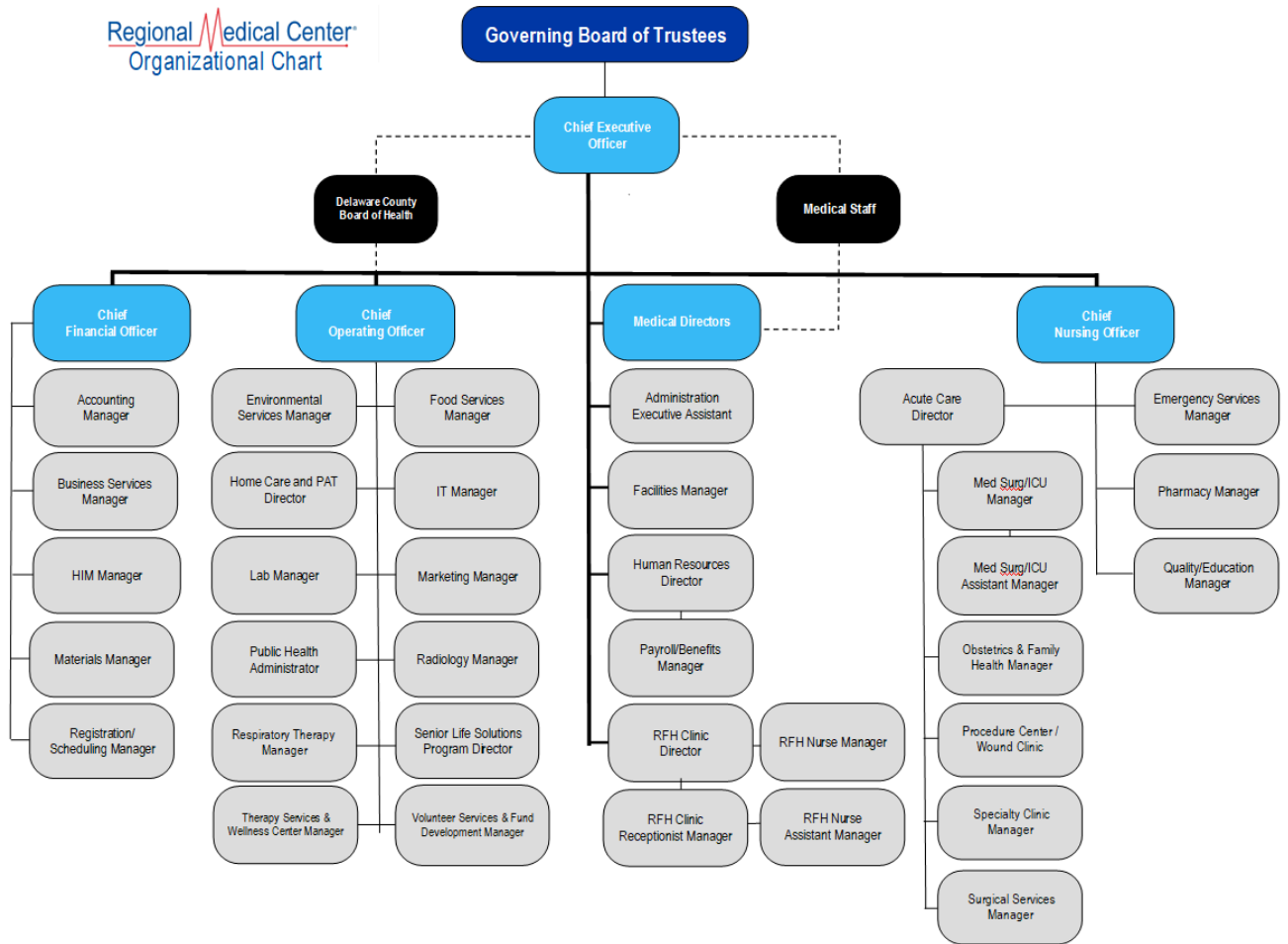
Professional Experience

- A minimum of seven years of healthcare executive experience.
- Deep understanding of the rural healthcare landscape, including emerging trends, competitive dynamics, and regulatory environments.

Personal Attributes

- **Visionary Leader:** Ability to articulate a compelling long-term vision and inspire the organization to achieve it.
- **Exceptional Communicator:** Outstanding verbal and written communication skills, capable of engaging diverse audiences (Board, employees, customers, media).
- **Decisive and Action-Oriented:** A track record of making tough decisions under pressure and driving accountability.
- **Integrity and Trustworthiness:** Operates with high ethical standards to build trust with employees, shareholders, and patients.

Organizational Chart



Organization Overview

Since 1950, Regional Medical Center has been committed to our area communities, providing quality, personalized care to our patients.

RMC is an independent, public, not-for-profit healthcare organization with a 25-bed Critical Access Hospital (CAH) designation, including Level IV Trauma services. For over 75 years, RMC has been serving a four-county area with a population of approximately 23,000+. We pride ourselves on lasting, generational relationships with our patients and families. Our commitment to exceeding expectations is demonstrated by our experienced and progressive Medical Staff and Leadership Team.

As a county hospital organized under Chapter 347 of the Code of Iowa, RMC is governed by a seven-member elected Board.

Our Mission

Dedicated to improving the health of our communities through professional and personalized care.

Our Values

Be Present | Show Compassion | Respect Others | Ignite Kindness

Our Vision

Accepting the challenge to achieve optimal wellness throughout the continuum of life.

Our Logo

[Regional Medical Center](#) is dedicated to the health and healing of our communities. Our logo symbolizes the rhythm of the healthy heart and represents our dedication to a healthy lifestyle.

Services Offered

Allergy
Anesthesia
Audiology and Hearing
Aids
Behavioral Services
Cardiac Rehabilitation
Cardiology
Dermatology
Diabetes Management
Ear, Nose & Throat (ENT)
Emergency Services
Family Practice
General Surgery
Home Care
Infusions, Injections & Procedures

Laboratory
Massage Therapy
Medical/Surgical/Intensive
Care
Nephrology
Nutrition Education & Counseling
OB/GYN
Obstetrics, Family Health, Birthing & Midwifery
Occupational Health
Occupational Therapy
Oncology
Ophthalmology
Orthopedic
Pain Management Clinic

Parents as Teachers
Physical Therapy
Podiatry
Public Health
Pulmonology
Radiology
Respiratory Care
Same Day Clinic
Senior Life Solutions
Skilled Care
Sleep Study
Specialty Clinic
Speech Therapy
Surgery
Urology
Wellness Center
Wound Clinic



In fiscal year 2025, RMC's volume of services were as follows:

- 66,446 Rural health clinic visits
- 7,525 Emergency department visits
- 2,039 Surgical Procedures
- 217 Births
- 11.7 Average daily census

Financial Information

Balance Sheet Indicators

Cash and cash equivalents	\$13,611,528
Investments	\$63,268,229
Long term debt	\$21,448,620
Net Position	\$93,232,890

Statement of Revenues, Expenses, and Changes in Net Position

	Years Ended June 30,		
	2025	2024	2023
Operating Revenues			
Net patient service revenue (net of provision for bad debts)	\$ 81,407,247	\$ 78,699,600	\$ 66,512,248
Other operating revenues	5,455,019	4,036,312	4,590,767
Total Operating Revenues	86,862,266	82,735,912	71,103,015
Operating Expenses			
Salaries and wages	36,829,831	33,939,376	31,489,809
Supplies and other expenses	38,979,859	35,961,626	30,412,441
Depreciation and amortization	4,912,792	4,852,379	4,649,956
Total Operating Expenses	80,722,482	74,753,381	66,552,206
Operating Income	6,139,784	7,982,531	4,550,809
Nonoperating Revenues (Expenses)			
County tax revenue	2,782,245	2,654,771	2,411,721
Noncapital contributions	68,577	146,775	415,214
Auxiliary activity, net of expenses	3,111	(22,722)	(10,161)
Interest and financing expenses	(738,708)	(607,022)	(733,050)
Employee retention tax credit	294,298	1,198,686	-
Rental property, net of expense	-	-	720
Investment income	2,328,444	2,067,759	757,683
Gain (loss) from equity investments	364,345	316,824	(96,346)
Build America Bond interest subsidy	49,986	38,585	20,998
Loss on disposal of capital assets	(12,789)	(20,692)	(4,801)
Nonoperating Revenues, Net	5,139,509	5,772,964	2,761,978
Revenues in Excess of Expenses Before Capital Contributions and Grants	11,279,293	13,755,495	7,312,787
Capital Contributions and Grants	246,941	132,267	-
Change in Net Position	11,526,234	13,887,762	7,312,787
Net Position, Beginning of Year	81,706,656	67,818,894	60,506,107
Net Position, End of Year	\$ 93,232,890	\$ 81,706,656	\$ 67,818,894

Strategic Investments & Initiatives

Regional Medical Center consistently demonstrates a strategic commitment to investing in its workforce, facilities, and equipment to ensure an excellent experience for both staff and patients.

Recent updates include:

- **Workforce Retention:** RMC strives to be the employer of choice by fostering a supportive, team-based culture. The dedication and loyalty of our team are reflected in our retention rate, which exceeded 93% in 2025.
- **New Surgery Department Addition:** Construction began in May 2025 on an 18,000 square foot addition. Expected to be complete in August 2026, this new space will feature four Operating Rooms (ORs), one procedure room, and twelve pre/post-operative rooms.



- **Advanced Surgical Technology:** The Da Vinci surgical robot was upgraded to the Xi system in 2021. This technology is utilized by RMC's three General Surgeons and an OB/Gynecology physician to enhance visualization and optimize surgical outcomes.
- **Hopkinton Clinic Construction:** A new clinic building was completed in Hopkinton in 2024, providing a modernized healthcare space for patients in the southern area of Delaware County.
- **Renovated OB Unit:** The OB unit was completely renovated in 2020, offering larger, modernized Labor-Delivery-Recovery-Postpartum (LDRP) rooms to ensure an excellent patient experience. The OB & Family Health team is dedicated to providing high-quality care, delivering 200–250 babies annually. OB providers include an OB/Gyn physician, five family medicine OB physicians, and a nurse midwife.

Community Overview



Manchester, Iowa, located in the scenic northeast corner of the state, is a dynamic community of about 5,000 residents that offers an exceptional quality of life and is an ideal place to raise a family. Geographically, Manchester provides the advantages of small-town living while being conveniently situated within 45 miles of the larger cities of Dubuque, Waterloo, and Cedar Rapids, allowing residents easy access to the opportunities they offer.

The Manchester area is a hub for recreation and community events.

Recreation

Outdoor enthusiasts will appreciate the Manchester White Water Park, a free, publicly accessible course on the Maquoketa River in downtown Manchester. This 800-foot course features six 18-inch drops, perfect for kayaking, canoeing, rafting, tubing, and swimming. For hikers and climbers, Backbone State Park and multiple county parks offer miles of beautiful trails and opportunities for rock climbing, along with excellent trout stream fishing. In the summer, Lake Delhi is the go-to spot for recreational boating.

Community Events

Summer is filled with local events, including the annual Delaware County Fair in July, which draws visitors from across the state for livestock shows, rides, events, great food, and concerts. The popular Music on the Maquoketa concert series offers free live community entertainment at Riverfront Park, typically on Thursday evenings from 6 p.m. to 9 p.m. Farmers Markets are also held every Saturday.

Education

Delaware County is served by several high-quality school districts:

- **West Delaware County Community School District** ([website](#)): Based in **Manchester**, serving Manchester, Dundee, Greeley, Masonville, and Ryan. Schools include Lambert Elementary (PK-4), West Delaware Middle School (5-8), and West Delaware High School (9-12).
- **St. Mary School** ([website](#)): A private Catholic elementary school located in **Manchester**, serving preschool through grade 6.
- **Maquoketa Valley Community School District** ([website](#)): Headquartered in **Delhi**, serving Delhi, Earlville, and Hopkinton. Schools are Earlville Elementary (PK-K), Johnston Elementary in Hopkinton (1-2), Delhi Elementary (3-5), and the Middle/High School in Delhi (6-12).
- **Edgewood-Colesburg Community School District** ([website](#)): Based in **Edgewood**, serving Edgewood and Colesburg. Schools include Edgewood-Colesburg Elementary in Colesburg and Edgewood-Colesburg Jr/Sr High in Edgewood.

For a visual overview of what makes Manchester and Delaware County a special place to call home, please watch this [video](#).

Compensation and Application Process

Compensation

The compensation package will be competitive and commensurate with the candidate's experience, including a base salary and performance-based bonus. Details will be discussed with qualified candidates.

Application Instructions

Interested candidates should submit all application materials via the company's [job application site](#).

Search Committee Contact

For inquiries please contact: Joan Funke, Human Resources Director
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