

WSHLA
Core Principals



LEADERSHIP



COLLABORATION



INTEGRITY



EDUCATION



ADVOCACY



WSHLA

A professional state association founded by
healthcare leaders for healthcare leaders in 1956

This Issue:



Message from the
President



WSHLA Retro Group
Information & Release



Tuesday Timely Topics/
Webinars/Legislative
Sessions



In The News: New
Members, New Trustees



Events and Education:
2025 PNW Medical
Management Conference



Legislative Sessions/
Happy Hours





About WSHLA Update

WSHLA Update is a monthly member publication by the Washington State Healthcare Leaders Association to help keep our members informed of Association activity. Articles or portions of articles may not be copied without written consent of WSHLA. Articles published in WSHLA Update contain the expressed opinions and experiences of the authors and do not necessarily represent the position of Washington State Healthcare Leaders Association. The content of this publication is for information purposes only and is not intended to replace financial or legal advice.

Ad Space

Ad space is available for Washington State Healthcare Leaders Association. Vendor Affiliate Members. For rates, ad specs and deadline dates for future issues please contact the WSHLA office: info@thewshla.org

A Call to Authors

Washington State Healthcare Leaders Association welcomes the submission of articles and other information from our members for publication. To submit a potential article/information for the next issue please contact the WSHLA office: info@thewshla.org

Contact Information

Washington State Healthcare Leaders Association

P.O. Box 1468 | Sandpoint, ID 83864

Phone: (678) 523-5915 | Email: info@thewshla.org | Website: www.thewshla.org

Pacific Northwest Medical Management Conference: www.pnwhealthcareleadersconf.com

Membership Reminders

Annual dues renewal invoices are issued to members via email, 30 days before your membership expiration date. Don't overlook renewal of your membership dues. You can always access a copy of your dues invoice and make payment directly from your Member Account at www.thewshla.org after you sign in to your Member Center.

We appreciate your continued membership. Contact our office at info@thewshla.org if you need help!

Message from the President



Jennifer Yahne MHA, CMPE
WSHLA President, 2024-2026
TRA Medical Imaging
Diagnostic Imaging Northwest
Tacoma

Dear Members of the Washington State Healthcare Leader's Association,

We're off to an exciting start this year, with many incredible opportunities ahead for our association! Our board has been working hard to plan a variety of events designed to provide education, advocacy, and networking opportunities for healthcare leaders across Washington State. Whether you're looking to stay informed on key legislative issues, connect with peers, or explore new ways to optimize your organization's operations, 2025 is shaping up to be a year full of value for our members.

We are thrilled to announce that [registration is now open for the 21st Annual Pacific Northwest Medical Management Conference](#), taking place June 9-11 at the Hilton in Vancouver, Washington. This premier event

brings together medical practice leaders and industry experts to discuss the most pressing challenges and opportunities in medical management today. We are planning a robust lineup of speakers, educational sessions, and networking events soon to be announced, this is a must-attend conference for anyone involved in the leadership and management of healthcare organizations. Be sure to register early to secure your spot!

The Washington State legislature is now in session, and we recognize the importance of keeping our members informed and engaged in the policymaking process. That's why we are partnering with the Washington State Medical Association (WSMA) to host a series of four virtual meetings. These meetings will be strategically scheduled to provide real-time updates on legislative developments in Olympia and offer members a platform to share insights and concerns. Your voice is critical in shaping healthcare policy, and we encourage you to participate in these discussions, which are an exclusive benefit for WSHLA members.

We are also exploring the potential of offering a Labor & Industries (L&I) Retrospective Rating (Retro) program for our members. This initiative could provide your organization with a significant financial benefit by returning money to participating organizations based on workplace safety and claims management performance. **The next step is asking you, our members, to sign a release form so that our partner, ERN West, can pull claims data for evaluation by March 31, 2025.** More information and claim form can be found further down in this newsletter.

CONTINUED ON NEXT PAGE...

www.thewshla.org

Message from the President

Thank you to all our members who expressed interest in our recent board openings—we truly appreciate your commitment to serving and strengthening our association. After a thorough selection process, we are pleased to announce the appointment of James Hudson, CEO of Woodcreek Provider Services, and Mike Cummins, Practice Administrator for Valley OB/GYN, to our open Trustee positions. Both bring a wealth of experience and leadership in healthcare management, and we are confident they will make valuable contributions to our mission. Please join us in welcoming James and Mike to the board, and we look forward to their insights and leadership in the year ahead!

Thank you for your continued support and engagement as members of the Washington State Healthcare Leaders Association. Your dedication to advancing healthcare leadership and improving patient care across our state is truly inspiring. We look forward to working alongside you throughout the year and hope to see you at our upcoming events!

Best Regards, Jen Yahne

In The News

Welcome Our Newest Members

Lynn Girdlestone
Swedberg Eye Care
Everett, WA
Joined: 12/22/2024

April Lazara
Woodcreek Provider Services
Puyallup, WA
Joined: 12/21/2025

Melissa Pistoljevic
Total Care Clinics
Richland, WA
Joined: 12/05/2024

Marcy Shimada
Island Hospital Family Care &
Specialty Clinics
Anacortes, WA
Joined: 01/16/2025

Leanne Towne
Woodcreek Provider Services
Puyallup, WA
Joined: 12/21/2025

Sandy Wright
Woodcreek Provider Services
Gig Harbor, WA
Joined: 12/21/2025

www.thewshla.org

In The News

We are pleased to announce the appointment of James Hudson, CEO of Woodcreek Provider Services, and Mike Cummins, Practice Administrator for Valley OB/GYN, to our open Trustee positions. Both bring a wealth of experience and leadership in healthcare management, and we are confident they will make valuable contributions to our mission. Please join us in welcoming James and Mike to the board, and we look forward to their insights and leadership in the year ahead!

WSHLA Trustee 1

James Hudson is currently the CEO of Woodcreek Provider Services, a management services organization that provides solutions to medical practices in the Puget Sound area. He has worked in hospital clinic and private practice management for 35 years and is a Fellow in the American College of Medical Practice Executives. James spent more than a decade serving on the Washington State HLA Board as the organization's legislative liaison, a Trustee, and eventually as president from 2019-2021.



For fun, James enjoys travel, games, and a great glass (or two) of wine. He recently completed certification to become a winemaker as his encore career.

WSHLA Trustee 2

From Medical Receptionist to Administrator, **Mike Cummins, current Administrator, Valley Obstetrics & Gynecology, PS** started his journey in healthcare back in 2001, working his way up while earning a Master's in Healthcare Administration. Mike has dabbled in everything from family medicine to pediatrics, urgent care to OB/GYN! Mike's superpowers are strategic planning, empowering leaders, and turning dysfunction into function. Mike's kryptonite is being stuck alone, not learning/growing, and, of course, rules.



Career Highlight: Honored to be named "Administrator of the Year" for Kootenai Care Network – and it's the amazing friendships along the way that mean the most.

Mike has been married for 26 years to his amazing wife, Jenn, and has four incredible kids (2 girls, 2 boys). When Mike is not working, you'll find him dreaming big with entrepreneurs, grabbing coffee or beers with friends, or hosting an annual marriage retreat in Whitefish, MT, where 120+ couples come together to grow stronger relationships.

In The News



WSHLA JOB BOARD LOOKING TO HIRE?



WSHLA welcomes anyone with a job opportunity in medical group practice to post a position on our website for 30 days.

Tap into an expansive, statewide pool of talent. Don't waste time on unqualified applicants! Listing your openings with Washington State Healthcare Leaders Association can provide substantially-increased exposure to qualified candidates. Our members include hundreds of medical practice managers, administrators, and C-Suite executives searching for the right position in every area of the healthcare industry.

Postings run for one month from date of placement. An email announcement will be sent to our membership and posted to our social media network.

JOB POSTING FEE:

- WSHLA Member: \$75 - discounted rate is a benefit of membership
- Non-Member: \$150

Get Refunds on Premiums You Already Pay to L&I

Group Retro is a safety incentive program to help you drive down the costs of doing business in Washington. If enrolled in the Group Retro Program, your company could earn back a portion of what you pay in workers' compensation premiums in the form of a refund.

The WSHLA Board has explored successful Retro Group Programs offered through sponsoring associations across our state. We are excited about what we've learned.

The next step is to assess the potential of offering a Labor & Industries (L&I) Retrospective Rating (Retro) program for our WSHLA members. This initiative could provide your organization with a significant financial benefit by returning money to participating member organization based on workplace safety and claims management performance.

As we continue research this opportunity, **we are asking our members fill out and sign the no-obligation release form on the next page by March 31, 2025** so that our partner, ERN West, can pull claims data for evaluation.

WHAT WE ARE DOING

WSHLA is looking at ways to support our members and increase resources. One of the benefits we are currently looking at is forming a Retrospective Rating program. At this point we have done a preliminary analysis and now need your information so we can take the next step forward in evaluating whether this program will work for our association.

RETRO IN A NUTSHELL

Retrospective Rating (Retro) is a financial incentive program offered by the Department of Labor and Industries (L&I) to help qualifying employers reduce their industrial insurance costs.

IMPORTANT: It is the only way to earn premium refunds from L&I.

RETRO Calculations – A Simplified View

RETRO PREMIUM	Workers' Comp premium paid by the employer to L&I.
– RETRO COSTS	<ol style="list-style-type: none"> 1. Workplace injuries (claims) 2. Future claim costs (projected) 3. L&I admin costs
= RETRO REFUND	If Retro costs are lower than Retro premium, a refund can be achieved.

WHAT'S IN IT FOR YOU?

Lower Cost for Workers Comp in Washington

- Refunds on premium paid to L&I
- Possible long-term reduction in your L&I rates.

Help and Expertise When You Need It

We know that many of our members do not have claims often, but when you do there would be experts that are working on your behalf to:

- Proactively manage claims on your behalf, keeping your best interest in mind.
- Help implement cost-saving strategies to keep your rates low year after year.

WHAT'S NEXT

Fill out and email this no-obligation release form by March 31, 2025, to get the conversation started. Not ready to fill out a form? Contact us for more information.

GROUP RETRO RELEASE

By filling out this release, you are not joining the program or obligated in any way. This is a temporary authorization for release of workers' comp information.

Find out if Retro is the right fit
for you in 3 easy steps.

1. Fill out the release form below.
2. Email the form.
Jennifer Yahne | JYahne@tranow.com
3. Receive personalized information about qualification and refunds.

Enrollment opportunities occurs four times each year;
March 15, June 15, September 15 and December 15.

Company Name DBA (if applicable)

Address

City, State, Zip

L&I Account Number

UBI Number

Email Address

Phone

Authorization is hereby given to the Department of Labor & Industries (L&I) to provide our company's claim history, premiums, losses, statistics, experience modification factor, and related industrial insurance data to the Washington Healthcare Leaders Association (WSHLA) and Employer Resources Northwest (ERNwest). This authorization is to include allowing ERNwest online access to the Secure Access system and the Claim and Account (CAC) system. The scope of authorization is to include all matters relating to L&I and is to begin effective immediately and granted for one year from date of signature or until withdrawn through our written notification to the Department.

Company Official

Title

Signature

Date

Contact Person (if different)

Title

Education and Events

Registration is Open

June 9-11, 2025

Hilton Vancouver Washington

301 W 6th St, Vancouver, WA 98660

PACIFIC NORTHWEST MEDICAL MANAGEMENT CONFERENCE



Whether you're looking to recharge, discover the latest healthcare products and solutions, or simply enjoy the vibrant atmosphere of Vancouver Washington's Waterfront, this event has something for everyone. You'll be surrounded by colleagues who share your passion and have the chance to make new friends, all while experiencing a dynamic and inspiring setting. Don't miss out—register now and be part of an exciting event that will elevate your career and energize your future!

WSHLA Members save \$150.00 on registration!

During checkout enter **Priority Discount Code: HLA150**
to apply your member discount

REGISTER NOW



www.pnwhealthcareleadersconf.org

Education and Events

Tuesday Timely Topics are interactive, virtual forums via Zoom for Healthcare Leaders to learn and connect. It is free to participate but you **MUST** register to attend.

REGISTER NOW



Tuesday Timely Topics

Guest:
Sean Brennecke
Vice President
Healthcare Real Estate
Practice Group
Cresa

February 25th
12:00 PM - 1:00 PM pacific
via Zoom



Feburary Topic:
*Healthcare Real Estate
Trends & Updates for 2025*

HILA HEALTHCARE LEADERS ASSOCIATION WASHINGTON STATE
www.thewshla.org

Tuesday Timely Topics

Guest:
Dr. Christopher Kodama
Founder & Principal
Consultant, EverSparq

March 25th
12:00 PM - 1:00 PM pacific
via Zoom



March Topic:
*Managing Disruptive Physician
Behavior: Leaning into challenging
conversations to promote
purpose-driven culture*

HILA HEALTHCARE LEADERS ASSOCIATION WASHINGTON STATE
www.thewshla.org

Monthly Webinar Series, always free for WSHLA members!

Register for live webinars and listen to previously recorded sessions on-demand. Sign-in to your Member Center at www.thewshla.org with your username and password, then proceed to the "Online Education" button for registration & viewing.

REGISTER NOW



MONTHLY MEMBER WEBINAR FEBRUARY WEBINAR

**A PANEL SESSION:
LEARNING TO LEAD – PREPARING
CLINICIANS FOR LEADERSHIP**

Panelists:

- DOUG HANSON, SENIOR ADVISOR AT C-SUITE RESOURCES
- TRACY RHEINECK, CEO AT LAKEVIEW CLINIC
- MARK LAROSE, MD, PHYSICIAN AND PRESIDENT AT LAKEVIEW CLINIC

Moderator:

- MARY ELLEN WELLS, PARTNER AT C-SUITE RESOURCES AND CEO AT MEEKER MEMORIAL HOSPITAL AND CLINICS

11 FEBRUARY 2025

**1:00 PM EASTERN
12:00 PM CENTRAL
11:00 AM MOUNTAIN
10:00 AM PACIFIC**

Eligible for 1.0 CE credit



www.thewshla.org

Education and Events

Legislative Session Connections

New this year: Join Brett Vandenberg, WSHLA's Legislative Liaison and WSMA's Legislative Team for lunchtime updates on issues impacting healthcare throughout this year's legislative session. These sessions are meant to be informative on bills and regulatory items that are impacting the delivery of healthcare in the state of Washington. Each update should be educational and hopefully have you wanting to engage in the advocacy efforts.

REGISTER NOW



WSHLA Member Legislative Session Connections

12:30 PM - 1:30 PM pacific via Zoom



HILA HEALTHCARE
LEADERS
ASSOCIATION
WASHINGTON
STATE
www.thewshla.org

Register for each session:

- Wednesday, February 5
- Thursday, February 20
- Wednesday, March 19
- Thursday, April 3
- One more date will be added for later in April, along with a separate wrap-up that will be hosted by WSMA



WSHLA would like to give special recognition to Mike Arnold and The Partners Group team for hosting our Board of Trustees at their beautiful office in Renton.

Thank you for opening your conference room this past year for our in-person Board Meetings. Your support of WSHLA is appreciated.

www.thewshla.org

*WSHLA is creating new opportunities
to help build up your local network.*

UNITE THE HEALTHCARE COMMUNITY

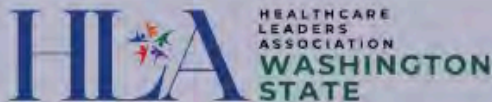
REGIONAL HAPPY HOUR

Enjoy networking with other healthcare leaders in your community, food and drinks!

SPOKANE: Shawn O'Donnells Irish Pub | Thursday, March 20 | 4:00 PM - 6:30 PM

719 N Monroe St., Spokane, WA 99201

RSPV is free for WSHLA and INMMA Members | \$25 Non-Members



Spokane - March 20

in partnership with the Inland NW Medical Management Association

Time: 4:00 PM - 6:30 PM

Location: Shawn O'Donnells Irish Pub - 719 N Monroe St., Spokane, WA 99201

Sponsored by: Interested in sponsoring? Contact info@thewshla.org

WSHLA & INMMA Member Host: Lydia Roloff

Lite bites and beverages provided. This event is free for WSHLA and INMMA members to attend. A cost of \$25 applies to non-members. This event is closed to those who sell products and services to providers unless sponsoring the event.

[RSVP NOW](#)

We are seeking member hosts and sponsors to help WSHLA organize additional Unite the Healthcare Community Happy Hour Events across our state in 2025. As a volunteer host, your responsibilities includes identifying a good location and spreading the word to medical practice leaders in your area. WSHLA will secure sponsors to fund the event and help with advertisement. Please reach out to WSHLA Executive Director, Mindy Zaubi at info@thewshla.org to learn more.

www.thewshla.org