Hereford
Regional Medical Center
DEAF SMITH COUNTY HOSPITAL DISTRICT

Board of Directors Meeting Minutes
January 29, 2026

The Deaf Smith County Hospital District Board of Directors met in a regular monthly meeting on Thursday January 29, 2026, at 5:30 pm in the Education Room of Hereford Regional Medical Center.

Directors present: Tanner Black, Kevin Bunch, Robert de la Cruz, Tim Laws, Troyce Sturgess, and Chris Woodard

Other attendees: Candice Smith, CEO; Paul Gafford, CFO; Kristin De Los Santos, COO; Jodi Jordan, Admin Asst.; Dr. Trevor Rohm; Jim Steiert, Hereford Brand.

1. **Call to Order, Pledge and Invocation**
   Kevin Bunch, Chairman, called the meeting to order at 5:47 p.m. Kevin led the Pledge of Allegiance and offered the Invocation.

2. **Public Comment**
   No Public comments.

3. **Approval of Minutes**
   Chris Woodard made a motion to approve November 20, 2025 board minutes. Motion was seconded by Tim Laws. Motion carried.

4. **Chief Financial Officer Report**
   Review and approve financial statements and statistical reports for period ending November 30, 2025, and December 31, 2025.
   Paul Gafford presented the November and December financial statements, balance sheets, and statistical reports with prior-year comparisons. Overall patient volumes remain lower than typical seasonal trends, particularly in outpatient services, Rural Health Clinic visits, ER visits, lab, rehab, and EMS. Inpatient acute days are slightly ahead of prior year; however, average daily census remains low. Cash reserves remain strong at approximately $25–26 million. Accounts receivable continues to improve with focused business office oversight. Payor mix remains stable, though the continued shift from traditional Medicare and Medicaid to managed care plans is impacting reimbursement rates. November resulted in net income of approximately $65,000. December reflected a net loss of approximately $236,000. Year-to-date reflects a net loss compared to a positive position at the same time last year, primarily due to decreased outpatient revenue and increased staffing expenses, including locum tenens coverage. Capital purchases during the period included new IV pumps and equipment upgrades. Grant activity remains active, with applications submitted for federal rural stability funding and USDA support. Tim Laws made a motion to accept the financial statements as presented. The motion was seconded by Troyce Sturgess. Motion carried unanimously.

5. **Chief Executive Officer Report**
   Physician Recruitment
   Physician recruitment efforts continue. Two FPOB candidates graduating in 2027 have expressed interest. Dr. Jansen is onboarding, and Dr. Okobe is scheduled to begin in June. Dialysis services

have treated 12 patients since launch, preventing transfers out of the facility. Staff completed PICC line training, allowing additional services to remain local.

Update on Data Center Preparations.

Candice provided an update regarding potential data center developments in the county and possible impacts on EMS, infrastructure, and hospital services. Discussions with county leadership are ongoing.

Rural Financial Stability Grant.

An ambulance replacement grant opportunity through House Bill funding was discussed. The grant requires county ownership of the ambulance; discussions with county officials are ongoing to determine structure and compliance.

6. **Chief Operating Officer Report**

Review and approve our Non-Retaliation Policy

Kristin presented the non-retaliation policy and explained that the policy was established for the protection of individuals reporting compliance concerns and ensures no retaliation for reporting. Chris Woodard made a motion to approve the Non-Retaliation Policy as presented. The motion was seconded by Robert de la Cruz. Motion carried unanimously.

7. **Chief Nursing Officer Report**

Dialysis Report

Candice Reported dialysis services have treated 12 patients since launch, preventing transfers out of the facility.

PICC line training update

Candice informed the board that Kay Gudgell, Kati Alley and Rita San Miguel attended the PICC line training in Las Vegas to allow additional services to remain local.

Staffing Update

Staffing adjustments have been made to improve efficiency, including redistribution of surgery and wound care staff, reduction of PRN pharmacy hours, and adjustments in Labor and Delivery staffing.

8. **Medical Staff Report**

Dr. Rohm reports that overall hospital and clinic volumes remain lower than typical seasonal trends. December showed improvement over October and November.

ICU and dialysis services remain operational and are successfully retaining patients locally. Surgical services continue with Texas Tech support. Specialty clinics, including cardiology and orthopedics, remain active.

Clinic productivity remains a focus, with providers targeting approximately 250 visits per month. AI documentation software has been implemented to improve efficiency and assist with recruitment efforts. Quality metrics remain strong.

Executive Session

At 6:48 pm, Mr. Kevin Bunch announced that a closed meeting would be held pursuant to Tex. Gov Code 161.032, Tex. Gov Code 551.071 and Health and Safety Code 161.032. At 7:41 pm, Troyce Sturgess made a motion to reconvene in open session. Motion was seconded by Tanner Black. The following action was taken:

Kevin Bunch made a motion to reappoint, appoint and voluntary resignation the following providers

Initial Appointment: Provisional Status
Abdalla, Adel, MD – Radiology (Red Flag)
Adbellatif, Waleed, MD – Radiology
Agomuo, Peter, MD – Radiology
Ansari, Mohammad, MD – Radiology
Baiomy, Ali, MD – Radiology
Davis, Eric, MD – Radiology
Gultasib, Gill, MD – Emergency Medicine
Halaibeh, Mohammad, MD – Radiology
Haq, Aftab, MD – Radiology
Ho, David, MD – Radiology
Joseph, Arthur, MD – Radiology
Khalid, Mohammad, MD Radiology (Red Flag)
Pham, Justin, MD – Radiology (Red Flag)
Rivera-Morales, Roberta, MD – Radiology (Red Flag)
Shanker, Pradheep, MD – Radiology
Vancura, Ryan, MD - Radiology
Reappointment – Active Status
Johnson, Howard, MD – FP/OB
Allied Health Initial Appointments
Rees, Sarah, PA – Physician Assistant
Briones, Mary Ellen, NP – Nurse Practitioner
Williams, Michelle, NP – Nurse Practitioner

Tanner Black seconded the motion. Motion passed unanimously.

Kevin Bunch made a motion to approve annual review and pay in CEO contract. The motion was seconded by Tanner Black. Motion carried.

9. **Adjournment**
Tanner Black made a motion to adjourn. Troyce Sturgess seconded. Motion passed unanimously. The meeting adjourned at 7:42 pm.

Kevin Bunch, Board Chairman