

Nevada Regional Medical Center  
**BOARD OF DIRECTORS**  
**November 25, 2025**

**Members Present:** Cindy Thompson, Mandy Barnes, Seth Barrett, Mike Brown, Brian Leonard, Aimee Meyer, Jayne Novak, Geoff Stewart, Jason McCormick, Dr. Conley (5:37pm)

**Members Absent:** Dr. Moore

**Others Present (Internal):** Dan Given, Interim CFO (via zoom); Holly Bush, COO; Christi Keating, CNO; Michelle Bruner, Clinics Director; Kylie Bruner, Interim HR Manager; Tim Wilson, Quality Director; Jennifer Eaton, EA

**Others Present (External):** Marvin Knoche; Leland Splitter; Tina Trotter; Lillie Pitts-Wingate

Topic	;	Action & Follow-Up
<b>Call to Order</b>	Mrs. Thompson called the meeting to order at 5:17 p.m. and noted that a quorum was present. No conflicts of interest were disclosed.	
<b>Celebration of Good Things</b>	Signatures are being collected. Lots of interest. Several babies recently.	
<b>Approval of Minutes</b>	<p><i>Reports and minutes of the following meetings were provided in the packet for review:</i></p> <ul style="list-style-type: none"> <li>• Board of Directors – October 28, 2025</li> <li>• Special Session – November 10, 2025</li> </ul>	The minutes approved upon a motion made by Seth Barrett and second by Geoff Stewart.
<b>Public Comment from those registered</b>	Mr. Knoche inquired about status on forbearance agreement, financial statement questions.	Informational.
<b>CEO Report</b>	<p><u><i>CEO Report</i></u> – Mr. McCormick provided the following highlights:</p> <ul style="list-style-type: none"> <li>• Policy #110: Ends Focus of Grants and Contracts. Provided interpretation.</li> <li>• Policy #111: Organizational Leadership Program. Upgraded mission statement, engagement survey, leadership work session.</li> <li>• Working to bring the external business office back in house for processing self-pay accounts, answer billing questions, etc.</li> <li>• Wage increases – plan to do this in January to correspond to Medicare/Medicaid increases in payment models.</li> <li>• Rural Healthcare program – plan submitted by state. If program is accepted, there will be divisions/hubs.</li> <li>• Forbearance agreement has been signed.</li> </ul>	Informational.
<b>COO Report</b>	<p><i>Mrs. Bush gave a review of Ancillary areas –</i></p> <ul style="list-style-type: none"> <li>• Had 2<sup>nd</sup> virtual visit for the PCMH program. Going well.</li> <li>• Successfully performed MRI on pregnant patient.</li> <li>• Finally received report from EMTALA survey. Will review &amp; submit final action plan.</li> <li>• Looking to expand on Neurology service line.</li> </ul>	Informational.
<b>CNO Report</b>	<p><i>Mrs. Keating shared the following:</i></p> <ul style="list-style-type: none"> <li>• Various staff in multiple departments in the onboarding process.</li> <li>• Foundation approved the upgrade of TV's for Acute Care unit.</li> <li>• Several patient care committees will be starting after the first of the year.</li> <li>• Working on stroke designation; target for May with survey through CIHQ.</li> <li>• Skills fair in December for clinical staff.</li> </ul>	Informational.

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<b>HR Report</b>	<p><i>Ms. Bruner reported the following:</i></p> <ul style="list-style-type: none"> <li>• Paylocity – working to transfer current application tracking over to them.</li> <li>• Benefit enrollment has concluded.</li> <li>• Employee evaluations are due from managers by end of month.</li> <li>• Reviewed HR dashboard.</li> </ul>	Informational.
<b>Clinics Report</b>	<p><i>Mrs. Bruner shared the following:</i></p> <ul style="list-style-type: none"> <li>• NowCare updated signage on door &amp; waiting areas. Paint has been refreshed. NP's had new photos taken recently.</li> <li>• Locum Neurologist, Dr. Zabiega, will be starting December 8<sup>th</sup>. Will be onsite 1 full week each month.</li> <li>• Secured a Child Psychiatrist locum, Dr. Tabora. She will start January 19<sup>th</sup>. Will do a mix of virtual &amp; on-site.</li> <li>• Dr. Fox had 81 coloring contest participants for Thanksgiving.</li> <li>• New CNA starting soon at NowCare.</li> <li>• Hired PRN Nurse Practitioner, Nicole Hendrix.</li> <li>• Nevada Medical Clinic received our internal Galaxy Award with many staff members being recognized.</li> <li>• PCC thank you card &amp; flowers from a patient.</li> </ul>	Informational.
<b>Quality Report</b>	<p><i>Mr. Wilson reviewed the following:</i></p> <ul style="list-style-type: none"> <li>• HCAHPS scores review.</li> <li>• Started performing concurrent utilization review while patients are in the ED &amp; communicating with the physician on admission criteria &amp; medical necessity.</li> <li>• PSSM is almost complete. Will plan to attest in December.</li> <li>• Pt Family Advisory Cmte had first meeting. Focus will be on falls &amp; patient experience scores.</li> </ul>	Informational.
<b>Marketing Report</b>	<p><i>Mrs. Eaton shared the following:</i></p> <ul style="list-style-type: none"> <li>• Shared current initiatives, press releases, advertising and community involvement.</li> </ul>	Informational.
<b>Financials</b>	<p><i>Mr. Given gave a review of financials:</i></p> <ul style="list-style-type: none"> <li>• Reviewed volumes in key areas.</li> <li>• Profit: \$199k. YTD: \$1.5M.</li> <li>• Revenue: \$14.5M. Expenses remain high. 340B program is strong.</li> <li>• Self-pay claims were higher than anticipated. Vendor had issues with their computer system &amp; reporting.</li> <li>• Bad debt reserve – estimated from accounts receivable. Will be reviewing internal policy on timeline for converting; currently very conservative. Aging accounts when they hit 120 day mark.</li> <li>• Working to finalize the cost report by end of November.</li> <li>• Audit will be due at end of December.</li> </ul>	The October financials were approved upon a motion made by Jayne Novak and second by Seth Barrett.
<b>Board Committee Reports</b>	<p>Policy Governance: would like to start in January reviewing one policy each month.  Workforce: met with Nevada Medical Clinic staff members. Overall engaged group with good ideas.  Finance: review of October financials. Do have a couple resumes for CFO search.  Growth: reviewed patient volumes, stroke designation &amp; continued brainstorming on gathering petition signatures.  Board/Med Staff Dinner: will attempt a doodle poll &amp; gather engagement/interest.</p>	Informational.

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<b>Open Discussion</b>	Mr. McCormick noted the recent work session with the City Council regarding education on the petition and hospital district. There was confusion among the council & legal representative on the transfer of assets should be district be formed.	Informational.																		
<b>Move to Executive Session</b>	The Board Chairman requests an Executive Session for reasons in accordance with RSMo (1994) Section 610.021 Subparagraphs (1), (3), and (13) made by Aimee Meyer and seconded by Seth Barrett at 6:41 pm. Results of a Roll Call vote are as follows:	<table border="0"> <tr><td>Mike Brown</td><td>Yea</td></tr> <tr><td>Mandy Barnes</td><td>Yea</td></tr> <tr><td>Seth Barrett</td><td>Yea</td></tr> <tr><td>Brian Leonard</td><td>Yea</td></tr> <tr><td>Aimee Meyer</td><td>Yea</td></tr> <tr><td>Candice Moore</td><td>Absent</td></tr> <tr><td>Jayne Novak</td><td>Yea</td></tr> <tr><td>Geoff Stewart</td><td>Yea</td></tr> <tr><td>Cindy Thompson</td><td>Yea</td></tr> </table>	Mike Brown	Yea	Mandy Barnes	Yea	Seth Barrett	Yea	Brian Leonard	Yea	Aimee Meyer	Yea	Candice Moore	Absent	Jayne Novak	Yea	Geoff Stewart	Yea	Cindy Thompson	Yea
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	Discussion was had about the December meeting. It was voted to hold on Tues, January 6 <sup>th</sup> .																			
<b>Adjournment</b>	The meeting was adjourned at 8:23pm upon a motion made by Brian Leonard and second by Jayne Novak. All voted in favor.																			

Respectfully submitted, Jennifer Eaton, Exec Asst