



GOVERNING BOARD MINUTES

January 29, 2026

Members' Present Duffie Harrison, Chairman; William Zester, Vice-Chair; Delores Croom; John Berry; Kristin Willis

Members Absent Myrtice Wynn

Staff Present David Walker, CEO; Courtney Alford, Director of Nurses; Melanie Shiver, HR Coordinator; James O'Steen, EMS Director; Susie Buskirt, Clinic Practice Manager; Heather Dugger, Revenue Cycle Manager, Craig Gilbson, Plant Operations Director

Guests Present Jeremy Hogg, Senior VP, Mainstreet Rural Health
Dan Parr, Mainstreet Rural Health

Teams Attendees

Call to Order / Verification of Quorum

Duffie Harrison, Chairman

- The meeting was called to order at 9:00am. A Quorum was confirmed.

Public Comment

Approval of Minutes

Duffie Harrison, Chairman

- November 18, 2025, minutes were presented for approval.

Employee of the Month

David Walker, CEO

- No employee of the month was chosen for December due to the holidays.

ACTION :

Willis made a motion to approve November 18, 2025, minutes as presented. Croom seconded the motion. The motion carried unanimously.



GOVERNING BOARD MINUTES

January 29, 2026

Customer Care

Duffie Harrison, Chairman

- Mr. Harrison is ensuring that everyone implements good customer service. Mr. Walker and staff continues to visit patients to make them feel welcome.

Mainstreet Rural Health

Jeremy Hogg, Senior VP

- Mr. Hogg and Mr. Parr presented a detailed presentation about implementing a cancer treatment program in partnership with Weems Hospital. The board discussed space requirements, insurance credentialing challenges and patient transportation issues.
- Mr. Hogg discussed the business model for their cancer care service, explaining that it would operate at no direct cost to the hospital, as they would cover infusion drug costs and reimburse expenses like nurse check-ins.
- The service would require hospital space, a pharmacist for drug compounding, and a trained nurse for medication administration while operating as a department of the hospital with physician credentialing through the hospital system. The group agreed to proceed with drafting an agreement which would be reviewed by the county attorney and the board.

Clinical Services Report

Courtney Alford, DON

- We are working with EOC and Department of Health to bring in patients to provide meals and heat during freezing weather.
- We are still working on a refuge house for sexually assaulted patients. We meet monthly. It's a work in progress.
- Mr. Walker and Courtney are on the Hospice Advisory Board. They meet monthly. We will be doing a ribbon cutting ceremony and open house on our Hospice Room at Weems. The date will be announced soon.

EMS Report

James O'Steen, EMS Director

- EMS/County transition is still ongoing, and it is targeted for April 1, 2026. The EMS Directors application process has begun.



GOVERNING BOARD MINUTES

January 29, 2026

- Extrication equipment was ordered and is expected to arrive in March.
- Overtime costs have increased due to staffing illness.

BREAK

RHC Update

Susie Buskirk, Clinic Manager

- Susie discussed several updates and initiatives at the clinic including addressing insurance issues, improving customer service, and expanding healthcare services.
- The clinic is working on adding coffee stations for patient convenience as part of our customer service initiative.
- The clinic should be getting new exam tables. These tables are being purchased with help from The Weems Foundation and a private donation to Weems.

Plant Operations Report

Craig Gibson, Plant Operations Manager

- The Weems East Clinic's interior is being painted. Craig has been receiving bids for painting the outside of Weems East Clinic. The lowest bid being \$22,500.
- Traci Buzbee is writing a grant to replace all windows and doors at Weems. These will be hurricane-rated windows and doors.
- Troy Morrison has returned for full-time maintenance.
- A new housekeeper has been hired. He is doing a great job.
- Craig is working with Image First, a laundry service, and is putting together a cost analysis to see if it would be more economical to use them rather than do the laundry on campus.

Action Item:

A motion was made by Croom to accept the bid of \$22,500 to paint the Weems East Clinic exterior. Willis seconded and the motion carried unanimously.

CFO Report

David Bowling, CFO, Alliant Management

The following financial statements for the month ending 12/31/25 were presented for review:

- Income Statement & Balance Sheet
- Operating Statistics



GOVERNING BOARD MINUTES

January 29, 2026

- Comparative Consolidated Monthly Income Statements
- EMS Monthly Gross Margin
- Consolidated Balance Sheet Accounts
- Alliant Dashboard for 2025: Financial Indicators, Operating Indicators, Key Project Status Indicators

Finance Committee Report

William Zester, Finance Committee Chairman

- The finance committee met on January 8th and January 16, 2026. All invoices were reviewed for payment. There were no issues to report.
- All accounts receivable and outgoing checks were reviewed.
- Weems sponsorships are being reviewed with plans to seek legal guidance from Attorney Shuler regarding potential conflicts with county-sponsored organizations.

CEO REPORT

David Walker, CEO, Weems Hospital

- Florida Rural Healthcare Transformation event was hosted at Weems in December.
- Eight rural hospitals are getting together to collaborate and submit an application together for grant money.
- Weems scored the highest of all the hospitals involved in the Press Ganey Survey. Employees were commended for their participation.

Alliant Management Report

David Bowling, CFO, Alliant Management

- Alliant has the Annual Governance Retreat the first week in March. It will be held in Destin, Florida.
- Weems has been asked to share best practices in customer service and compassionate care at the retreat.



GOVERNING BOARD MINUTES

January 29, 2026

- Board members are encouraged to attend the retreat.

Weems Foundation Report

Colleen Zester

- Colleen presented the foundation's priorities for 2026 including expanding awareness of available services, supporting clinic improvements and bringing DEXA screening capabilities to the hospital. A potential \$28,000 upgrade to the new CT machine is available to enable additional services like colonoscopies and cardiac screenings.
- In 2025 the foundation was able to see an improvement in the community interest and trust in Weems.

New Business

Duffie Harrison, Chairman

- Annual Conflict of Interest statements were reviewed and signed by each board member.
- A copy of Weems Bylaws were given to the board members for their annual review.
- The annual CEO evaluation will be emailed to the board of directors. It will be due at the next board meeting.
- Mr. Harrison would like the board members to write down one thing that they would like to see accomplished in 2026. These ideas will be discussed during the year.

Adjournment

- The Regular Session was adjourned at 12:43 p.m.

Executive Session

Duffie Harrison, Chairman

- Closed session on Risk Management was held.