

North Sunflower Medical Center
Board of Trustees
Regular Meeting Minutes
25 March 2026

BE IT REMEMBERED the Chairman and the Board of Trustees of North Sunflower Medical Center, Ruleville, Sunflower County, Mississippi, met in their Regular Meeting on Wednesday, 25 March 2026, when and where the following were present:

H. T. Miller, III, Chairman and Trustee; Bobbie Bounds Allen, Secretary and Trustee; Willie M. Burton, Trustee; Mary Griffin, Trustee; Stafford Shurden, Trustee- Teams; Daniel Ceja, CEO; Brooks Rizzo, COO; Charlotte Sherwood, CFO; Sarah Williamson, Accounting Director, Bayli Mancini; Administrative Assistant and Lawson Holladay, Esquire

Guests: Jamie Lee, Kiki Jackson, Andrea Weeks

Mr. H.T Miller III called the meeting of the Board of Trustees to order at 11:51 AM. Mr. Willie Burton opened the meeting with a word of prayer.

Daniel welcomed Jamie Lee to the meeting, they are here to give us an update on the ERC. Daniel asked for a motion to consider if the board should go into executive session to discuss litigation matters. Mr. Stafford Shurden made the motion to consider going on an executive session to discuss litigation matters and it was seconded by Mrs. Mary Griffin. Motion Unanimously Approved.

On motion of Mr. Willie Burton, seconded by Mrs. Bobbie Bounds Allen, and unanimously approved, the Board will now go into executive session to discuss litigation matters. The Board went into executive session.

On motion of Mr. Stafford Shurden, seconded by Mrs. Mary Griffin, and unanimously approved, the board returned to regular session.

At this time Jamie Lee left the meeting and the meeting continued as normal.

The minutes of 25 February 2026, Regular Board Meeting, were approved as distributed by motion offered by Mr. Stafford Shurden, seconded by Mrs. Bobbie Bounds Allen and unanimously approved. The minutes of 16 March 2026 Special Meeting were approved and distributed by motion offered by Mr. Stafford Shurden and seconded by Mrs. Bobbie Bounds Allen.

At this time Mr. Stafford Shurden makes a motion to consider going into executive session to discuss Personnel Matters. Seconded by Mrs. Mary Griffin.

On motion of Mrs. Mary Griffin seconded by Mrs. Bobbie Bounds Allen, and unanimously approved, the Board will now go into executive session to discuss Personnel Matters. The Board went into executive session.

On motion of Mr. Stafford Shurden, seconded by Mr. Willie Burton, and unanimously approved, the board returned to regular session.

The first order of new business was to review the initial application for five allied health professionals and one provider for a one-year term. The application and Data Bank queries of Meredith Morris, CRNA; James Greg Burnham, CRNA; Eric Allen, CRNA; Cody Fields, FNP-C; Michael Sykes, CRNA; and Gurmeet Dhillon, MD were carefully reviewed by the Medical Staff, and the following motion was made:

MOTION: I move to accept the initial credentialing application for Meredith Morris, CRNA; James Greg Burnham, CRNA; Eric Allen, CRNA; Cody Fields, FNP-C; Michael Sykes, CRNA; and Gurmeet Dhillon, MD; and that she be approved for a one-year term ending 28 March 2027.

**Maker: Mrs. Mary Griffin Seconded: Mr. Stafford Shurden
Motion Unanimously Adopted**

The second order of new business was to review the re- applications for fourteen providers and two allied health professionals and providers for a two-year term. The application and Data Bank queries for Richard Arriola, MD; John Victor Roberts, MD; Vernon Barrow, MD; Robert Becker, MD; Sarah Deraney, MD; Marshall Edmondson, MD; Edward Giaroli, MD; William Henson, MD; Jeffery Howard, MD; Amanda Johnson, MD; William Johnson, MD; Mary Moss, MD; Joanna Sadowska, MD; James E. Warrington, MD; Elizabeth Lott, CFNP; and Sherri Long, CFNP; were carefully reviewed by the Medical Staff, and the following motion was made:

MOTION: I move to accept the re-credentialing applications for Richard Arriola, MD; John Victor Roberts, MD; Vernon Barrow, MD; Robert Becker, MD; Sarah Deraney, MD; Marshall Edmondson, MD; Edward Giaroli, MD; William Henson, MD; Jeffery Howard, MD; Amanda Johnson, MD; William Johnson, MD; Mary Moss, MD; Joanna Sadowska, MD; James E. Warrington, MD; Elizabeth Lott, CFNP; and Sherri Long, CFNP; and that they be approved for a two-year term ending 28 March 2028.

**Maker: Mrs. Mary Griffin Seconded: Mrs. Bobbie Bounds Allen
Motion Unanimously Adopted**

The third order of New Business was to discuss and approve the bank depository bid ad. After discussion a motion was made,

MOTION: I move to accept the Bank Depository Bid Ad; and run the ad in the paper two times as required.

**Maker: Mrs. Mary Griffin Seconded: Mrs. Bobbie Bounds Allen
Motion Unanimously Adopted**

The fourth order of new business was to review and discuss Employee Appreciation Spending . After discussion, a motion was made,

MOTION: I make the motion until further notice that we only do the years of service dinner, employee appreciation week and \$50 per provider for Doctors Day.

**Maker: Mrs. Mary Griffin Second: Mr. Stafford SHurden
Motion Unanimously Adopted**

The fifth order of new business was to review and discuss the contract for the purchase of an X-Ray machine for the Boyle Clinic. After discussion a motion was made,

MOTION: I move to accept the 48 month contract terms for the X-Ray machine for the Boyle Clinic. A copy of the contract will be attached to these minutes.

**Maker: Mr. Stafford Shurden Second: Mrs. Bobbie Bounds Allen
Motion Unanimously Adopted**

The sixth order of new business was to discuss opening of a bank account for the Boyle Clinic.

MOTION: I move to open a bank account for the Boyle Clinic with the same signers as the hospital account.

**Maker: Mr. Stafford Shurden Second: Mrs. Bobbie Bounds Allen
Motion Unanimously Adopted**

Sarah Williamson presented the financial information for **February** as follows. The entire facility had a cash balance of \$2.2 million; total assets of \$61.8 Million, and a total liabilities and fund balance of \$61.8 Million. The Hospital's Gross Revenue was \$8.5 Million for the month and \$44 Million Year to Date. The Hospital had a Net Loss of (\$51,055) for the month and a Year-to-Date Net Loss of (\$568,477). Diagnostic had a Net Income of \$19,215 for the month and a Year-to-Date Net Income of \$84,897. The Rural Health Clinic had a Net Income of \$92,377 for the month and a Year-to-Date Net Income of \$682,447. NSMC as a whole showed Net Loss of (\$51,055) for the month and Year-to-Date Net Loss of (\$568,477)

Greenwood Clinic had a Net Loss of (\$18,255) for the month and a Year-to-Date Net Loss of (\$83,772).

Due to a system error with Elevate, we do not have the financials for outside clinics.

Daniel Ceja gave the administrative report as follows:

During the meeting, the Department of Labor audit was discussed, which reviewed the Housekeeping, Dietary, and Scheduling departments.

Daniel requested the Board's approval to begin the process of recruiting a Chief Financial Officer, noting the increasing complexity of healthcare operations and the need for additional executive-level financial oversight to keep pace with regulatory and reimbursement changes.

He presented an initiative to implement a 24-hour infusion center, aimed at increasing revenue while reducing observation days that have negatively impacted the hospital's cost report. Daniel also provided a financial overview, including cash position, accounts receivable, fixed assets, and operating expenses contributing to current losses.

Additionally, Daniel presented a business plan for establishing a hospital-owned staffing agency. He outlined the potential financial benefits, including reduced contract labor expenses, improved cash flow, and greater workforce stability. The proposal included financial scenarios for Certified Nursing Assistants (CNAs) and Registered Nurses (RNs), demonstrating potential cost savings through internal staffing management.

Board members, including Stafford Shurden, expressed concerns regarding the feasibility, operational complexity, and overhead associated with launching and managing a staffing agency. The discussion also addressed the potential impact on Medicaid cost reports and the need for careful financial and regulatory consideration.

Following discussion, Daniel requested a motion from the Board to authorize leadership to further explore the development of a hospital-owned staffing agency

Lawson then addressed the board with the Resolution to initiate the process of a staffing agency.

Following the reading of the foregoing resolution and discussion thereof, Trustee Mr. Stafford Shurden moved, and Trustee Mr. Willie Burton seconded the motion to adopt the foregoing resolution and the question being put to a roll call vote. The result was as follows:

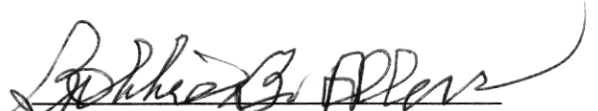
Trustee H.T. Miller, III	Voted: Yes
Trustee Bobbie Bounds Allen	Voted: Yes
Trustee Willie M Burton	Voted: Yes
Trustee Mary Griffin	Voted: No
Trustee Stafford Shurden	Voted: Yes

The motion having received the affirmative vote of a majority of the members present; the Chairman of the Board of Trustees declared the motion carried and the resolution adopted this day March 25, 2026. A copy of the resolution will be attached to these minutes.

The Board adjourned at 2:30 P.M., subject to the call of the Chairman.



H.T. Miller III, Chairman



Bobbie Bounds Allen, Secretary