



## CEO Report

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# Executive Summary



# OVERVIEW OF NOVEMBER 2025 ACTIVITIES

## Leadership and Recruitment

COO role revised to enhance compliance and operational efficiency; recruitment underway for Senior Executive Assistant supporting leadership.

## Grant

The first draft of the HRSA grant has been completed. In December, the Board will review and approve the grant for submission.

## Workforce Well-being

Our annual staff meeting was held on **October 30**, bringing the entire team together for a day of connection and celebration. Highlights included:

- **Food Trucks** – A variety of local vendors provided delicious options for everyone to enjoy.
- **Memorial Tribute** – We honored the memory of **Sue, Gwen, and Mikaela** with a heartfelt tribute.
- **Costume Contest** – Team members showcased their creativity with fun and festive costumes, adding a lively spirit to the event.

## Board Development

We are currently engaging with three prospective candidates for board membership.





ADVOCACY &  
EXTERNAL  
RELATIONS



# IMMEDIATE IMPLICATIONS FOR FQHCS

## **Funding Stability (Short-Term)**

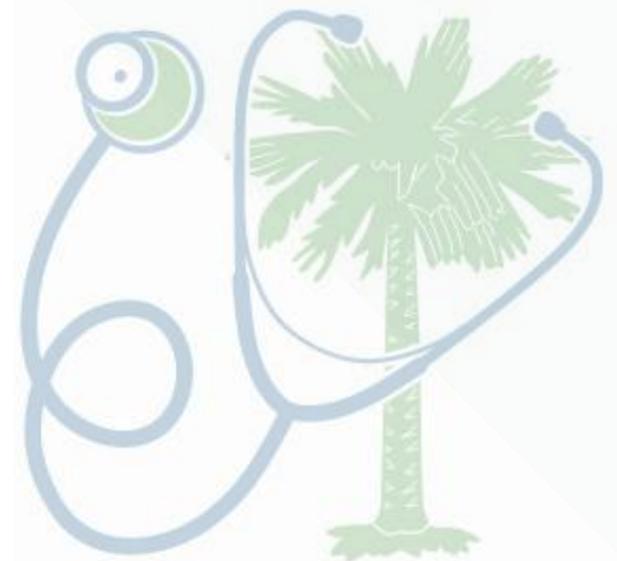
- The reopening bill includes health center funding but only as a short-term patch, creating continued uncertainty for long-term planning.

## **Affordable Care Act (ACA) Subsidies Still in Limbo**

- Enhanced ACA premium tax credits, which expanded coverage for millions, were not included in the reopening bill. A Senate vote is promised in December, but uncertainty persists. If subsidies expire, uninsured rates could rise sharply, increasing demand on FQHCs.

## **340B funding**

- Rudy and Dom were back in DC with the working table group to continue fighting for 340B.





# FUTURE PLANS



# 2026 THOUGHTS

## Evaluate CHC organizational chart

Currently, the organization is too compressed which leaves some directors and managers for more than 30 direct reports.

## Strategic Planning

Planning on doing an exercise with directors and key leaders the first of 2026.

## Workforce Training

Want to invest in training of staff and continuous coaching on workflows, how to deal with difficult patients, and so on.

## Board Development

We will work on a retreat regarding Board development for the fall of next year.

