

**MINUTES OF THE BOARD OF DIRECTORS' MEETING
SWEENY HOSPITAL DISTRICT**

March 31, 2026

Time 18:00

Members Present: Mason Nichols, President; Leeda Wood, Vice President;
Patti Foster, Secretary
Scott Swift, Dale Thames, Aaron Jackson,

Members Absent: Millie Walker

Others Present: Denise Carreon, Terry Koether – Auxiliary Staff
Joshua Roszak, PA
Rick Finley, Justin Schroeter, Agatha Sanchez, Don Buchanan,
Michael Kiddy, Azucena Kiddy, Amanda Daniel, Caylin Daniel,
Tom Anderson, Kaitlin Oei, Ashley Williams, Toni Logdahl

Employees Present: Kelly Park, Cindy Burge, Travis Alford, Gerald Sanchez, Kari Schroeter, Cody Marlette, Tracy White, Debra Bundick, Jason Flores, Jessica Toomer, Rosalind Brooks, Christopher Pharris, Kaegen Sims, Erica Perez, Megan Jacques, Jessica Meyers, Pam Kramer, Jennifer Dirzanowski, Coli Brown, Pat Kramer

1. **Call to Order** Mr. Nichols called the meeting to order at 1800.
2. The invocation was given by Aaron Jackson.
3. **Record Members Present and Establish A Quorum**
There being 6 members present, a quorum was established.
4. **Public Comments**
 - A. Mr. Nichols gave a reminder that if anyone chooses to speak in public comments, please state your name, speak clearly so you can be heard by Cindy, and the statement can be captured on the recorder. The Texas Open Meetings Act and the board bylaws limit yourself to 5 minutes or under please.
 - 1) Amanda Daniel – a former Sweeny Hospital employee distributed written copies to the board and myself and thanked the board for the opportunity to speak tonight. She wanted to bring concerns to the board’s attention, and hopefully bring around positive change for the remaining Sweeny Hospital employees.

The written statement shared during open public comments is attached to the minutes for record of what was said regarding her concerns and will remain with the minutes for record.
 - 2) Agatha Sanchez – a community member stated she is involved with numerous events in the community and outside the community. She is the founder of the Thanksgiving Feast that is sponsored by 32 churches in our community that has been going on for 16 years. She distributed information and announced the Sweeny Community Meet and Greet and proceeded to give history about the event. She has invited the churches to help with the event. She is inviting all the election

candidates to participate, the boards of Sweeny Hospital District, SISD and the City of Sweeny.

She then proceeded to give a history regarding her first job at Sweeny Community Hospital when she was a young woman. She commented as for the CEO at that time, she will never understand at 17 years old and be pushed up against the door by the CEO and be told you are a Mexican and will take your education from you and will not graduate and proceed forward. She commented that she did graduate at 54 years old.

She continued to say she is sorry for the animosity that you feel (directing the statement to Amanda) but I know one thing that God would not like us to do is to carry anger and animosity in our hearts. She will continue to pray for this board and hospital.

- 3) Debra Bundick - a current employee of the hospital commented she is not aware of all the things that are going on and is not in a position to know. She said she is sorry if what she is hearing is true. She commented I do not know but will say that she works with a great bunch of people and some that are no longer here. She cared for them as well and they were great at their job. She said she was not asked to come here. She asked if she could come. She commented she is not afraid to speak to anybody in this building about how she feels about things. She commented when she is in a meeting, she says what she thinks before she thinks about what she is saying. She appreciates everybody that is here, she appreciates the board, she loves the hospital. She lives in the community but not in Sweeny city limits. She said it offends her regarding stuff that she sees or hears about that the only reason the current employees aren't speaking is because we are afraid to. She said that is not true. Maybe we don't agree what is being said, and we don't want to put a problem on our back by going on Facebook, or whatever and saying no I don't agree and then we will be attacked. She said she is sorry for what is going on and thinks it is awful. The people that are saying things have a right to speak and she wanted to say what she felt.
- 4) Jason Flores, Sweeny Hospital Deputy Chief of EMS serving West Brazos and Sweeny EMS, proceeded to give history regarding his time with the EMS previously and is currently been back home now for 9-10 years. He proceeded to give successes with patient care for the EMS Department. He has the equipment needed for EMS and said they have the tools to be successful and two new stations. New Protocols are being worked on for this job and how they approach patient care. They are only short one full time person on staff now. He said their staff has a very positive attitude and moving in the right direction. He said he appreciates the backing of the board and administration.

He also gave a comment made from Rebecca Wratten as a current employee of the EMS Department as a licensed Paramedic. The over view on the statement is included in the written statement to follow.

- 5) Kari Schroeter, Marketing Director – Kari read the written statement that was submitted from Rebecca Wratten to address the board, regarding the accusations circulating publicly about Sweeny Community Hospital and showing her support for the current leadership. The written statement shared during open public comments will remain with the minutes for record.
- 6) Michael Kiddy – he commented he appreciates the opportunity to address the board today. He said he and others at one time did believe in our CEO and truly enjoyed their jobs. While some may refer to them as disgruntled employees, they in fact are concerned former employees who have experienced or witnessed bullying, retaliation, targeting and sexual harassment. He proceeded to read his written statement of concerns and distributed copies for record.

His written statement shared during open public comments will remain with the minutes for record.

- 7) Jessica Meyers – Current Employee of the hospital commented that she has worked under the CNO, CEO and the Imaging Director. She has observed things from the nurses that should not be done regarding speaking to patients. She claims they are often shocked that they are written up for that action or even fired.

The ugly things she is hearing about the hospital, she can not speak to those things since she does not know if they are true. She spoke from her heart that we have done everything for clarification. She comments she does the best for patient care and loves her patients. She commented that the nurses that left the hospital before the move to our new facility truly needed to go.

We currently have some really good nurses here. The patients should always come first. She commented this is a great place to work.

- 8) Rosalind Brooks- She currently works in Human Resources, but as a whole she has worked at this facility for 40 years. She has worked with the worst and the best and she said you can't find a better CEO with a bigger heart than Kelly Park. Being in HR for the past couple of years, she has observed people rarely take responsibility for their actions. They will go around the mulberry bush, they will blame and point and never own up to their actions, and that is just human. What she will say, I don't take in account by people who have spoken tonight, just look, this building and it tells itself. If it wasn't working, it would not be working. When you hear things, use your own mind. This place here speaks for itself.

Scott Swift said he is keeping this comment out of the public comment section, and the explanation will be regarding the Public Meetings Act, Government code 551.042 section 8, paragraph 2 for those that may be interested in looking it up. When the member of the public inquired about a subject that is not on the current meeting agenda, that has been done tonight, that comment falls outside of the current regular public testimony and the board is authorized to respond. One of the ways they can respond is reciting an existing policy. This response is not an opportunity to have a dialog between the member of the public and board, this is simply a response. One response is, the current policy is clearly marked in under our agenda under closed executive session and in accordance to the Texas

Open Meetings Act. 074 Personnel Matters. Confidential information about personnel issues are discussed in closed session due to legal consequences surrounding confidentiality.

1) We are not allowed as a board to discuss information disclosed during these executive sessions or confirm the pre-existence of our knowledge of any personnel situations that are being brought up by members of the public. That is a response to all of the things that have been brought up tonight.

2) Also, according to the Texas Open Meetings Act, Section B of that same section, a response or a public comment the board may vote to place a subject on the agenda for the next scheduled meeting. This response is not an opportunity to have dialog between members of the public and the board. So at this time I (Scott Swift) am making a formal request to the board chair for partition weighing the testimony given tonight in public comments against information received during previous meetings and executive sessions on personnel matters, is there any board member present tonight to introduce a motion to discuss and consider the modification or termination of the employment contract with CEO, Kelly Park at the next regular scheduled hospital board meeting to be held on April 28, 2026 at 6:00 p.m. is partition is a formal called question. It is not up for debate or for discussion but just a simple yes or no answer. Would anybody here would like to have that on the next meeting's agenda. There is nobody here to reflect the affirmative.

5. **Review/Approve Board of Directors' Meeting Minutes:**
A. February 24, 2026 General Meeting

Dale Thames made a motion to approve the minutes from February 24, 2026.
 Leeda Wood seconded the motion. Mason Nichols abstained, motion carried.

6. **Finance Committee Report**

Travis Alford gave overview of February 2026 financials.

After discussion, Scott Swift motioned to approve the February 2026 financials. Aaron Jackson seconded the motion. Unanimous decision, motion carried.

7. **New Business**

A. **Miscellaneous Capital Equipment**

Reviewed and discussed the following Dell Technologies items presented:

1. Power Vault ME5224	\$36,647.92
Power Edge R660 Smart Selection	<u>72,450.56</u>
	\$109,098.48

After review, a request was made for additional information and bring it back to the board.

2. **Sprinter Vans** 1) Mercedes Wheeled Coach
 2) Ram Pioneer II

Travis Alford shared on a spread sheet sharing financial information. After review information was shared from EMS employees, Christopher Pharris and John Jason Flores regarding the pro an cons of acquiring a sprinter van compared with the current ambulance in the fleet. After much discussion Aaron Jackson made a motion pass on the option to purchase the equipment presented. Patti Foster seconded the motion. Unanimous decision, motion carried.

8. **Old Business**A. **Replacement hospital update:**

Kelly Park gave an update regarding the following:

- Parking lot phase I completion
- Phase II will be the ER side of the parking area helipad and PT
- Landscaping
- Kitchen progressive issue

9. **Administrative Information Report – Kelly Park**A. **CEO Report**

- EMS building – city issued occupancy certificate
- Waiting on next inspection prior to move in
- Resurfacing Ross Street and Alice Street - waiting on completion of phase II of hospital parking

10. **Committee Reports:**A. **Sweeny Community Hospital Foundation Board Update:**

Kari Schroeter gave update for Foundation Board.

- Working on next fundraiser
- Project for Employees to participate.

B. **Auxiliary Committee Update**

Terry Koether gave update regarding the Auxiliary fundraiser and thanked the staff for their help.

10. **CLOSED EXECUTIVE SESSION:**

Mr. Nichols announced the Board would go into closed, Executive Session at 1948 to review the following:

A. Medical Staff Credentialing

End of Executive Session

Went out of Executive Session at 2128.

11. **Action regarding Executive Session:** Scott Swift Made a motion to approve the Medical Staff credentials presented. Leeda Wood seconded the motion, unanimous decision, motion carried.

12. **Adjournment**

Leeda Wood moved for adjournment, seconded by Aaron Jackson. Meeting adjourned at 2129.



Mason Nichols, President
Recorder: Cindy Burge

Amanda Denisil (1)

Thank you for the opportunity to speak to you tonight. As a former Sweeny Hospital employee, I would like to bring some concerns to your attention and, hopefully, bring around positive change for the remaining Sweeny Hospital employees.

My first concern is regarding no true HR oversight at Sweeny Hospital. There is no resource for employees to voice concerns without potential retaliation. A compliance hotline, that claims to be anonymous, lands complaints on the desk of the C suite rather than someone trained in Human Resources. This is concerning for employees that have complaints regarding any member of administration. For instance, I endured sexual harassment by the CNO, Gerald Sanchez, for over a year. I was subjected to inappropriate questions about my personal life, specifically my marriage and "how is married life cheating (treating) you?" "Is your husband treating you right?" Gerald also announced in the ER nurse's station "I could have had Amanda, but she doesn't like Mexicans", prompting another coworker, who is here tonight to verify my statements, to intervene on my behalf by telling Gerald he was being inappropriate and he needed to stop. I was also subjected to a 1 on 1 meeting with Gerald in November, when he closed his office door that I intentionally left open and proceeded to ask me, almost entirely, personal questions regarding my marriage and personal life. Gerald also stated in meetings when my name would be mentioned for possible career advancement, "Amanda doesn't want to do that. She is married now." This behavior continued until I resigned and left my position as ER Charge Nurse, as there was no true anonymous reporting that would keep me protected from retaliation.

Another serious concern is Jessica Toomer, day shift House supervisor, with her behavior being allowed by the CEO including, falsifying FIT test results for OSHA which was reported to the CEO. This employee has repeatedly bullied other employees and targeted employees by digging through patient charts in an effort to find anything she can use as ammunition to have the employee disciplined or terminated. This behavior is excused by the CEO as "chart audits". However, no facility audits 100% of their charts. I encountered this while caring for a "code stroke" patient when I documented that I was unable to consult tele neurology as the login information provided in the stroke packet had the incorrect password. I was asked to come to "HR" shortly after charting that the required task could not be completed, while the patient was still an active ER patient, where I received a verbal disciplinary infraction by Gerald Sanchez. This chart was being "audited" in real time while the patient was in the ER, which does not happen at any other facility. Other employees have been terminated for being in charts when they were not directly involved in patient care. This also poses conflict of interest when she is auditing charts where her spouse was involved in patient care. Jessica Toomer has frequently violated policy when it comes to "code blue" situations, refusing to call "code blue" when a patient is actively coding and stating, "I am the code team." She has been spoken to multiple

times regarding this and has never been disciplined because the CEO intercepts any disciplinary action against her. Jessica is also rarely available to help in times of patient surges, or when staff need assistance, which is a defined responsibility as a House Supervisor. This same nurse now has a role in quality, yet she is the topic of complaints for a significant amount of complaints by employees for her behavior and unwillingness to perform tasks related to her role. Staffing assignments are made to exclude qualified nurses from Charge Nurse role for inexperienced nurses, one of which was not released from orientation prior to being assigned Charge, because Jessica did not like the more experienced nurse.

Inexperienced nurses are being floated from med surg to the ER to fill the role of ER nurse as there has been a staffing exodus in the past 4 months. Nurses whose only nursing experience was in a nursing home are now responsible for caring for patients in an 8 bed critical access facility with no support from House Supervision. This can lead to deadly consequences for the community. A critical access ER should have skilled and experienced nurses on staff to deal with any situation that arises. They should also have an experienced and present house supervisor to support them in times that they require help. I fear this is a dangerous situation with only a matter of time before the ultimate price is paid for by the community you have been elected to protect.

The CEO has, on many occasions, requested "VIP" treatment for Board members and friends and family. "You'll know we care" should apply to everyone, regardless of your connections to the executives. The CEO has also been campaigning for Board Members during elections on social media, which poses a conflict of interest as this is the only governing body she has to report to. She has even called for employees to come to this board meeting tonight to show her support and to appear to serve as intimidation to the people who wish to expose the unprofessional behavior at this facility.

5 minute
Limit

step at this point in public
comments.

Cindy Burge

From: Rebecca Wratten
Sent: Tuesday, March 31, 2026 5:24 PM
To: Cindy Burge
Subject: Fw: Support for Leadership and Response to Recent Concerns

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From: Rebecca Wratten
Sent: Tuesday, March 31, 2026 5:22:23 PM
To: Jason Flores <jflores@sweenyhospital.org>; Kelly Park <kpark@sweenyhospital.org>; Josh Roszak, PA <jroszak@sweenyhospital.org>
Subject: Support for Leadership and Response to Recent Concerns

Dear Members of the Board,

I am writing in regard to the board meeting tonight 3/31/20026 to address the recent accusations that have been circulating publicly about Sweeny Community Hospital. Unfortunately, I am unable to attend the meeting in person due to a medical emergency involving my son. However, I felt it was important to share my perspective as a Licensed Paramedic within the EMS department.

In my personal experience, I have encountered nothing but inspirational leadership from Mrs. Kelly Park. I have consistently found her to be an exceptional leader who demonstrates professionalism, integrity, and a genuine commitment to both staff and patient care.

I would also like to address the recent criticisms and claims being shared on social media. Based on my firsthand experience, I have not found these statements to be accurate. Since recent changes within the EMS department, I have noticed a significant improvement in the work environment. Stress levels have decreased, and camaraderie among staff has greatly improved. Previously, there were instances where false rumors created a challenging atmosphere, but that has since changed for the better.

Working in EMS, we spend extended periods together—often days at a time—which gives us a clear and honest understanding of one another. Like any workplace, there can occasionally be individuals who create challenges; however, those situations tend to resolve over time. It is my belief that some of the current criticism may be coming from individuals who are no longer with the organization and may be reacting out of dissatisfaction rather than presenting an accurate picture of the hospital today.

I recognize that there is always room for growth and improvement in any organization. However, I firmly believe that Sweeny Community Hospital is making continuous progress. This belief is one of the reasons I have remained committed to my role, even when presented with other opportunities elsewhere.

Michael Kiddy

I appreciate the opportunity to address the board today. Myself and others at one time did believe in our CEO and truly enjoyed our jobs. While some may refer to us as disgruntled employees, we are, in fact, concerned former employees who have experienced or witnessed bullying, retaliation, targeting and sexual harassment.

It's troubling that the current CEO has allowed these issues to persist, creating an environment where dedicated employees felt compelled to leave in order to protect their livelihoods, licenses and families.

I have personally submitted several complaints against Mr. Flores, which I believe were disregarded. These complaints not only reflect defamation of my character but also slander against my name. He has also had numerous other employee complaints as well as a well-documented patient complaint which I have attached a copy of. It's disheartening to observe the lack of accountability when individuals like him seem to face minimal consequences for their actions. While others are terminated for a minimal infraction or no infraction at all just for personal reasons.

The absence of a properly trained HR department has exacerbated these issues. Kelly Park, in particular, appears to have limited the department's ability to address wrongdoing, prioritizing her own judgment over established policies. This has resulted in an environment where serious allegations, including sexual assault, were overlooked for far too long. I had a conversation with Kelly about this situation and was disregarded. That individual remained employed for months after our conversation.

Even after the termination of the individual involved and the HR Director, the situation has not improved. In fact, it has deteriorated further under Kelly's leadership. Her actions have undermined employee rights and fostered a culture of fear, as highlighted by the issues Amanda mentioned earlier.

It's been overwhelming to receive such strong support through countless emails, text messages, Facebook messages, phone calls, and even casual conversations at the grocery store. Many believe that these changes should have taken place long ago. However, current employees often choose to remain silent due to fears of retaliation. One employee even informed me that Jessica Toomer Kelly Park has been scrutinizing my Facebook post to identify who is backing my initiatives. They have been instructed not to engage in any discussions with me, which feels more like a dictatorship than true leadership. I have also attached some examples.

Sweeny Community Hospital is at a critical point, and what's most concerning is that many of the issues being discussed are not new. They have been raised repeatedly through internal channels, observed across departments, and experienced by employees at multiple levels of the organization.

Concerns surrounding workplace culture, inconsistent leadership decisions, lack of accountability, and breakdowns in communication have all been brought forward. These are not isolated incidents; they reflect broader patterns that have impacted staff morale, operational stability, and ultimately patient care.

There are also serious and ongoing concerns related to patient safety, fraudulent documentation, and violations of workplace safety standards. These issues have not only been identified but brought forward, and the failure to appropriately address them raises significant concern about oversight and leadership responsibility.

What makes this more difficult to ignore is the awareness at the executive level. Leadership has had visibility into these concerns and opportunities to act. Instead, decisions have repeatedly failed to resolve these issues and, at times, have contributed to a culture where employees feel discouraged from speaking up or fear being singled out or targeted.

This lack of accountability and proper oversight has been detrimental to the hospital. The absence of urgency or meaningful response to issues of this magnitude is not only disappointing; it is alarming.

A healthcare organization cannot function safely or effectively in an environment where serious concerns are ignored and where accountability is inconsistent. In a publicly funded critical access hospital, transparency and ethical leadership are not optional; they are expected.

The employees of this hospital care deeply about their work and their community. They deserve leadership that reflects those same values. The community deserves a hospital that is guided by integrity, strong governance, and a culture of respect and safety.

At this point, acknowledgment alone is not enough. Meaningful change requires action, accountability, and leadership willing to address these concerns directly and without delay.