

Company: Community First Health Plans, Inc., San Antonio, TX

Company Description: Community First is the only locally owned and managed non-profit health plan in San Antonio and surrounding areas. We are dedicated to providing health benefits and services tailored to the needs of Members AND their loved ones. We offer plans in Medicaid, Medicare, Marketplace, and Commercial products.

Nomination Category: Individual Awards Categories

Nomination Sub Category: Woman of the Year - Healthcare

Nomination Title: Theresa Rodriguez Scepanski



1. Which will you submit for your nomination in this category, a video of up to five (5) minutes, explaining the achievements since July 1, 2023 of the nominated woman, OR written answers to the questions? (Choose one):

Written answers to the questions

2. If you are submitting a video of up to five (5) minutes in length, provide the URL of the video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video. If you are submitting written answers to the questions for this category, provide them in the spaces below:

3. Briefly describe the nominated individual: history and past performance (up to 200 words):

Total 197 words used.

Theresa Rodriguez Scepanski is renowned for her unwavering commitment to advancing health access and community wellness. As President & CEO at Community First Health Plans, Inc. (Community First), Theresa shapes and expands healthcare services catering to diverse populations, especially those historically underserved. After two terms as Community First's Interim Chief Executive Officer, Theresa was appointed President and CEO in August 2020, driving innovative initiatives enhancing health outcomes and reducing disparities by addressing Community First members' unique needs, including expanded access to preventive care, mental health services, and chronic disease management. Her strategic vision has created strong partnerships with local organizations and stakeholders, amplifying Community First's impact on 3.5 million lives. Her leadership, characterized by empathy, collaboration, and a relentless pursuit of excellence, inspires and fosters a culture of innovation and inclusivity. A champion of health equity and community engagement, she led the installation of fifty food pantries, sponsored a unique, culturally relevant mural, *We Love our Southside*, and the Empowering Pathways: Entrepreneurship Scholarship Program, and Empowering Pathways: Maternal Scholarship Program. Theresa leads the team in strategic planning, operations, and health plan efficiency and quality, sustaining revenue growth and expense management of a \$1B annual operating budget.

4. Outline the nominee's achievements since July 1 2023 that you wish to bring to the judges' attention (up to 250 words):

Total 249 words used.

- o Expanded Community First's contribution to \$100 million to University Health toward building two hospitals through the shared goal of improving community health outcomes
- o Prioritized maternal mortality and morbidity by addressing the timeliness of prenatal and postpartum visits
- o Increased prenatal visits from 79% to 83% and postpartum visits from 65% to 73%, enhancing maternal health care quality and safer childbirths
- o Directed contract negotiations for 16,000 urban and rural provider groups and practices to exceed network adequacy standards
- o [Championed Community First's Health Equity Council which develops and evaluates new programs and community partnerships to reduce health disparities](#)
- o Collaborated with schools, public libraries, civic organizations, and other businesses to address food insecurity, facilitate donations, and expand Community First Food Pantries, with 50 structures installed in accessible and trusted locations throughout San Antonio and the surrounding counties
- o Implemented evidence-based strategies as a designated Healthy People 2030 Champion, employing proven interventions, culturally appropriate health education resources, and intensive patient-centered services that increase access to care and social services through innovative approaches, including home visits, community health workers, telehealth, and referral systems that "close the loop" and verify our members receive the help they need
- o Honored as Bexar County Medical Society's 2024 Annual Women Leaders in Medicine, Modern Healthcare's 2023 Top Diversity Leaders, 2023 Alamo Council of Government's Community/Nonprofit of the Year, and 2025 gold, silver, and bronze Great Employers' Stevie Awards, Healthy People 2030 Champion

Served as Chair of the State Medicaid Advisory Committee and Vice Chair of the regional Health Information Exchange

5. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words):

Total 248 words used.

Theresa stands out among CEOs for her rare combination of skills. As a native San Antonian, she knows first-hand the community she represents and the challenges they face. Her passion for a healthier, more equitable community and her creative solutions, combined with her business expertise, are an unbeatable combination. She is equally at home making sandwiches at the Food Bank as presenting her budget to the Community First Board of Directors. She is a tireless advocate for all to receive services and support for a healthier life.

Since Community First's inception in 1995, employee engagement and development originated from its parent organization, University Health. With her appointment as President and CEO, Theresa transformed Community First into an autonomous, \$1 billion entity with its own vision, mission, and identity and creating extensive new opportunities and events.

Through Theresa's leadership, Community First has paved its own path, separate yet aligned to its parent organization, fostering a workplace culture that values employees and provides custom-designed resources for employee well-being, work-life balance, and personal and professional development.

With Theresa's support, Community First continues its collaboration with University Health, while amplifying its performance:

- o Increased employee participation 25% in outreach activities reflecting the identity and heritage of staff, such as the dieciséis de septiembre Parade
- o Doubled blood donations
- o Increased mammograms onsite by 75%
- o Increased sessions with financial planning consultants by 40%
- o Augmented recruitment and retention through onsite learning and development opportunities.
- o Created an internal pipeline of 55 leaders.
- o Boosted front-line worker connectivity by 88%.

6. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

Total 22 words used.

Attached you will find a deck with photos and data metrics on the outcomes of initiatives that Theresa has supported and implemented.

Attachments/Videos/Links:

[Theresa Rodriguez Scepanski](#)



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