

Thriving Mind South Florida

In The Sunshine Executive Committee Meeting

October 16, 2025 - **AMENDED**

| AGENDA ITEM | ISSUE/ DISCUSSION | ACTION/FOLLOW-UP |
|----------------------|---|------------------|
| • Call to Order | <p>Mr. Paul Imbrone, Board Chair, called the meeting to order at 11:35a.m.; a rollcall was taken, and it was determined that a quorum was in place in the room. Mr. Imbrone announced the purpose of the meeting was to review and discuss the summary by Holland Knight, P.A to respond to a confidential complaint regarding the CEO.</p> | |
| • Operational Review | <p>Mr. Imbrone informed that the Executive Committee wants to do several things to stay on course with the complaint so that we might move on; 1) we do not want to discuss the specifics of the complaint 2) we want to attempt to restore internal trust and confidence to all involved.</p> <p>Holland and Knight interviewed key staff and several board members and providers. Mr. Imbrone wanted it known that he did not know who was interviewed.</p> <p>On October 8, 2025, Holland and Knight e-mail their summary of the investigation to each Executive Committee member. Mr. Imbrone verified with each member that they had received the summary.</p> <ul style="list-style-type: none"> • Paul Imbrone Yes • Susan Racher Yes • Maureen Dunleavy Yes • William Franklin Yes • Luis Collazo Yes <p>Mr. Collazo mentioned that Dr. Newcomer can present the EC with a work plan, outlining his effort. The idea of a work plan would address 1) open and direct dialogue 2) cultural environment and 3) staff morale. This idea was well received but it was noted that the plan must include the collaboration of senior management staff. After a brief discussion, all members agreed and a time of two weeks was suitable, Dr. Newcomer reminding the committee that at least three (3) days of the two weeks are dedicated to the Ernst and Young Audit site visit. It was also determined that EC would need to meet again to</p> | |

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| | <p>review the work plan. As well a memo to the full board of directors letting them know that the investigation is closed and identified issues will be addressed in the work plan. An informational meeting will be scheduled for the week of November 3, 2025</p> <p>After a thorough discussion by the Executive Committee members regarding the Holland and Knight “Summary of Fact-Finding Investigation into the July 22, 2025, Anonymous Complaint” it is agreed that the CEO, in collaboration with the senior staff of Thriving Mind South Florida, produce a work plan to address the organizational feedback contained in the Summary. The plan will include internal processes to improve communications, staff morale and the agency’s cultural environment. The work plan will be presented to the Executive Committee for review and acceptance, and the Executive Committee will review its milestones, and achievement of the plan in its upcoming meetings.</p> <p>The delivery of a work plan and its implementation will constitute closure of July 22, 2025, anonymous complaint letter.</p> <p>A motion to accept this resolution was made by Mrs. Racher and seconded by Mr. William Franklin. The motion passed unanimously.</p> <p>None Discussed</p> | <p>Meetings will be scheduled with Senior Management Staff to develop the Work Plan</p> <p>Judy Hickson will send a doodle poll with possible dates/times</p> |
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| • New Business | None | |
| • Announcement | The next Executive Committee Meeting will be held on November 12, 2025, at 2:00pm | Judy Hickson will send out the meeting notification |
| • Adjourned | A motion to adjourn the meeting was offered by Ms. Racher and seconded by Mr. Franklin. The motion passed unanimously. The meeting adjourned at 1:25pm | |

Directors in the Room: – Paul Imbrone, Susan Racher and William Franklin

Directors Via Microsoft Teams: Luis Collazo, Maureen Dunleavy

DCF Staff in the Room: Lourdes Darado-Rubio

DCF Staff Via Microsoft Teams: Adrianne Oliver

TMSF Staff in the Room: Dr. John W. Newcomer, Laura Naredo, Vanessa Conreras and Judy Hickson

TMSF Staff Via Microsoft Teams -, Stephen Zuckerman, Dr. Tracy Rodriguez, Maria Guajardo, Nivia Dexter, Anny Cartagena, Carrie Liberante

Ver: 12-11-2025 – AMENDED - JMH