

# Thriving Mind South Florida

Supplemental Executive Committee Meeting

August 6, 2025, 1:00p.m.

**AMENDED BY THE CHAIR FOR VOTE ON 12-05-2025**

AGENDA ITEM	ISSUE/ DISCUSSION	ACTION/FOLLOW-UP
	Review of the Internal Grievance Procedures and address an anonymous grievance letter delivered to several board members and select leadership staff regarding the President / CEO, Thriving Mind South Florida	
• Call to Order	Mr. Paul Imbrone, Board Chairman, called the meeting to order at 1:00pm. A roll call was taken, and it was determined that a quorum was in place.	
• Recognition of Any Conflicts	<b>Conflicts of Interest Related to This Agenda</b> <ul style="list-style-type: none"> <li>Prior to the meeting Susan Racher was advised that EC leadership was uncomfortable about a potential conflict of interest. Susan joined the meeting but based on EC leadership discomfort she recused herself and exited the Teams call prior to the start of the EC meeting indicating that she awaited resolution of the issue. This potential conflict was subsequently deemed not relevant by Holland and Knight (H&amp;K).</li> </ul>	
Recognition of Public Attendees	<ul style="list-style-type: none"> <li>None Noted</li> </ul>	
• Executive Committee Attendees	Paul Imbrone, Luis Colazo, William (Ted)Franklin, Maureen Dunlevy	
• Update to EC Committee	1) Summarized details of the anonymous grievance received, and steps taken prior to the EC meeting to discuss with the local DCF office and the Thriving Mind attorney	
• Outlined Work Plan to address the anonymous grievance complaint	2) Engage the Thriving Mind attorney to solicit board members to solicit feedback as a confidential 3 <sup>rd</sup> party. 3) In coordination with the Thriving Mind Human Resource director, the EC committee members will meet with each member of the leadership team to solicit feedback 4) Review and revise the internal Employee Grievance policy to reflect a process for the EC committee to engage on any grievance that may include senior leadership. 5) Next steps to be determined based on findings of feedback discussions	Refer to #5

<b>December 5, 2025 Executive Committee Discussion</b>	<p>The August 6, 2025 Executive Committee “Draft” Meeting Minutes did not reference that a vote to accept the “Work Plan” had been taken and approved.</p> <p>As a point of order, at the December 5, 2025, Executive Committee Meeting, the vote to accept the August 6, 2025 "work plan" was retaken. Luis Collazo restated his original August 6, 2025, motion to accept the work plan with a second by Paul Imbrone. The motion passed with William Franklin, not recalling a prior vote. Because Susan Racher had recused herself from the August 6, 2025, EC meeting and was not present for the vote., she recused herself from the December 5, 2025, vote.</p> <p>The motion passed as follows:</p> <ul style="list-style-type: none"> <li>· Paul Imbrone – Yes</li> <li>· Luis Collazo – Yes</li> <li>· Maureen Dunleavy – Yes</li> <li>· William Franklin – abstain –</li> <li>· Susan Racher – recused herself based on her prior August 6th recusal, documented earlier.</li> </ul>	
<b>• Adjourn</b>	<b>The meeting adjourned at 2:20 pm</b>	

Executive Committee Members Via Teams – Paul Imbrone, Luis Collazo, William Franklin and Maureen Dunleavy  
Guest: None