

EXECUTIVE COMMITTEE MEETING MINUTES  
January 14, 2026

**Members In the Room;** Luis Collazo  
Susan Racher  
Paul Imbrone  
William Franklin

**Members on Teams:** Maureen Dunleavy

**Members Absent:** None

**Staff in the Room:** Stephen Zuckerman  
Laura Naredo  
Judy Hickson  
Dr. Tracy Rodriguez  
Jessica Rodriguez  
Maria Guajardo  
Annette Balanos  
Ailen Lafont

**Staff on Teams:** Joseph Vempala  
Nivia Dexter  
Carrie Liberante  
Anny Cartagena  
Stephenie

**Guests in the Room:** Lourdes Dorado-Rubio – DCF  
Sandra McQueen – Fresh Start of Miami Dade County

**Guests on Teams:** Chief Cathy Burgos – Director Miami Dade County  
Yamile Diaz – DCF  
Melanie Castro - DCF

**1.TOPIC: Call to Order/Introductions/announcements**

**Discussion**

**& Decisions:**

- Paul Imbrone, Board Chair called meeting called to order at 11:35 am.

- Roll Call Taken – Quorum in the Room Determined.
- **Public Comments or Discussion** – The floor was opened at 11:40 am for public comments.
  - Ms. Sandra McQueen announced that she was endorsing Laura Naredo for the replacement of Dr. John W. Newcomer, President/CEO.
  - Chief Cathy Burgos announced that she was endorsing Laura Naredo for the replacement of Dr. John W. Newcomer, President/CEO.
  - Mr. Luis Collazo announced that Judge Steven Leifman had verbally told him that he would recommend Laura Naredo as the next President/CEO of Thriving Mind South Florida.
  - It was also announced that TMSF staff had received 11 other written endorsements recommending Laura Naredo as the replacement for Dr. John W. Newcomer.

At 11:45 am the floor was closed for public comments.

## 2. TOPIC: **Consent Items – Meeting Minutes (Routine Business)**

### Discussion

### & Decisions:

- A motion to accept the December 5, and December 10, 2025, meeting minutes were made by Mr. Collazo and seconded Ms. Maureen Dunleavy. The motion passed unanimously.
- Mr. Collazo stated that on the agenda, for purpose of being in proper standing, he would like to move item 8 to the item 2 position. A motion to accept the agenda with the change was made by Mr. Collazo and seconded by Ms. Dunleavy. The motion passed unanimously.

## 3. TOPIC: ACTION ITEMS: **Resignation of President/CEO**

- Mr. Collazo informed the committee that on Sunday, 1/11/2026, he received an e-mail resignation from Dr. John W. Newcomer to be effective COB 1/12/2026. A brief discussion took place regarding Dr. Newcomer's replacement. It was suggested not to consider a search for a new leader because Laura Naredo was capable to step up. Ms. Laura Naredo was asked to fill the position temporarily and a motion to install Ms. Laura Naredo as Interim, President/CEO for the purpose of this board meeting was made by Mr. Collazo and seconded by Mr. William Franklin. The motion passed unanimously. Ms. Naredo's interim or permanent position will be ratified at the full board meeting on Friday, January 16, 2026.
- **PTO Approval Request** – Mr. Zuckerman explained that Dr. Newcomer had requested his entire Personal Time Office (PTO) be paid out to him. A brief discussion took place, and it was determined that the total of 819 hours would be paid. The excess amount above the 384 hours allowed by policy totals \$65,000 and will be charged to Net Assets.. A motion to pay the entire PTO amount was made by Mr. Collazo and seconded by Ms. Susan Racher.
- **November 31, 2025, Financial Statement**
  - A motion to accept the November 31, 2025, Financial statement as presented was offered by Mr. Franklin and seconded by Ms. Dunleavy. The motion passed unanimously.
- **Mutual of America Resolutions** –Each resolution was explained in detail and advising that we would be adding Ms. Naredo's name as authorized signee on the account.
  - **Roth Account** – a motion to accept the Roth terms was offered by Mr. Collazo and seconded by Mr. Paul Imbrone. The motion passed unanimously.
  - **Staff Participation Agreement-** A motion to accept this agreement was offered by Mr. Collazo and seconded by Mr. Franklin. The motion passed unanimously.

- **Name change-** Changing the name on the account from South Florida Behavioral Health network to Thriving Mind South Florida Inc. was offered by Mr. Imbrone and seconded by Mr. Collazo. The motion passed unanimously.

It was noted that these resolutions have no impact financially on Thriving Mind South Florida.

#### 4. TOPIC: **SB400 Update**

##### **Discussion**

##### **& Decision:**

- Mr. Collazo introduced Natalie Kelly, President of the Florida Association of Managing Entities (FAME), who gave an overview of the SB400 Bill that is being sponsored by Senator Ileana Garcia. Ms. Kelly stated that this bill is very critical to MEs. It was stated the Senator would like to meet with leadership of Thriving Mind on 1/23/25.

#### 5: TOPIC **Committee Reports**

- Quality Assurance/Quality Improvement Update-
  - The Report Summary for October 2025 was given to members prior to meeting.
  - Incident Report – Currently None

#### 6. TOPIC: **Open Agenda**

- **Acknowledgment of Staff Member passing** – Ms. Naredo informed on Ms. Joanna Cardwell's passing. Several members and colleagues expressed their condolences.
- **Ernst and Yund Update** – Waiting for DCF to update us on the next steps. Staff working on responses to various findings.
- **Recording Meeting Policy** – Ms. Naredo informed the committee that she and staff would be working on a policy including retention of recordings and share the draft with the committee at the next meeting.
- **Grievance Policy** – Ms. Naredo informed that the TMSF has internal and external policy in place but does not have a policy related to the president or leadership. Looking for the committee for directions. Three items were noted: 1) create board member handbook 2) look at other ME's practices 3) possibly engaging a HR professional on the board.
- **Next EC Meeting Scheduled for February 11, 2026**
- **Next Board of Directors Meeting scheduled for January 16, 2026**

#### 7. TOPIC: **Adjournment**

- The meeting adjourned at 12:55p.m..
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