

Denton County MHMR Center
Board of Trustees Meeting Minutes
Thursday, October 23, 2025

Trustees Present: Dianne Hickey, Isabel Hernandez, Linda Holloway, Ph.D., Cynthia Jones, Ph.D., Doug Lee, Ron Marchant, Kelly Sayre, Paul Slough

Trustees Absent: Leah Strittmatter

Staff Present: Chinedu Anwasi, Veronica Armendariz, Michelle Conrad, Pam Gutierrez, Dallas Hamilton, Ciara Hurt, Kayla Lusk, Jess Pham, Catherine Pike, Erin Posey, Morgan Quinnelly, Dr. Meena Vyas, Taylor Warren, Ritch Wright

Guests Present: None

I. Call to Order

A. Roll Call – a quorum was present for the Regularly Scheduled Board of Trustees meeting. Leah Strittmatter had an excused absence.

B. Welcome to Guests and Staff

Dianne Hickey, Board of Trustees Chair, called the Regularly Scheduled Meeting of the Denton County MHMR Center Board of Trustees to order at 1:00 p.m. in the boardroom of Denton County MHMR Center, 2519 Scripture Street, Denton, Texas. Dianne Hickey welcomed guests and staff.

C. Public Comments

D. Approval of the Regularly Scheduled Board of Trustees Meeting Minutes from September 24, 2025.

The Board of Trustees reviewed the Minutes of the Regularly Scheduled Board of Trustees meeting, September 24, 2025.

Board Action: Isabel Hernandez made a motion for the Board of Trustees to accept the Minutes of the Regularly Scheduled Board of Trustees Meeting, September 24, 2025, as presented. Linda Holloway, Ph.D., seconded the motion, which passed unanimously.

E. Staff Presentation – Information Technology (IT)/Management Information Systems (MIS). – *Ritch Wright, Chief Technology Officer*

The Board reserves the right to convene in Executive Session(s) from time to time as deemed necessary during this meeting - Executive Session(s) pursuant to Article 6252-17, Sec. 2, V.T.C.S., regarding Litigation (e), Real Estate (f), Personnel (g) and Security (j).

II. Committee Reports

Finance Committee Meeting

A. FY 2026 Period 1 (September) Financial Statements. – *Dianne Hickey, Finance Committee Chair*

In September 2025, revenues exceeded expenditures by \$38,993. The budget for September 2025 is a loss of \$79,363. Year-to-date (YTD) through September 2025, revenues exceeded expenditures by \$38,993. The budget YTD through September 2025 is a loss of \$79,363.

Board Action: Dianne Hickey made a motion for the Board of Trustees to approve the Financial Statements for the period ending in September 2025, which passed unanimously. A “second” was not required since the primary motion was made by the Finance Committee.

Personnel Committee Meeting

B. Review and Board Approval of Amendments, as outline, to Executive Director’s Annual Contract. – *Linda Holloway, Ph.D., Personnel Committee Chair*

Board Action: The Board of Trustees reviewed and discussed the Amendments, as outlined, to the Executive Director’s Annual Contract during Executive Session – Personnel (g) - Review and Board Approval of Amendments, as outlined, to Executive Director’s Annual Contract.

C. Board Approval and Appointment of Veteran, Paul Slough, to the Denton County MHMR Center Board of Trustees. – *Linda Holloway, Ph.D., Personnel Committee Chair*

Board Action: Linda Holloway, Ph.D., made a motion for the Board of Trustees to approve the appointment of Veteran, Paul Slough, to the Denton County MHMR Center Board of Trustees, which passed unanimously. A “second” was not required since the primary motion was made by the Personnel Committee.

D. Review and Approval of Policies. – *Linda Holloway, Ph.D., Personnel Committee Chair*

- Policy 2.102 - Consolidated Local Service Plan
- Policy 2.105 - Citizen Comment Scheduled Board Meetings
- Policy 7.704 - Tobacco, Vapor, and Smoke Free Workplace

Board Action: Linda Holloway, Ph.D., made a motion for the Board of Trustees to approve Policy 2.102 - Consolidated Local Service Plan, Policy 2.105 - Citizen Comment Scheduled Board Meetings, and Policy 7.704 - Tobacco, Vapor, and Smoke Free Workplace, which passed unanimously. A “second” was not required since the primary motion was made by the Personnel Committee.

E. Discussion, Review, and Approval, as needed, for Development Director Position. –
Linda Holloway, Ph.D., Personnel Committee Chair

Board Action: Linda Holloway, Ph.D., made a motion for the Board of Trustees to approve the Development Director Position. This position will be added to the FY 2027 Personnel Services Schedule (PSS) or sooner, if funding becomes available, which passed unanimously. A “second” was not required since the primary motion was made by the Personnel Committee.

III. Other Agenda Items

A. Planning, Network, and Advisory Committee (PNAC) Report and Discussion. –
Veronica Armendariz, Senior Director of Quality Management (QM)/Utilization Management (UM)

Board Action: Ron Marchant made a motion for the Board of Trustees to accept the recommendation from the Planning, Network, and Advisory Committee (PNAC) Report. Linda Holloway, Ph.D., seconded the motion, which passed unanimously.

B. Abuse & Neglect/Critical Incidents Report. –*Kayla Lusk, Intellectual and Developmental Disabilities (IDD) Rights Protection Officer; Chinedu Anwasi, Mental Health (MH) Rights Protection Officer.*

Board Action: Discussion Item Only

IV. Executive Director Report. –*Pam Gutierrez, Executive Director*

- Congratulations to our incredible Chief Medical Officer for 30 years of dedication and commitment to the individual's served, their families, and the staff. Dr. Vyas, Constituent Representative for Congressman Pat Fallon, presented Dr. Vyas' flag that flew over the Capital and a resolution that will be read on the floor. Thank you to all board that tried to attend. So grateful for Ron attending. We are so proud and thankful to Dr. Vyas for her leadership.
- Congratulations to our incredible Doctor, Dr. B Patel for 35 years of dedication and commitment to the individual's served, their families, and the staff. We are so proud of and grateful to Dr. B. Patel.
- The HCS Waitlist currently has 3378 individuals waiting for services.
- The IDD General Revenue Waitlist currently has 299 individuals waiting for services.
- Mental Health Adult Services continues not to have a wait list.
- Mental Health Children and Adolescence continues not to have a wait list.
- The Center is overserving children and adolescents by 20%, and overserving adults by 22% the target for children and adolescents is 350, the Center is serving 421, and for adults the target is 2435, and the Center is serving 2960. This measure applies to individuals authorized to a Full Level of Care. Because of this the Center will be enacting a waitlist for both programs by December 1, 2025.

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- One of our Community partners, Julie Wright, with Texas Health's daughter, Tristen Wright, has volunteered to create a wall mural for our new child & Adolescent program.
- The Board of Trustees retreat will be in January 2026. The Board of Trustees will tour all Center buildings, programs, breakfast and lunch will be provided. Lastly the Board and staff will go through the Center's Strategic Plan. The date will be decided by the Board and Taylor Warren will announce the date.
- We are excited to advise you all that Jess Pham, Senior Director of Behavioral Health Services, and Jill LeBaron, Grant Development Specialist, have done an excellent job coordinating the Community Talk Event. The Community Talk Event is sponsored by the Center. The event is regarding Youth & Young Adult Substance Use Prevention. You will hear from youth, families, and families and prevention leaders. The event is scheduled for November 14, 2025, 8:30am to 3:30pm at 1 Courthouse Drive, Denton, Texas, 76208. The flyer is enclosed with the QR Code for registration.
- The Center received funding from Opioid Abatement Fund Council, for \$234,358.30, to fund substance use client assistance, including care packages, sleeping bags, and backpacks, one FTE Peer staff, through partnership with the County Health Department, funding to extend access to Credible Mind for the County.
- The Center's had several events, pickleball for the Crisis Residential Unit, \$ 270.00, and the bowling event for ACT team, \$280.00.
- The Center was chosen to receive a grant through Health and Human Services Commission (HHSC) for Youth Crisis Outreach Team (YCOT) services. This grant will provide immediate crisis intervention for at-risk youth and their families, with ongoing support for up to 90 days. The funding is for \$1.383,248 on an annual basis.
- The Center's Candlelight Vigil for Local Outreach to Suicide Survivors (LOSS) team will be October 26, 2025, Heritage Park, 600 Spinks Rd, Flower Mound, Texas 75208, from 7:30pm to 9:00pm.
- The Center's Holiday Luncheon will be on December 12, 2025, 10:30am to 3:30pm, at 9428 East Robson Circle at the Robson Ranch clubhouse. We would be honored for each of you to join us. Please RSVP to Taylor Warren.
- The Center is in need of lightly used leather furniture for the counseling department, if you know of anyone interested in donating lightly used leather furniture.
- Please remember we do not have a board meeting in November or December, if the board needs to approve anything we will advise each of you in advance for the special meeting. Have a wonderful holiday!
- Thank you, Taylor, for always helping me!!
- Thank you to the Chiefs and Leadership staff for all your hard work.
- Thank you to the Board for all your support and leadership.

The Board reserves the right to convene in Executive Session(s) from time to time as deemed necessary during this meeting - Executive Session(s) pursuant to Article 6252-17, Sec. 2, V.T.C.S., regarding Litigation (e), Real Estate (f), Personnel (g) and Security (j).

Convened in Executive Session at 1:57 p.m.

V. Executive Session

- A. **Personnel (g)** – Discussion – Review and Board Approval of Amendments, as outlined, to Executive Director’s Annual Contract.
- B. **Real Estate (f)** – Discussion – Review and Board Approval to List Unused 8 Acres of Land at Krum, Texas property.

Convened back in Open Session following Executive Session at 2:22 p.m.

VI. Board Action – Executive Session – Personnel (g) – Discussion – Review and Board Approval of Amendments, as outlined, to Executive Director’s Annual Contract.

Board Action: Linda Holloway, Ph.D., made a motion for the Board of Trustees to approve the following amendments to the Executive Director’s Annual Contract:

A. Section III.A

The Board reserves the right to negotiate the Executive Director’s salary on an annual basis. The Board may provide in the Executive Director’s Annual Contract additional compensation above any incentives or salary increases which are awarded to the Center staff as a whole. Any incentives or salary increases will be awarded based on performance and in comparison with current market rates.

B. Section IV – Termination Without Cause

In accordance with Senate Bill 2237, relating to severance pay for certain political subdivision employees Section 1 Chapter 180, Local Government Code, as amended in the last Legislative Session, to add Section 180.011 – Limitation on Severance Pay for Executive Employees:

1. A requirement that severance pay that is paid from tax revenue may not exceed the amount of compensation, at the rate at the termination of employment, the executive employee would have been paid for 20 weeks, excluding paid time off or accrued vacation leave; and
2. A prohibition of the provision of severance pay when the executive employee is terminated for misconduct.

This motion passed unanimously. A “second” was not required since the primary motion was made by the Personnel Committee.

VII. **Board Action - Executive Session – Real Estate (f)** – Discussion – Review and Board Approval to List Unused 8 Acres of Land at Krum, Texas property.

Board Action: Ron Marchant made a motion for the Board of Trustees to give the authority of the Chief Financial Officer (CFO) to make an inquiry about the sale of the property or the disposition of that property. The Chief Financial Officer (CFO) is to bring any recommendation to the Board of Trustees. Paul Slough seconded the motion, which passed unanimously.

VIII. **Chair Comments. – Dianne Hickey, Board of Trustees Chair**

- The Board of Trustees Retreat will be held in January 2026. Board Liaison, Taylor Warren, will reach out with potential dates. Please respond as quickly as possible. The Board will tour all Center properties during this Retreat.

IX. **New Business** – Next Board meeting will be held at the Administrative Building, 1614 Scripture Street, Denton, Texas 76201, on Thursday, January 22, 2026. A Special Meeting will be called if needed.

X. **Adjourned** – The Board of Trustees adjourned at 2:28 p.m.

Taylor Warren

Respectfully Submitted
Taylor Warren, Executive Assistant
Denton County MHMR

Approved
Dianne Hickey, Chair
Denton County MHMR Board of Trustees

*Auth. Ssgd for Dianne
Hickey*