

**Board of Trustees Meeting Minutes**  
**Tuesday, May 26, 2026**

**Trustees Present:** Dianne Hickey, Brooke Hambrick, Isabel Hernandez, Linda Holloway, Ph.D., Cynthia Jones, Ph.D., Doug Lee, Ron Marchant, Kelly Sayre, Dawn Waye

**Trustees Excused Absence:** Paul Slough (Excused)

**Staff Present:** Keelah Adelegan, Michelle Conrad, Pam Gutierrez, Dallas Hamilton, Kayla Lusk, Jess Pham, Erin Posey, 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. Paul Slough 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's, My Health, My Resources, Board of Trustees to order at 1:00 p.m. in the Boardroom of Denton County MHMR Center's, My Health, My Resources, Administrative Building, 1614 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 April 27, 2026.**

The Board of Trustees reviewed the Minutes of the Regularly Scheduled Board of Trustees meeting, April 27, 2026.

**Board Action:** Isabel Hernandez made a motion for the Board of Trustees to accept the Minutes of the Regularly Scheduled Board of Trustees meeting, April 27, 2026, as presented. Brooke Hambrick seconded the motion, which passed unanimously. Linda Holloway, Ph.D. and Doug Lee abstained due to not being present at the April 27, 2026, Board of Trustees meeting.

**E. Board Training/Staff Presentation – Mental Health (MH) Waitlist – *Jess Pham, Senior Director of Behavioral Health (BH) Services***

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 8 (April) Financial Statements. – *Dianne Hickey, Finance Committee Chair***

In April 2026, the Denton County MHMR Center reported a net profit of **\$349,870**, which was more than the board-approved budgeted profit of **\$228,316** for the month and reflecting continued financial stability.

For the fiscal year-to-date period of September 2025 through April 2026, the Center generated a cumulative net profit of **\$1,050,046**, compared to a board-approved budgeted loss of **\$11,565** for the same period. This represents a favorable variance to budget and stronger-than-anticipated financial performance.

**Board Action:** Dianney Hickey made a motion for the Board of Trustees to approve the Financial Statements for the period ending in April 2026, which passed unanimously. A “second” was not required since the primary motion was made by the Finance Committee.

#### **B. One-Time Incentive for All Staff to be provided in August of 2026. (Total cost of incentive will be \$900,000, including total incentive for all personnel and all taxes.) – *Dianne Hickey, Finance Committee Chair***

##### **Board Action:**

The Board of Trustees discussed the One-Time Incentive for All Staff.

Kelly Sayre made a motion to call the question. Cynthia Jones, Ph.D., seconded the motion, which passed unanimously.

Dianne Hickey made a motion for the Board of Trustees to approve the One-Time Incentive for All Staff to be provided in August of 2026. (Total cost of incentive will be \$900,000, including total incentive for all personnel, benefits, and taxes.), which passed unanimously. A “second” was not required since the primary motion was made by the Finance Committee.

*Personnel Committee Meeting*

**C. Review and Approval of Policy 2.103 – Availability & Accessibility. – *Linda Holloway, Ph.D., Personnel Committee Chair***

**Board Action:** Linda Holloway, Ph.D. made a motion for the Board of Trustees to approve Policy 2.103 – Availability & Accessibility, with the recommended changes, which passed unanimously. A “second” was not required since the primary motion was made by the Personnel Committee.

**III. Other Agenda Items**

**A. Abuse & Neglect/Critical Incidents Report. Discussion Item Only. – *Kayla Lusk, Intellectual and Developmental Disabilities (IDD) Rights Protection Officer***

**Board Action:** Discussion Item Only.

**B. Zero Suicide Taskforce Quarterly Report. – *Dallas Hamilton, Chief Operations Officer***

**Board Action:** Discussion Item Only.

**C. Diversion center Ad Hoc Committee. Action as needed. – *Dianne Hickey, Board of Trustees Chair***

**Board Action:** Discussion Item Only.

**D. Discussion and action as required. Board discussion regarding amendment of Board of Trustee Bylaws, to expand the succession plan for the Executive Director within the Board of Trustee Bylaws. (See Board of Trustee Bylaws, Section IV. Organizational Philosophy, (K).) – *Ron Marchant, Board of Trustee***

**Board Action:** Brooke Hambrick made a motion for the Board of Trustees to approve the amendment of the Board of Trustee Bylaws, to expand the succession plan for the Executive Director within the Board of Trustee Bylaws, be referred to the Personnel Committee to establish a policy that will be presented to the Board of Trustees for consideration. Dawn Waye seconded the motion, which passed unanimously.

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

- The HCS Wait list currently has 3,436 individuals waiting for services.
- The IDD General Revenue Wait list currently has 297 individuals waiting for services.
- Mental Health Adult Services has a wait list of 201.
- Mental Health Child and Adolescent Services has a wait list of 5.
- The Center's Service Targets are currently at 103% for adults and 119% for children and adolescents.
- Crisis Residential Unite Census – April 2026-10, through May 26, 2026-6.
- Cyber Security – advised the board of a threat actor that made a successful attack on the Centers shared TX Ace server. Although, the preliminary investigation did not provide any evidence that PHI was accessed, the Center out of extreme caution is partnering with the 6 TX Ace Centers to have a Full Forensic Investigation completed. Following the Forensic review the team confirmed and determined that there was no evidence of PHI accessed by the threat actors.
- On September 18, 2026, the Center will have the Mental Health & Judicial/Law Enforcement Summit at the Embassy Suites in Denton, TX from 8:00am to 12:00pm. I would love for each of you to attend.
- Center staff contributed \$3,207 to the United Way Campaign.
- The ART Room of Denton has chosen the Center's Child & Adolescent program to be the recipient of murals and interactive artwork. The Art Room has obtained \$7,000 from a grant for this project; however, they are short \$3,000.00 for the Art Project. If any board members, family, or friends would like to support our littles and contribute to this incredible project, we would be so grateful.
- The Youth Crisis Outreach Team (YCOT) and Outpatient Biopsychosocial Interventions (OBI) programs are being established, and both programs will be operational in September of 2026.
- The Annual LOSS Musica & Arts Festival was held on May 16, 2026, at Harvest House in Denton, Texas from 12:00pm to 6:00pm. Thank you to the board members that donated the gift baskets for the event.
- Continuing meetings with State Representatives and Senators. In addition to the previous meetings with State Senators and Representatives, I met with Representative Little and I have meeting with Representative Hopper, in the next week.
- Thank you to Taylor for always helping me!
- Thank you to the staff, Leadership, and Chiefs for all your hard work.
- Thank you to the Board for all your support and leadership.

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

- Dianne Hickey discussed the requests to combine Finance Committee with the regular Board of Trustees meeting. Outside agencies and non-profit boards were contacted for feedback. The consensus is that non-profits should keep Finance Committee separate from the regular Board of Trustees meetings. This is to prevent full board meeting overload, avoid overwhelming non-financial trustees with complex data, and to maintain essential internal financial checks and balances. In addition, combining the Finance Committee with the regular Board of Trustees meeting will add additional time.
- Dianne Hickey invited the board and guests to the Finance Committee meetings, to see how the Finance Committee works. From there the board can discuss what everyone would like to do at a later date.
- Linda Holloway, Ph.D., expressed concern about combining the Finance Committee with the Board of Trustees meeting as the goal is to increase the number of community members that attend the meetings and combining the two meetings may be too much information.

**VI. New Business**

- The next Board meeting will be held at the Administrative Building, 1614 Scripture Street, Denton, Texas 76201 on Thursday, June 25, 2026.
- Brooke Hambrick invited the Board of Trustees to a mental health event hosted by Dallas County. The event is on Tuesday, June 2, 2026, and will include:
  - A screening of The Definition of Insanity.
  - A panel discussion on smarter justice, safer communities.
  - A presentation from Miami-Dade County Criminal Division in Florida on a program of theirs that has been very successful.

**VII. Adjourned** – The Board of Trustees adjourned at 3:08 p.m.



*Respectfully Submitted*  
Taylor Warren, Executive Assistant  
Denton County MHMR Center  
My Health, My Resources



*Approved*  
Dianne Hickey, Board of Trustees Chair  
Denton County MHMR Center  
My Health, My Resources