

LAKES REGIONAL COMMUNITY CENTER
REGULAR MEETING OF THE BOARD OF TRUSTEES
WEDNESDAY, JULY 22, 2026, 5PM
BOARD MINUTES

AGENDA NUMBER	TOPIC
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07.01.26 CALL TO ORDER

The July 22, 2026 regular meeting of the Lakes Regional Community Center Board of Trustees was called to order by Chairperson Tom Brown at 5:00 p.m. A quorum was present, either in person or via Zoom.

Members Present (In Person/Zoom):

Tom Brown, Hunt County, Chairperson	Margaret Webster, Kaufman County
Dana Sills, Hopkins County	Steve Earley, Lamar County
Melanie Bass, Camp County	E. P. Pewitt, Morris County
Nancy Leflett, Titus County	Sheriff Ricky Jones, Franklin County (Zoom)
Lisa Heine, Ellis County (Zoom)	Jan Brecht-Clark, Ph.D., Delta County (Zoom)
Crystal Richardson, Navarro County (Zoom)	Bryan Oliver, Veteran Representative (Zoom)

Members Absent:

Shae Green, Rockwall County

Vacant Seat(s): N/A

Guest(s):

Ed Busch, IS

Ex Officio Members Present: N/A

Ex Officio Members Absent: Sheriff Bragg, Titus County; Sheriff Martin, Morris County

Management Staff Present:

Wayne Vaughn; Mike Konieczny; Didi Thurman; Susan Chaffin; Jessica Ruiz; Laurie White;

Management Staff Zoom: Angela Spradlin

Management Staff Absent: Clara Daniel; Chris Cox

Board Liaison/Recording Secretary:

Tammy Johnson, Board Liaison/Recording Secretary

Martha Andrade, Fiscal Administrative Assistant

07.02.26 APPROVAL OF MINUTES

Recommended Board Action:

➤ **Approval of the Regular Board of Trustees Meeting Minutes of June 24, 2026**

Steve Earley made a motion to approve the minutes, which was seconded by E. P. Pewitt. The motion carried unanimously.

07.03.26 COMMENTS FROM CITIZENS

➤ There were no public comments.

07.04.26 COMMITTEE MEETING REPORTS

➤ There were no committee reports.

07.05.26 RECOMMENDATIONS FOR APPROVAL

➤ **Resolution Accepting Kaufman County's Designation of Lakes Regional Community Center to Serve Kaufman County for Local Mental Health Authority and Substance Use Services**

- Kaufman County has expressed interest in leaving the North Texas Behavioral Health Authority (NTBHA) and having Lakes Regional become its Local Mental Health Authority (LMHA).
- The board discussed a resolution that does not approve the change itself, but authorizes Lakes leadership to negotiate and explore the transition. The final decision would still require approvals from HHSC and completion of funding and contract negotiations.
- Key points:
 - Lakes already provides many mental health services in Kaufman County through its Terrell clinic.
 - Leadership believes the change would be financially neutral or beneficial, with funding and grants following the county.
 - Existing counties would not be expected to subsidize Kaufman County services.
 - The transition could provide more direct funding, greater local control, improved access to grants, and fewer administrative barriers.
 - Board members raised concerns about funding, staffing, and potential liabilities, but leadership emphasized that those issues would be evaluated before any final commitment.
 - Staff expressed support and confidence that Lakes could handle the additional responsibilities.

Steve Earley made a motion to accept the resolution, allowing leadership to move forward with negotiations and the next steps in the process and Bryan Oliver seconded. A roll call vote was conducted with the following results:

- Tom Brown, Hunt County – Yes
- Margaret Webster, Kaufman County – Yes
- Dana Sills, Hopkins County – Yes
- Steve Earley, Lamar County – Yes
- Melanie Bass, Camp County – Yes
- Lisa Heine, Ellis County – Yes
- Nancy Leflett, Titus County – Yes
- E.P. Pewitt, Morris County – Yes
- Crystal Richardson, Navarro County – Yes
- Sheriff Ricky Jones, Franklin County – Yes
- Jan Brecht-Clark, Delta County – Yes
- Bryan Oliver, Veteran Representative – Yes

Motion carried, 12-0, with one member absent.

07.06.26 FISCAL REPORT (Mike Konieczny)

Recommended Board Action:

➤ Accept Center's Financial Statement for the Period Ending: June 30, 2026

- June financial performance was positive, ending the month with approximately \$70,000 surplus. The positive June results reduced the year-to-date deficit from negative \$807,000 in May to negative \$737,000 at the end of June.
- The organization maintained a strong cash position with \$18.3 million in cash and cash equivalents. Days cash on hand remained very stable at 150 days at the end of June, compared to 149 days at the end of May.
- The organization's current growth formula shows a year-to-date surplus of \$288,000. This surplus figure is after excluding the \$1 million loan principal payoff.
- Compared with June 2025, the organization is approximately \$73,000 ahead of where it was a year ago.

Dana Sills made a motion to accept the financial statement as presented, seconded simultaneously by Lisa Heine. Motion passed unanimously.

07.07.26 AUTHORITY ADMINISTRATION SERVICES REPORT (Susan Chaffin)

➤ **QM Activities for MH, NTBHA & Substance Abuse**

- Adult Improvement: Achieved the increased target and remain on a positive trend, avoiding a significant payback penalty.
- Crisis Response: Continues to be a challenging measure due to limited local alternatives to hospitalization, but performance remains above target for the second half of the fiscal year.
- Hospital Readmissions: Slightly above the 30-day readmission target because of two cases; one may have been incorrectly attributed and is being reviewed for correction.
- Child & Adolescent Services: All measures are performing exceptionally well.
- SUD Measures: Several measures are just below the higher FY26 targets (93–94% vs. 95% target). Staff retraining on discharge documentation is expected to improve results in coming months.
- NTBHA Outcomes: Exceeded the Child Improvement target and getting closer to the Adult Improvement target. Sanctions are unlikely since NTBHA overall is meeting requirements.

➤ **QM Activities for IDD**

- IDD Services: Performance remains strong and is well above target.
- Internal IDD provider audit results were largely positive.
 - One provider scored below expectations on a chart audit; corrective action activities will be implemented to address the issue.
 - Audit results were strong overall, with no significant concerns identified.

07.08.26 PLANNING AND NETWORK ADVISORY COMMITTEE (PNAC) UPDATES AND RECOMMENDATIONS (Susan Chaffin)

- The PNAC Meeting held on June 23 was productive and included active participation from the newest member, who provided valuable input and insights.
 - Members provided strong feedback on local planning initiatives, which is being incorporated into planning activities and reports.
 - Overall, the meeting was considered successful with meaningful member participation.
- A new application was received from a mental health client in the service area to join PNAC, which would help increase mental health representation on the council.

07.09.26 PROGRAM REPORTS

BEHAVIORAL HEALTH SERVICES REPORT (Didi Thurman)

➤ **Monthly Action Plan**

- Crisis service utilization declined for the second consecutive month, with a significant drop in children served in crisis (from 12 to 3), a positive trend.
- The organization achieved its Adult MH Improvement target and continues working to strengthen Effective Crisis Response despite limited alternatives to hospitalization.
- The Adult Empowerment Banquet is scheduled for July 29th in Sulphur Springs, with 31 award recipients and more than 100 attendees expected.
- Kendall Weatherford was hired as the Clinic Director for the Rockwall Clinic. She has extensive experience with the organization, is a licensed clinical social worker, and lives in Rockwall County.

➤ **Community Input**

- Efforts are underway to formalize longstanding community relationships through MOUs and other agreements. We now have a MOU with Community Services of Northeast Texas.

➤ **State-Level Input**

- Clinics are developing Continuity of Operations Plans (COOPs) to ensure service continuity during disasters or emergencies.
- Hopkins County was awarded funding for a Mental Health Court Liaison, creating opportunities for stronger collaboration with the local court system.
- Titus RISE: The new Titus County Jail mental health program has expanded from serving 17 individuals in June to 24 individuals, improving assessments, diagnoses, and continuity of care upon release.

➤ **Success Stories**

- A former ACT client who had struggled with engagement later contacted staff to share that he had turned his life around, secured employment, and credited staff support with helping him succeed.
- A client participating in Cognitive Processing Therapy (CPT) for PTSD showed strong commitment to treatment and achieved meaningful progress, highlighting the impact of evidence-based therapy.

LIDDA OVERVIEW (Wayne Vaughn in Clara Daniel's absence)

➤ **Monthly Action Plan**

- The organization currently has 111 individuals on the interest list for IDD testing. While 12 assessments were completed in July, leadership acknowledged the need to increase that pace.
 - Action Plan in Place: Steps to reduce the backlog include:
 - Bringing back a former employee part-time who is highly efficient in conducting assessments.
 - Exploring a contract psychologist arrangement to provide additional testing capacity.
 - Continuing recruitment efforts for permanent psychology staff.
 - Management recognizes this backlog as a significant concern and has a clear strategy to reduce wait times and improve access to evaluations.

➤ **Success Stories**

- Positive client success stories were highlighted, including support made possible through Red River funding, which is being used to assist families in need.

INTELLECTUAL & DEVELOPMENTAL DISABILITIES REPORT (Laurie White)

➤ **Residential Capacity and Utilization Summary**

- Several vacant beds were filled, a significant accomplishment given recruitment limitations within HCS programs. Another placement may be completed soon.
- Staff continue to identify placement opportunities through community connections, helping individuals in need access services and housing.

➤ **State-Level Input & Updates**

- Recent ICF audits went well overall. Most findings were minor and easily addressed through corrective actions, reflecting substantial improvement from prior years.
- New processes were implemented to address audit findings, including medication privacy measures and more frequent fire drills.

- Leadership praised the team for successfully managing multiple audits and program demands simultaneously.
- **Community Integration**
 - The OBI program continues to perform strongly and is viewed as a resource for other centers across Texas, which regularly seek guidance and support.
- **Pathways to Success**
 - Successes included CPS case closures, completion of probation requirements, and employment achievements for program participants.
 - Staff highlighted the significant coordination required to support individuals in maintaining employment, including transportation and job coaching assistance. The organization continues to provide intensive supports, including additional staffing during job transitions, to help individuals succeed and remain employed in the community.

EARLY CHILDHOOD DEVELOPMENT (Angela Spradlin)

Angela Spradlin praised the IDD/HCS teams for the support provided to her own family, highlighting the value of their services and guidance.

- **Monthly Action Plan**
 - The program exceeded its delivered-hours target (2.40 vs. 2.35) and was officially released from its corrective action plan.
 - ECI continues to serve children across multiple counties, with particularly strong growth in Hunt County
- **Community Input**
 - Ongoing participation in CRCG and interagency meetings, including partnerships with organizations such as the Salvation Army and Community Services of Corsicana.
- **State-Level Input**
 - The upcoming fiscal year ECI allocation increased from approximately \$3.5 million to \$3.7 million, helping support continued service delivery and revenue generation.
- **Success Stories**
 - A child who entered services at 2 months old with feeding and developmental challenges progressed from primarily G-tube feeding to eating and drinking entirely by mouth. The feeding tube was removed, and the family is exploring options for continued support. ECI continues to provide extensive case management, helping the family navigate special education eligibility, therapy services, and school transition planning.

07.10.26 INFORMATION SERVICES STATUS REPORT (Wayne Vaughn in Chris Cox' absence)

- **IS Operations & Projects Status Report**
 - The organization is implementing the Fortinet security platform, which provides 24/7 monitoring of devices and can automatically isolate suspicious workstations to reduce cybersecurity risks.
 - The organization received a cyber risk score of 93, well above the minimum benchmark of 80.
 - The only identified weakness involved an outdated remote desktop access portal, which is scheduled to be deactivated, further strengthening the organization's security posture.

07.11.26 HUMAN RESOURCES REPORT (Jessica Ruiz)

➤ Staffing Issues

- Headcount:
 - Ended the month with 398 employees with 417 FTE positions. Filled 19 positions (15 new hires, 4 internal transfers), leaving 18 vacancies.
 - There were 15 new hires and only 10 separations, resulting in a net gain of 5 employees.
- Separations:
 - Of the 10 separations, 9 were voluntary (retirement, better pay opportunities, relocation, or reduced-stress positions) and 1 was involuntary due to documentation falsification identified through a compliance investigation.
- Recruitment:
 - Recruiting strategies and new-hire training efforts remain consistent and ongoing.
- Training and Development:
 - Regular monthly training programs continue.
 - Staff provided Youth Mental Health First Aid training to 187 Sulphur Springs ISD employees.

➤ Compensation & Benefits

- Year-to-date, there have been 15 large insurance claims, with 4 exceeding stop-loss thresholds.
- Benefits open enrollment began and will remain open for two weeks to ensure all staff, including weekend group-home employees, have an opportunity to participate.
- Leadership noted that salaries are standardized across counties through established pay grids, with some flexibility for hard-to-fill positions. Recruitment challenges in Kaufman County are largely due to competition from higher-paying employers in the Dallas area.
- In addition to compensation reviews, the organization emphasizes strong benefits, retirement matching, paid leave, and mission-driven work as key employee recruitment and retention tools.
- Board discussion included the possibility of locality-based pay adjustments if workforce competition near the Dallas market becomes a more significant challenge.

07.12.26 CEO COMMENTS (Wayne Vaughn)

- The organization maintains standardized pay scales across all counties and regularly reviews salaries. With a vacancy rate below 5%, leadership believes workforce recruitment and retention remain strong. Leadership credited staff efforts and organizational culture for making the center an attractive place to work and helping employees find satisfaction in the mission.
- Jessica was recognized for successfully passing her SHRM certification exam, a significant professional accomplishment.
- The strategic planning process is nearing completion, with final revisions expected in August and implementation planned for September 1. Updates will include refinements to mission statements and organizational priorities.

- Leadership emphasized balancing high-quality services with responsible financial management to ensure long-term sustainability and continued support for all communities served.

An ad hoc committee was established to review and update board policies. Members appointed were Steve Earley (Chair), Bryan Oliver, Dana Sills, and Crystal Richardson.

Board members expressed appreciation for the expanded use of client success stories in reports, noting that they provide valuable insight into services and improve understanding of the organization's impact.

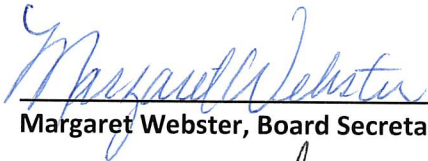
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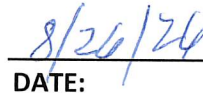
07.13.26 ADJOURNMENT

E. P. Pewitt made a motion to adjourn the meeting, seconded by Steve Earley. Motion carried unanimously.

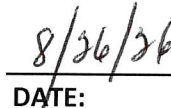
The next meeting is scheduled for Wednesday, August 26, 2026 in Rockwall, Texas.

ATTEST:


Margaret Webster, Board Secretary


DATE:


Tammy Johnson, Board Liaison/Transcriptionist


DATE: