



BOARD OF TRUSTEES MEETING

Integral Care's mission is to improve the lives of people affected by behavioral health and developmental and/or intellectual challenges.

Thursday, December 11, 2025 – 5:00 PM

1430 Collier Street – Integral Care Board Room, Austin, TX 78704

This meeting may include one or more members of the Board of Trustees that will participate by videoconference. The presiding officer and a quorum of the Board will be physically present and it is their intent to preside over the meeting at the Integral Care Administration Building, 1430 Collier Street, Austin, Texas 78704. The meeting shall be open to the public during the open portions of the meeting, and the member(s) participating by videoconference shall be visible and audible to the public for as long as the member(s) participates while speaking.

Subject to any technical issues, the public may also view this meeting while in progress online at the following:

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An electronic copy of the agenda and packet can be found at:

<https://integralcare.org/en/agendas-minutes>

AGENDA:

- I. PUBLIC COMMENTS (5:30PM - Presentations are limited to 3 minutes.)**
- II. CHAIR'S WELCOME & ANNOUNCEMENTS**
- III. CONSENT AGENDA – Recommendation to Approve**
 - a. October 30, 2025 Board of Trustees Meeting Minutes**
 - b. November 15, 2025 Executive Committee Minutes**
 - c. Financial Statements and Budget Amendments (if applicable) for the Period Ending October 31, 2025 (Subject to Audit) (Rusty Taylor, Joe Carrington)**
 - d. BP 09.08 “Appointment and Reappointment of Network Providers” (P&O Item IV, Teresa Williams)**
 - e. BP 09.12 “Non-Discriminatory, Culturally, and Linguistically Competent Services” (P&O Item V, Teresa Williams)**
- IV. ACTION ITEMS**
 - a. Recommendation to Approve BP 02.02 “Board of Trustees Bylaws” (Lisa Laky)**
- V. CEO REPORT**
 - a. Agency Wide Updates**
 - b. Employee Advisory Council Update**
 - c. ICCC Update**

VI. NEW BUSINESS

- a. Closed Session Under Section 551.072 of the Texas Government Code Annotated to Discuss the Purchase, Exchange, Lease or Value of Real Property**
- b. Action as a Result of Closed Session**

VII. ADJOURNMENT

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P.O. Box 3548, Austin, Texas 78764-3548.*



BOARD OF TRUSTEES MINUTES

DATE: October 30, 2025
TIME: 5:00 p.m.
PLACE: 1430 Colier Street, Austin, TX 78704

MEMBERS PRESENT: Emmitt Hayes, Ed Calahan, Sarah Churchill Llamas, Stephanie Bazan, Sheriff Sally Hernandez, Dr. Guadalupe Zamora and Ann Kitchen
Trish Young Brown (Remote)

MEMBERS ABSENT: Hal Katz and Deborah Smith

Other Center Staff and Guests were in attendance.

With a quorum of Trustees present, Vice Chair Emmitt Hayes called the Board meeting to order at 5:17 p.m.

PUBLIC COMMENTS

Public Comments were provided.

CHAIR'S WELCOME & ANNOUNCEMENTS

Vice Chair Emmitt Hayes welcomed Board Members and Staff. Jeff announced that this is the last Board meeting for Sarah Churchill Llamas and thanked for her service to the Board. Kathleen Casey and Jodie Eldridge provided the Board with an update on the Bridging the Gap Gala.

CONSENT AGENDA

The following Consent Agenda items were approved by consensus:

a. September 25, 2025 Board of Trustees Meeting Minutes

ACTION ITEMS

Acceptance of the Cash & Investment Report for September 30, 2025. Emmitt Hayes called for a motion to recommend to the Board the approval of proposed recommendation. All were in favor. Motion carried.

Acceptance of the Financial Statements and Budget Amendments (if applicable) for the Period Ending September 30, 2025 (Subject to Audit). Emmitt Hayes called for a motion to recommend to the Board the approval of proposed recommendation. All were in favor. Motion carried.

CEO REPORT

The CEO report was briefly highlighted with emphasis on the Employee Advisory Council and the ICCC.

NEW BUSINESS

Sarah Churchill Llamas announced the slate of officers for the Election of New Officers for FY26. The officers are Trish Young Brown as the Chair, Emmitt Hayes as Vice Chair and Stephanie Bazan as Secretary/Treasurer. All in favor with one abstaining.

It was agreed that the November/December Board Meeting would be held on Thursday, December 11, 2025.

CLOSED SESSION UNDER SECTION 551.074 OF THE TEXAS GOVERNMENT CODE ANNOTATED TO DISCUSS PERSONNEL MATTERS REGARDING CHIEF EXECUTIVE OFFICER'S EVALUATION

Following introductions, and in accordance with Texas Government Code Annotated, Section 551.074 PERSONNEL MATTERS, the meeting went into closed session to Discuss Personnel Matters Regarding CEO evaluation.

ACTION AS A RESULT OF CLOSED SESSION

The Board agreed to approve the CEO compensation as discussed and will move forward with Performance Criteria discussed as amended and discussed in Closed Session.

There being no further business, the meeting was adjourned at 7:14 p.m.

BOARD APPROVED:

Patricia Young Brown
Board Chair
December 11, 2025

Kendra Drake
Recording Secretary



**BOARD OF TRUSTEES EXECUTIVE COMMITTEE
BOARD RETREAT**

DATE: November 15, 2025
TIME: 9:00 AM
PLACE: 1430 Collier, Austin, TX 78704

MEMBERS PRESENT: Trish Young Brown, Emmitt Hayes, Stephanie Bazan, Sheriff Sally Hernandez, Hal Katz, Ann Kitchen and Lynn Sherman

MEMBERS ABSENT: Ed Calahan, Dr. Guadalupe Zamora and Deborah Smith

Other center staff were in attendance

With a quorum of Trustees present, Chair Trish Young Brown called the meeting to order at 9:00 am.

CITIZENS COMMENTS

None.

INFORMATION ITEMS/BOARD EDUCATION

Jeff Richardson led a discussion with the Board of Trustees and Executive Management Team regarding Trustee Roles & Responsibilities, the Culture of Philanthropy and Organizational Structure.

Meeting adjourned at 1:00 p.m.

BOARD APPROVED:

Patricia Young Brown

Kendra Drake, Recording Secretary

December 11, 2025
Date