

**BOARD OF DIRECTORS MEETING MINUTES
CAMELOT COMMUNITY CARE, INC.
November 20, 2025**

After giving proper notice to all Board Members, a meeting of the Board of Directors (the “Board”) of Camelot Community Care, Inc. was held on November 20, 2025, at 9:00AM. This was a hybrid meeting conducted via video conferencing on the Zoom platform as well as some members attending in person.

Board Members Attendance:

Board Member	Present	Absent
Ron Mirenda	x	
Annemarie Hare	x	
Jon Tsourakis	x	
Melissa Henry	x	
Jenny Mannion		x
Tammy Davis	x	
Antoinette Hagley	x	
Kathy Rainey	x	
Kimberly Perez	x	
Mallory Everitt	x	

Others in Attendance: Michael DiBrizzi,

Quorum Present: Yes

Proceedings:

Call to Order

The meeting was called to order at 9:01 AM by Ron Mirenda

Auditor Presentation

DISCUSSION: The auditing team from Rivero Gordimer presented the draft 2024-2025 financial statements and updates on the annual audit. There remains some financial testing as well as single audit act testing remaining, but the audit should be complete by the 12/31 deadline.

ACTION TAKEN: None

Financial Report

DISCUSSION: CFO Mindy Forey presented the 9/30/25 financial reports including the Balance Sheet, Income Statement, individual program financials and a review of unspent revenue through December. There was also a review of the self-insurance retention fund.

The 2025-2026 Camelot Community Care budget was presented for review and approval. The budget is balanced with total revenue of \$46,340,630.

ACTION TAKEN: A motion to approve the 2025-2026 Camelot Community Care budget was made by Jon Tsourakis, seconded by Annemarie Hare, voted upon, and approved unanimously.

Executive Session

DISCUSSION: The Board went into executive session to discuss the CEO's employment contract and compensation.

ACTION TAKEN: None

Board Recruitment

DISCUSSION: Board members conducted a discussion regarding the importance of Board recruitment and specific needs of the Board.

ACTION TAKEN: Board members set an expectation that each member will recruit 1 new potential board member to develop a pipeline of new members.

CEO Report

DISCUSSION: Prior to the meeting, the Board received the CEO report which included the following information:

- The updated strategic plan is being completed and will be presented to the Board at the January 2026 Board meeting.
- Camelot CEO Mike DiBrizzi's term as the FCC Board chair has expired
- Camelot has implemented a new employee recognition program which has been popular.

The Board also received an update on the Roosevelt Building, and HR updates. A discussion was also held regarding recent changes to the HSA plan resulting from a plan error and the corrective measures being taken.

ACTION TAKEN: None

Chief Administrative Officer Report

DISCUSSION: The Board received the CAO report prior to the meeting and during the meeting received an overview of corrective action plans the agency is currently addressing.

ACTION TAKEN: None

Chief Operating Officer Report

DISCUSSION: Board members were provided with a copy of the COO report prior to the meeting for review. During the meeting, Chief Operating Officer John Luff reviewed the report specifically discussing the following:

- Updates on Ohio hiring
- Re-procurement of the prevention contract in Pinellas
- Child Protection Team updates
- Transition updates in central Florida

ACTION TAKEN: None

Adjournment

With no further business to come before the Board, Ron Mirenda adjourned the meeting at 10:31 AM.