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REGULAR BOARD MEETING MINUTES

March 26, 2026

A Regular meeting of the Board of Trustees of Metrocare Services was held on Thursday, March 26, 2026. The meeting took place at 3242 Remond Dr., Dallas, TX 75211.

Call to Order and declaration of quorum:
Ms. Cantu, Chair, called the meeting to order at 1:02 pm. A quorum was confirmed with seven (7) board members present.

Trustees Present:
Stacy G. Cantu, Jaime Walkowiak, Ryan J. Garcia, Sonnia R. Ortega, Ivette Marquez, Crystal Garland and Jennifer Farmer, PhD.

Public Comment:
The procedure for public comment was available at the meeting. There was no public comment received.

Staff present:
Tate Ringer, Kelli Laos, Lucas Wilson, Judith Hunter, M.D., Jennifer Wadsworth, Carolina Lasso, and Carrie Parks.

Guest present:
Mr. Peter Urbanowicz and Heather Kitzman, PhD., newly appointed to our board, Joel Geary, Legal Counsel to Metrocare, Socorro Salazar from Dallas County and Adrian Colón from North Texas Behavioral Health Authority (NTBHA).

Chair Updates:

Ms. Cantu recognized Ms. Ortega for her service to Metrocare and said Mr. Jon Karp, CPA, was appointed today and he will be filling the vacancy left by Ms. Ortega. She welcomed new board appointees, Mr. Urbanowicz and Dr. Kitzman, to the board and they each provided background information.

Board Attendance roster:
Ms. Cantu referred to the roster inside the board members folders.

Next board meeting: Thursday, April 23, 2026

Board Liaison Reports:
Ad Hoc Committee to Review the Center's Board Polices and Bylaws:

- **Recommendation to Review and Amend the Center Bylaws:** (A copy of the Bylaws was provided to each of the board members)

Ms. Cantu asked the board to review the Bylaws and to inform her of any recommendations.

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Consent Agenda: February 2026 Reports:

Ms. Cantu tabled item one (1) on the consent agenda: February 26, 2026, board meeting minutes until the March board meeting.

Motion: Mr. Garcia moved to accept the February 2026 consent agenda with the changes made and Ms. Walkowiak seconded the motion. The motion was unanimously approved.

Action Agenda:

Finance and Administration Reports:

Acceptance of the Financial Report for February 2026 (unaudited)

Chief Financial Officer, Mr. Lucas Wilson, Chief Strategy Officer, Ms. Tate Ringer and Chief Operations Officer, Ms. Kelli Laos provided a report on the state of the agency.

The Board discussed the status of major capital projects and the need to align future project activity with Metrocare's current financial status. Management provided an update on the Lancaster Kiest project, noting that while the facility remains an important long-term need, the project cost exceeds currently available funding and will require additional external support before moving forward. As a result, the timing of demolition and construction will be delayed while funding opportunities are pursued and project planning continues. The Board also reviewed the status of Harbor of Hope, including the state award received through NTBHA, the matching funds still required, and current fundraising progress. Discussion emphasized the importance of maintaining momentum on critical strategic projects while ensuring that future capital commitments are approached cautiously, with a stronger emphasis on full funding, timing, and cash impact before construction begins.

Financial Health, Cash Flow, and Bond Obligations

The Board engaged in discussion regarding Metrocare's short-term cash position, timing of charity care funding, accounts payable, payroll stability, and bond-related obligations. Management advised that charity care funding is expected and remains an important source of support but also emphasized that receipt of those funds alone does not resolve the broader need for improved cash forecasting and financial discipline. Management expressed confidence in Metrocare's ability to continue meeting payroll in the near term, while acknowledging that vendor payments and accounts payable will require continued prioritization and close management. The Board also discussed the importance of maintaining compliance with bond payment obligations and ensuring that required funding flows and accrual practices are handled appropriately. Overall, the discussion reinforced that while expected funding will provide immediate relief, long-term stability will depend on stronger controls, improved forecasting, and more proactive financial management.

Motion: Ms. Walkowiak moved to accept, and Mr. Garcia seconded the motion. The motion was unanimously approved.

Executive Session:
Announcement of Closed Session in Accordance with Texas Government Codes:

§ 551.074 – Discuss Personnel Matters

- Discuss change in Search Timeline
- Recommendation of Approval for Interim CEO and other potential interim positions to be presented to the Metrocare Board of Trustees
- Recommendation of Approval of pay recommendations for Interim position(s) to be presented to the Metrocare Board of Trustees
- Recommendation of Approval of retention pool amount and timing for Metrocare Executives to be presented to the Metrocare Board of Trustees
- Discuss need for consultants

Ms. Cantu closed the meeting at 2:45 pm and returned to open session at 3:49 pm.

Action taken as a result of Executive Session:
No action was taken as a result of executive session.

In open session, Ms. Walkowiak reported on behalf of the Ad Hoc CEO Search Committee. Ms. Cantu shared results of interviews with the executive team.

Interim CEO Action
Ms. Walkowiak outlined rationale for the appointment of an Interim CEO for Metrocare. Ms. Walkowiak informed the Board that the Search Committee recommends the appointment of Tate Ringer as Interim CEO.

Motion: Ms. Cantu moved to approve the appointment of Tate Ringer as Interim CEO and Mr. Garcia seconded the motion. The motion was unanimously approved.

Compensation for Interim Services
Ms. Cantu outlined the compensation strategy for April – August 2026. The recommendation by the Ad Hoc CEO Search Committee is a pay increase of $7k per month for Tate Ringer and $5k per month increase for Kelli Laos. The funds are possible due to Dr. Burruss and Dr. Hunter's retirement and compensation savings.

Motion: Ms. Cantu moved to approve the pay increase of $7k per month for Ms. Tate Ringer and 5k per month for Ms. Kelli Laos for the period of April – August 2026 and Ms. Marquez seconded the motion. The motion passed with five (5) votes in favor and (2) votes against the motion.

Agreement
Ms. Cantu and Mr. Geary outlined an agreement between Metrocare and current CEO, John Burruss, M.D. Ms. Cantu noted the agreement ensures Dr. Burruss will maintain pay and benefits from April 1- April 30 serving as Executive Consultant for the organization.

Motion: Ms. Cantu moved to approve signing the agreement and Ms. Marquez seconded the motion. The motion passed unanimously.

Meeting Adjournment: There being no further business to come before the Board, the meeting adjourned at 3:59 pm.

Minutes approved by:

Ryan J. Garcia, Secretary