

BOARD OF DIRECTORS
May 28, 2015 BOARD MEETING
MINUTES

Board Members in Attendance: Mr. Stockton Whitten, Board Chair, Dr. Greg Howes, Treasurer, Ms. Brooke Goldfarb, Ms. Andrea Betting, and Ms. Christa Bailey

Board Members Absent: Mr. Eric Smith, Vice Chair, Ms. Kathleen Rich New, Mr. Mark Peterson, and Ms. Paula Creed-Smith

Others in Attendance: Dr. Patricia Nellius, Ms. Debbie Davidson-Cook, Sr. Executive of Compliance, Mr. James Carlson, Sr. Executive of Administration, Ms. Laurie Anna Blackburn, Board Liaison. Also in attendance were: Ms. Michelle Wiersma, CHS, Ms. Amy Hammett, DCF, Ms. Anna Baznik, IMPOWER, Mr. Joseph and Mrs. Rosaria Mazzella, Foster Parents.

Mr. Whitten opened the meeting, welcomed and thanked everyone for attending the May 28, 2015 Board of Directors meeting.

Motion: Ms. Goldfarb moved to approve the agenda. This was seconded by Ms. Betting and the motion passed unanimously.

Mr. Whitten then reminded members that if they had a conflict of interest to please complete the Conflict of Interest form (available at meeting) and provide it to Ms. Laurie Anna Blackburn. None were presented.

Mr. Whitten then requested all to state their names for the record.

Mr. Whitten asked Mr. Carlson to introduce the board guests.

Mr. Carlson introduced Mr. and Mrs. Mazzella; and was pleased to share they currently foster a sibling group of three and have been licensed foster parents since November 17, 2014. Mr. Carlson then shared Mr. and Mrs. Mazzella attended at the Youth Thrive convening and also attended the Foster Parent event on May 2, 2015. He then thanked them for partnering with BFP and asked them to share their experiences with the Board. Mr. and Mrs. Mazzella began by saying their three foster children are part of a soccer team and shared their team photos with the board. They then said they have a biological daughter who is currently an FIT student. They also have two foster sons ages 9 and 6. Mr. and Mrs. Mazzella then provided some feedback on the educational challenges they have experienced with their children and then shared some of the positive experiences to include: three days at the Aquatic Park in Disney and fine dining at a restaurant where the children had fun learning dining etiquette. Mrs. Mazzella then commended their IMPOWER case worker and the Devereux behavioral therapist for their outstanding dedication and commitment to the success and wellbeing of their children and family unit. Dr. Nellius asked how they became interested in foster parenting. Mr. Mazzella explained first through friends who started as foster parents then adopted; and secondly through prayers and divine intervention after witnessing the wonderful experience of their friends. Mr. and Mrs. Mazzella then shared they continually advocate and recruit for foster parents through their local church. They ended by saying they thoroughly enjoyed attending the Youth Thrive event and Foster parent picnic where they had an opportunity to meet other foster parents. The board commended and thanked them for their commitment and dedication.

Motion: Ms. Goldfarb moved to approve the April 23, 2015 board meeting minutes. This was seconded by Dr. Howes and the motion passed unanimously.

Consent Agenda:

Mr. Whitten informed the board that the data report is not in the board binder and will be posted to the board portal for review.

CEO Board Report:

Dr. Nellius began by reporting May is National Foster Care month and in recognition of foster and adoptive parents a special event was held at the Space Coast Stadium where over 250 attended. She added that it was a great opportunity to become acquainted with foster and adoptive parents and their families. She commended Mr. and Mrs. Mazzella and said they are one of many wonderful foster and adoptive parents who are dedicated and committed to Brevard's children.

Dr. Nellius shared that there were approximately 50 foster parents who attended the Space Coast Foster Parent Association meeting to discuss the transition and she was pleased to report it went well. She added that BFP has been meeting with Devereux weekly and the transition is moving as well as can be expected. She then directed the board to the organization chart and elaborated on the transition process, the timeline; which has been moved up from July 1 to June 22nd, and provided an overview of the organization structure and the additional new positions required to assume the CPA and MRT functions. She noted that the MRT function will align under the community services division of Brevard C.A.R.E.S. Dr. Nellius then reported 8 families have finished the Pride classes and 10 families should be licensed by June 15th; 111 foster homes will be transitioned to BFP and Devereux will maintain 2 homes with persons with disabilities (APD) and in the event APD clients belong in Brevard, BFP will need to find placements for them. Questions were raised concerning the number of foster homes lost and what is the ideal number of licensed foster homes. Ms. Davidson-Cook stated 7 homes were closed for reasons other than noncompliance. Dr. Nellius then shared the goal is to have 150 foster homes by June 30, 2016.

Dr. Nellius was pleased to announce that Mr. Tracy Little was recognized with the CAPTIF award at the breakfast ceremony. She commended him for his outstanding contribution as our Wraparound Fidelity Liaison.

Dr. Nellius spoke about the Mass Adoption Ceremony and said it was outstanding as 11 children were adopted into their forever homes and the agency celebrated its 700th adoption. Former board member Judge McKibben did an outstanding job adding many warm touches to make it a special and memorable event.

Dr. Nellius then shared that there are 38 attendees from across the country participating in High Fidelity Wraparound Institute certification training held at the Crown Plaza. She added that the training is going very well and they have received favorable responses to the extensive satisfaction surveys handed out each day.

Dr. Nellius then said May marks her 11 years with the agency and it has been an honor to be part of the system of care transformation and working with the community on behalf of Brevard's children.

Brevard C.A.R.E.S. has extended an offer for the Executive Director position and it has been accepted. An official public announcement will be made prior to the July 1st start date.

Dr. Nellius, Dr. Howes, Ms. Goldfarb, and Ms. Ashley Carraro have been meeting on the Youth Enterprise Initiative. BFP will be hosting a community partner breakfast meeting on June 15th with select Business and Community leaders who have an interest in, or operate programs for youth and young adults. Members interested in attending can contact Ashley Carraro at: (321) 752-4650, ext. 3022. She then deferred to Dr. Howes and Ms. Goldfarb for additional information. Ms. Goldfarb added that the

youth development initiative is focused on entrepreneurial training and the intent is to engage a cross sector of community leaders whose focus is on career development with a commitment to helping young people become successful. She then spoke about a young man she recently met who shared his difficult childhood experiences with her. She said he expressed an interest in meeting with our youth because he believes he has been called to inspire young people through his music. Dr. Nellius suggested he may be a good candidate to be invited to the next Youth Summit. Dr. Howes mentioned that Career Source has implemented an eight week mentor program called Start up Quest for unemployed individuals. The program is designed to work through the university and local businesses to train and assists individuals with developing a start-up business plan. He believes the mentor program is encouraging people to think about their career paths in ways they may not have known or thought about.

Brevard C.A.R.E.S Report:

Ms. Davidson-Cook mentioned that the selected Executive Director did a great job presenting a PowerPoint to the C.A.R.E.S. Board; which was an exciting experience.

Ms. Davidson-Cook then recapped the Brevard C.A.R.E.S outreach initiative and noted that prevention packets are distributed to individuals within the community selected. She added that prevention packets were also distributed to Pediatricians and Obstetricians.

Ms. Davidson-Cook reported that an application for the Department of Children and Families Office of Homelessness Rapid Rehousing and Homelessness Prevention Grant was submitted on April 23, 2015 and includes \$78,750 in funding for families who are at risk of homelessness and are in need of assistance with securing permanent housing.

Ms. Davidson-Cook shared that a meeting with Head Start is scheduled for next week to discuss the renewal grant submitted to continue their partnership with Brevard C.A.R.E.S. to fund for the Head Start Care Coordinator.

Ms. Davidson-Cook concluded her report by sharing that Brevard C.A.R.E.S. staff have been informed of the reorganization; aligning the agency into the three Divisions: Community Services , the High Fidelity Wraparound Division, and the Child Welfare Division consisting of the Non Judicial In Home Services.

Dr. Nellius added that the Brevard C.A.R.E.S board of directors approved a prospective board member who will be presented later on in the agenda.

Mr. Whitten stepped out of the meeting.

Dr. Nellius extended her thanks to CHS for supporting BFP through the transition and for providing training for foster parents. She then acknowledge IMPOWER for their hard work and dedication through the process.

NCFIE BOARD REPORT

Dr. Nellius shared that the 2016 National Wraparound Conference is scheduled for June 7 - 9, 2016, the venue has been secured, and the key note speakers are John Vandenberg and Rapping Dad Derick Clark.

Mr. Whitten returned to the meeting.

Dr. Nellius then reported the NCFIE Board will be meeting in June to ratify the budget. The budget has been developed and the numbers are favorable based on revenue projections from the funding streams.

Dr. Nellius concluded her report saying that the business plan continues to be developed as new programs are created, and levels of expertise are influenced across the country to enhance the system of care, while building financial sustainability through reinvesting revenues back into the center.

Mr. Whitten then moved to the Legislative Report and asked Mr. Carlson to provide an update.

Legislative Report

Mr. Carlson reported the special session will be reconvening next week with a specific focus on passing the budget. He then said that Ms. Dixie Sansom is in regular contact with Senator Gardner and Senator Altman's staff to ensure the Brevard C.A.R.E.S request for the 1.3 million onetime appropriations is added to the Senate budget. He ended his report saying that BFP is in favor of the Equity Allocation Formula language proposed in the Senate budget.

Mr. Whitten then asked Mr. Carlson to provide an update on the 10th year anniversary planning.

Mr. Carlson shared he had lunch with the 10th Anniversary Gala committee and the plans are progressing steadily. He added that the venue has been selected and committee members are confident with their resources and contacts. He then said sponsor packets have gone out and follow up calls will be made. He said the committee is working on the fundraising genre. Ms. Goldfarb provided an update on the fund raising portion of the event and said the committee decided to go with a lip syncing genre, with 10 to 12 acts, lasting approximately 3 minutes per song and each act is committed to raising \$5,000.

Financial Report:

Dr. Howes, Treasurer shared that he has reviewed the financial statements with Ms. Jessica Simmons, Chief Finance Director and he finds the financials in good order.

Mr. Carlson referred the board members to the April financial graphs in their binders and reported Case Management is showing an increase due to performance measure incentives paid out to IMPOWER. Out Of Home care remains well above budget and is primarily due to the opening of a new group home and an increase in the number of children placed in licensed foster and group homes. He then reported the adoption subsidy deficit has increased and will be fully funded from DCF by 2015 FY end. The total expenditures for the month are above budget and are directly attributed to the costs associated with bringing the accounting functions back in house in addition to some major computer equipment purchased to replace old and outdated versions.

Mr. Whitten asked Mr. Carlson to present the Staff Satisfaction Survey.

Using a PowerPoint presentation Mr. Carlson presented the 2014 Staff Satisfaction Survey and began by saying, staff participation has increased. While the staff satisfaction decreased. He added that the survey has been reviewed by the Senior Executives and Leadership Teams to determine some of the factors contributing to the decline. Mr. Carlson attributed the decline largely in part to the timing of the survey and the staff perception and assumptions about the reorganizational alignment and divisional restructuring that was simultaneously occurring. Mr. Whitten commented that he has experienced much the same among his employees and such results are to be expected given the budget reductions and increasing demands. Mr. Carlson then reviewed the employee retention rates. Mr. Carlson concluded his report after reviewing the response rates for each of the 12 categories tracked.

Mr. Whitten then asked Dr. Nellius to present the Brevard C.A.R.E.S. prospective board member.

Dr. Nellius reported that Ms. Valeta V. Cameron's has been vetted through the Brevard C.A.R.E.S Board Recruitment process and approved for a seat on their board. She is being presented here for a motion to approve her appointment. Dr. Nellius referred the board to the resume located in their board binder and

shared that she is an attorney, who is very involved with many non-profit organizations and is very passionate about child abuse prevention. Dr. Nellius believes she will be an asset to the Brevard C.A.R.E.S Board.

Motion: Ms. Goldfarb moved to approve Ms. Valeta V. Cameron for a seat on the Brevard C.A.R.E.S. Board of Directors. This was seconded by Dr. Howes and the motion passed unanimously.

Mr. Whitten addressed the investment proposal on the agenda and informed the board that Finance has solicited competitive proposals from several firms for managed investment services. Mr. Steve Audino of Wells Fargo submitted the most favorable proposal with a fee rate of 1%. Mr. Whitten asked for a motion to accept and approve the proposal from Wells Fargo. Dr. Howes added that he met with Ms. Simmons and commended her for the great job she did competing the proposal. Dr. Howes shared the key to Wells Fargo is the low fee rate, in addition to managed services and access to a local representative.

Motion: Dr. Howes moved to approve and accept the Wells Fargo managed investment proposal. This was seconded by Ms. Goldfarb and the motion passed unanimously.

Strategic Plan Goal

Goal 8: 2015-2016

INDEPENDENT LIVING – Address the special needs of young adults in care and exiting care

OBJECTIVE

Create a comprehensive support system for teens and young adults to achieve independence

STRATEGIES

8a. Involve youth, foster families, guidance counselors, and others in Family Team Conferencing to develop transition plans

MEASURES

Legal will work with case management to ensure that all youth in out of home care have received appropriate services and orders as required by F.S.39.701

ACTION PLAN

Programs:

A protocol will be established to refer and track youth who turn 17 to refer for a Family Team Meeting to develop transition plan and community linkages.

STATUS

Programs

100 Percent of 17 1/2 to 18 will be availed the opportunity to participate in a Family Team Conference (FTC) 100% of Youth aged 17 will have 93% will have transition plans that they have participated in developing.

- Ninety Three percent (93%) of the youth have transition plans.
- At 16.5 Crosswinds becomes involved in advance of the 17 year old staffing in partnership with the assigned IMPOWER Case Manager to develop the youth's transition plan and evaluate educational and vocational opportunities.
- There has been an increase of youth continuing their high school education beyond their 18th birthday and utilizing the option of Extended Foster Care.

Mr. Whitten asked if there were any public comments.

Ms. Goldfarb congratulated Dr. Nellius and the women on the Gala Committee who were nominated for the Women of Excellence award. Dr. Nellius congratulated Ms. Goldfarb for her nomination. Mr. Whitten said it was a wonderful event and extended his congrats to both Dr. Nellius and Ms. Goldfarb.

Ms. Goldfarb thanked Mr. Whitten for his role as Board Chair.

Mr. Whitten then asked board members to wear their BFP board member badges when out attending community meetings.

Mr. Whitten then encouraged board members to distribute the annual report and share the agencies mission and vision. He said he recently shared an annual report and received a generous donation. He directed the board to Mr. Carlson to order additional copies.

Mr. Whitten adjourned the meeting and asked members to return in 5 minutes to begin the Executive Session for the CEO Performance Evaluation.

Respectfully Submitted,

Laurie Anna Blackburn
Board Liaison

Approved at the June 25, 2015 Board of Directors meeting.