

BOARD OF DIRECTORS
September 24, 2015 BOARD MEETING

Board Members in Attendance: Mr. Stockton Whitten, Board Chair, Mr. Eric Smith, Vice Chair, Dr. Greg Howes, Treasurer, Ms. Paula Creed-Smith, Mr. Mark Peterson, Ms. Brooke Goldfarb, Ms. Christa Bailey, Ms. Barbara Loftus

Board Members Absent: Ms. Kathleen Rich-New, Ms. Andrea Betting

Others in Attendance: Dr. Patricia Nellius, Mr. Bill Bucher, Sr. Executive of Strategy, Ms. Debbie Davidson-Cook, Sr. Executive of Compliance, Mr. James Carlson, Sr. Director of Administration, Ms. Valerie Holmes, Sr. Executive of Programs, Ms. Laurie Anna Blackburn, Board Liaison. Also in attendance were: Ms. Amy Hammett, DCF, Ms. Anna Baznik, IMPOWER, Ms. Michelle Wiersma, CHS, Ms. Valerie Randall, BFP, Ms. Phebe Powell, Brevard C.A.R.E.S., Ms. Mary Ann Sterling, Grandparents Raising Grandchildren, Patrice Grier, BFP and Ms. Tracey Kinsley, BFP

Mr. Whitten opened the meeting, welcomed and thanked everyone for attending the September 24, 2015 Board of Directors meeting.

Motion: Ms. Goldfarb moved to approve the September 24, 2015 agenda. This was seconded by Ms. Bailey 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. There were no conflicts reported.

Mr. Whitten then asked Dr. Nellius to address the staff recognitions.

Dr. Nellius was pleased to introduce Ms. Valerie Randall, Chief Human Resources Director, who has been with the Agency for 10 years. She then said during her tenure Ms. Randall served as the board liaison for 9 years and has contributed significantly to the organization with the development of the Human Resources Department, HR Policies, Procedures and processes to include the development of the salary administration plan. In addition, Ms. Randall has saved the agency a substantial amount of money in health benefit costs because of her superior negotiation skills. Dr. Nellius then shared Ms. Randall will be leaving at the end of the month to pursue other professional opportunities. She then presented Ms. Randall with her 10 year service award and pictures were taken. The board thanked Ms. Randall for her many years of service and wished her well.

Dr. Nellius was pleased to introduce Ms. Mary Ann Sterling, CEO of Grandparents Raising Grandchildren and commended her for her tireless efforts supporting thousands of Brevard's grandparents in advocating for the custody of their grandchildren. She then acknowledged September as National Grandparents month and said it is an honor and privilege to have Ms. Sterling share her background and history with the Board. Ms. Sterling began by thanking the Board for having her speak about her organization. She then shared one of the many struggles grandparents are faced with is the lack of authority to make medical decisions for their grandchildren and she thanked Brevard Family Partnership for the grant to fund for legal assistance and other resources in support of the Grandparents. She then reported there are 345,104 children in the state of Florida not living with their parents and 19,000 are in foster care and the remaining are in relative care, saving the state \$1.6 billion a year. She then shared there are 8,500 children in Brevard County being raised by someone other than their parents; 250 are in foster care; saving Brevard County \$40 million dollars yearly.

Ms. Sterling spoke about her personal experience of raising her own grandson after the death of her daughter, and then said she started the organization 20 years ago to provide resources to grandparents in an effort to create stability, education and normalcy for the children. She then shared the primary reason the majority of children come into their grandparents care stems from drug and alcohol abuse on the part of their parents. She handed out brochures on The Child First Program offered through her organization. Ms. Sterling concluded by thanking the board for allowing her to speak about her organization. The board extended their appreciation for Ms. Sterling's for her diligent efforts.

Dr. Nellius announced the agency will be hosting a recognition breakfast for grandparents and relative caregivers at 9:00 am on September 30th at the Holiday Inn in Viera. Anyone interested in attending should contact Ms. Blackburn.

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

Motion: Mr. Peterson moved to approve the August 27, 2015 board meeting minutes. This was seconded by Ms. Goldfarb and the motion passed unanimously.

Consent Agenda:

Ms. Loftus asked about the percentage of youth in out of home care currently enrolled in school. Ms. Holmes reported there is a glitch in the Florida Safe Family Network (FSFN) and the percentages of children enrolled in school are higher than reflected on the report.

CEO Board Report:

Dr. Nellius began by introducing Mr. Bill Bucher as the new Senior Executive of Strategy, who previously served as a BFP consultant since April 2015 assisting with the CPA transition and case management structuring. She then shared in his role his responsibilities will include strategy formulation and execution, performance measurement, monitoring, forecasting, and benchmarking across the BFP family of agencies. She then referred the board to her board report for his bio asked Mr. Bucher to share a few words about his background. Mr. Bucher said he was excited about joining Brevard Family Partnership. He shared that for the majority of his career he has served in a number of roles with the Department of Children and Families to include serving on the transition team with Mr. Carlson during privatization and most recently served as the Regional Administrator for Devereux responsible for case management operations, licensing, visitation, and therapeutic programs before moving into consulting work for multiple CBC's. He concluded by saying that he is pleased to be part of the BFP team and is looking forward working with Dr. Nellius. The board welcomed him aboard.

Dr. Nellius then reminded the board that it is that time of year to begin preparations for the Annual January Board Retreat and Business Meeting to occur January 28, 2016. Due to the current fiscal position of the agency, she proposed that the meeting take place in an alternate location apart from the hotel. She shared that Mr. Whitten as agreed to secure a location at no cost, and the agency will provide a catered breakfast and lunch. She also proposed, since there are so many new board members, as part of the training portion of the meeting; she would like to have staff conduct a presentation on the system of care from entry to exit. The board reached a unanimous consensus to hold the annual meeting at an alternate location with a presentation on the system of care.

Dr. Nellius announced she, along with Mr. Carlson and Ms. Secor, had the privilege to meet with Ms. Jan Pridmore from the Pridmore Foundation; an advocate for many causes in Brevard County. She then shared following the meeting Ms. Pridmore provided a donation to the Endowment Fund. Ms. Goldfarb added Ms. Pridmore was referred to Ms. Secor through Ms. Debra Buza, who has a strong relationship with the Pridmore's through her membership with the Zonta Club of Melbourne. She added Ms. Buza also serves on both the BFP Gala and Youth Development committees.

Dr. Nellius was pleased to report that BFP will be recognized on November 5th at the Annual Central Florida Humanitarian Awards Gala, sponsored by Space Coast Medicine & Active Living Magazine and Space Coast Daily, for the outreach and impact BFP has had on the community. She welcomed all interested in attending the event.

Dr. Nellius then spoke about CBC CEO's convening that took place at the Dependency Court Summit to discuss the equity allocation formula to build consensus on a better model; there is consensus with the 70/30 formula. She then added she and Ms. Terry Saunders, and will be working together to form a committee to develop an adequate child welfare funding model to propose to legislators at next year's session. She then said Dr. Howes attended the summit and asked if he would like to share his experience. He shared there were a few items of interest: First, the Florida legislature has changed the law in the State of Florida to allow youth to record their abusers admitting the abuse or the actual abuse and it is now admissible in court. Second: there has been progress in providing grandparents more authority with obtaining the custody rights of their grandchildren. The third item concerns Predictive Analytics and he asked Dr. Nellius to speak more on the topic. Dr. Nellius explained the platform pertaining to utilization management through Mindshare Technology, and its real time management of provider services and tracking authorized service dollars. She then shared the platform is very advanced and has been enhanced to analyze data, using attributes, certain factors and conditions to measure outcomes and trends to better serve children and families. She added that a demonstration will be hosted by BFP with DCF leadership attending. She then shared Mr. Boucher and Mr. Carlson will be handling the initiative internally; implementing the system, formulate work groups to analyze data and put measures in place to meet the desirable outcomes. Mr. Bucher added a meeting with Mindshare is scheduled to turn on the system to identify and capture certain traits on those cases identified with a higher rate of reunification failures and use that information to implement interventions and supports systems to prevent cases from coming back into care.

Dr. Nellius then reported that the Board Recruitment subcommittee met and Ms. Goldfarb will present 2 prospective new members to the Board later under the new business section of the agenda.

Dr. Nellius was pleased to report the C.A.R.E.S has received a \$20,000 grant from the Space Coast Health Foundation to fund for Behavioral Management Services and recognized Dr. Kronman and Jennifer Secor for their role and support in securing this funding

Dr. Nellius noted September is National Recovery month. It is an important time to recognize individuals who have overcome the battle with addiction and to encourage those who work in the field.

Dr. Nellius then referred the board to the Legislative Priorities in their board binder and said Mr. Carlson will speak to it later in the agenda.

Dr. Nellius then spoke about the major Federal Finance Reform Initiatives which will have an affect on the way business is conducted and will have a positive impact with the IV-E waiver where there will be less restrictions and more flexibility with the use of funds. She then mentioned that the state also has an initiative to analyze the number of children in group care statewide and that Brevard is in a good position as there are a very small percentage of children in group homes

Dr. Nellius then said the replication team is working diligently to update and finalize the Toolkit for submission with the application to the California Evidence Based Clearing House by the end of the calendar year.

Dr. Nellius then spoke about the proposed changes by the United States Department of Labor ("US DOL") to the overtime pay exemptions under the Fair Labor Standards Act ("FLSA"). She said the agency has performed its due diligence and provided the following summary should the changes be enacted:

1. The minimum salary required for an employee to be eligible for a white collar overtime exemption would increase from \$455 per week or \$23,660 annually to \$921 per week or \$47,892 annually.
2. The annual compensation required for the Highly Compensated Employee exemption would increase from \$100,000 annually to \$122,148 annually.
3. A mechanism would be established for automatically updating the salary and compensation levels.

There are several things to keep in mind while evaluating these proposed changes:

- Employers are not required to do anything differently for the moment. These are proposed changes, so nothing has changed yet.
- That said, employers should start considering what they will do if the minimum salary required for exemption is increased as proposed. Obviously this change could increase labor costs significantly due to having to either pay higher salaries or paying overtime to employees who have not previously been paid overtime.

Based on the preliminary analysis of the impact to BFP and Cares, the projections indicate the additional costs to the salary line will be approximately \$332,049.

NCFIE BOARD REPORT

Dr. Nellius began by sharing she is excited to report that the center is holding its second High Fidelity Certification training in November, with 13 registrants to date. She then said the Wraparound Conference is scheduled in June and received 5 registrants from Iowa. The venue and speakers have been secured. She added that the communications department has been working diligently on marketing materials for the conference, and modernizing the website to make it more appealing.

She then said she met with a group to discuss using an automated training platform, to offer training and CEU's through a web based portal, as well as provide trainings for our service providers at no cost.

Dr. Nellius then said she has a conference call with Deputy Secretary David Fairbanks with DCF and the Deputy Secretary of Substance Abuse and Mental Health to discuss the Governor's Executive Order to assist the department with integrated services across the state.

Dr. Nellius then explained Wraparound is a practice and the industry standards or the model were developed back in the 1980's to provide a strong network with intense supports and services around the individual needs. She then said the certification program through NCFIE is evidence based and developed for wraparound practitioners with two tracts: Competency and Proficiency based. Dr. Nellius shared she has entered into an agreement with Brevard Family Partnership for access to her proprietary tools with the intent to build financial solvency and human capital to sustain the center and reinvest back into the local system of care. She then said another goal is to load the re-certification training materials on to a web based platform for students to access the automated re-certification trainings required every two years. Dr. Howes added that the institute training has a lot of promise with positive cash flow and the board should consider ways to facilitate the growth and development of NCFIE.

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

Ms. Powell began her report by sharing Brevard C.A.R.E.S has received a \$20,000 grant from the Space Coast Health Foundation to fund for Behavioral Management Services. She added there is a real need for an in home behavioral analyst for post adoption families and the ungovernable youth population who are a high risk of coming into the system of care.

Ms. Powell reported the Child Trends contract has been extended as they continue to collect data for the final report on evidence based practices for the high fidelity wraparound system of care. Dr. Nellius

added the first study was already submitted and for the last two years data has been collected for a randomized and more rigorous study creating greater validity to the fidelity of the model with the ability to move up on the evidence based credentialing raking system. Ms. Holmes added a pre and post instrument has been added to the study.

Ms. Powell was pleased to announce that in August the United Church of Christ delivered several boxes of school supplies for children in care. Dr. Nellius shared Reverend Scott Elliott; a former BFP board member was the pastor of that church before moving out of state.

Ms. Powell then shared Brevard C.A.R.E.S. is in partnership with Department of Children and Families, Brevard Family Partnership, IMPOWER to collect historical data, analyze the types of cases entering care, the services provided past and present, to identify cases that have returned to the system and implement system of care improvements.

Ms. Powell reported the Safety Management Team was recognized at the DCF Summit for successfully implementing prevention and diversion services that stabilize the safety of the children within their homes and keeping them from coming into care.

Questions were raised concerning the number of Family Team Conferencing and Strength Discoveries reported on page 2 of the report and the number of Family Team Conferencing Strength Discoveries reported on pages 3 and 4. Ms. Powell shared that the data report is under current review to revamp for an easier read and reflection of data. She then explained the initial Strength Discovery Process and reported there are two sets of numbers; one for Prevention programs and the other set for Diversion programs.

A question was raised concerning the significant percentage increase in Case Closure for family refusal of service. Ms. Powell indicated, after Ms. Davidson-Cooks performed a risk management review and discovered that there were a number of cases open not receiving services, which posed a risk to the agency. She said as the result, a number of cases were closed and those reflected on the report represent cases that have not have any services for at least a period of 90 days. She added the numbers should level off by October.

Legislative Priorities

Mr. Carlson recapped the 20/80 equity allocation formula saying last year the lead CBC's agreed on the methodology that 20% of all new money would be distributed to all lead agencies and 80% would be allocated to agencies underfunded. He then said at the last minute there was a change in the formula affecting Brevard Family with a cumulative loss of \$5.6 million from the system of care since 2010. He shared, since then, the CBC's have partnered with the Florida Coalition for Children to collaboratively work to build consensus on a new methodology: 70% of all new funds will be allocated across all lead agencies and 30% will be allocated to those CBC's that are considered under equity and BFP is underfunded by 4.4%.

Mr. Carlson then shared legislation passed in the 2015 legislative session that the Agency for Persons with Disabilities, implement and fund services for children and young adults who are in the child welfare system.

Dr. Nellius then recapped the executive Order 15-175 released by Governor Scott, then said she has a conference call with Deputy Secretary David Fairbanks with DCF and the Deputy Secretary of Substance Abuse and Mental Health to discuss integrated services across the

state and country, i.e. some of the models include blended funding and resources for cross system involved populations to ensure a single point of entry and well-coordinated community based plan of care for individuals with complex needs.

Financial Report:

Mr. Carlson then reviewed the Statement of Revenue and Expenditures and reported expenditures are \$211,000 over budget and are directly attributed to the upward spike in Out of Home Care at FYE 2014 in addition to case management purchase services. Dr. Nellius updated the board saying that the agency is running a \$5,000 a day deficit attributed to the 46% increase in the number of children in Out of Home Care and this is happening statewide. She added she and Mr. Carlson have been working on a submission for a Back of the Bill request and there is another opportunity for funding through the \$13 million risk pool funded by the legislature due to the spike in trends for out of home care. Dr. Nellius then provided a recap on the agencies defense in support of the Back of the Bill and she said she will send the board a copy of the submission.

Ms. Goldfarb presented prospective board member Ms. Catherine Wright sharing she is a current employee of Harris Corporation, who holds a master degree in business administration, has headed up the United Way Campaign, in addition to comprehensive strategic planning experience. She then asked Mr. Smith if he had any input. Mr. Smith added that he sees Ms. Wright as a consummate professional with vast experience in fund raising. Ms. Goldfarb shared that Ms. Wright is very excited and interested in helping Brevard Family Partnership with its fund raising initiative and believes she will be an asset to the board.

Ms. Goldfarb then introduced Ms. Ruth Long, who is employed by Wuestoff as the Director of Critical Care, and initially sought out Brevard Family Partnership to serve on the board. Ms. Goldfarb shared her medical background will serve the board well and she is very enthused about fund raising for Brevard Family Partnership. Dr. Nellius added that Ms. Long provided a corporate donation for the 10K Run. Mr. Whitten shared that Ms. Long was seeking a community organization and Mr. Camon Jenkins her marketing director suggested she contact BFP. Dr. Howes shared that Mr. Jenkins served with him on Lead Brevard.

Motion: Ms. Goldfarb requested a blanket motion to approve Ms. Catherine Wright and Ms. Ruth Long to serve on the Brevard Family Partnership Board of Directors. This was seconded by Ms. Bailey and the motion passed unanimously.

Dr. Nellius then presented the revised salary administration plan to include the new CPA positions. She then said any time a change is made to the plan, a motion for approval is required.

Motion: Dr. Howes moved to approve the revised salary administration plan. This was seconded by Ms. Loftus and the motion passed unanimously.

Old Business

Mr. Carlson reported the agency has received \$34,861 in sponsorships for the recognition events; which is well ahead of the budget of \$16,000.

Mr. Carlson then shared 14 acts have committed to perform with 12 posted to the website. He added to date \$780 donations have been received and 11 tickets sold, with a total of \$60,000 in sponsorships and a total cost of \$14,000 for the events held so far.

Ms. Goldfarb requested the board to sponsor or to obtain sponsors for each of the acts. Dr. Nellius and the board commended Ms. Goldfarb for all of her hard work with planning the Gala. Ms. Goldfarb directed the board to the BFP website to purchase tickets. She then said each act will be featured on Facebook very week to engage the community.

Ms. Holmes then reviewed Strategic Plan Year 3 - Goal 6

FAMILY PRESERVATION – Protect children while strengthening families

Customize services to meet the unique needs of each child and family

6e. Focus attention on development of additional natural and informal support systems

Division of Programs and C.A.R.E.S.

Target 90% of teams will be at least 40% informal and natural supports

Current performance in this area during July and August indicates that 100% of all teams have 41% informal and natural supports.

Public Comments:

No public Comments

Ms. Patrice Grier, Staff Attorney for Brevard Family Partnership, requested a special attorney/client session for AB vs Devereux, Department of Children and Families, Heartland for Children, Brevard Family Partnership case #052013-CA06026024.

Mr. Whitten then announced “As authorized by section 286.011(8), Florida Statutes, the Brevard Family Partnership Board of Directors will now commence a private attorney-client meeting for the purpose of discussing strategy and granting authorization regarding litigation of A.B. v. Community Based Care of Brevard. The names of the persons attending the attorney-client private meeting will be:

Stockton Whitten, Board Chair
Eric Smith, Board Vice-Chair
Dr. Greg Howes, Board Treasurer
Brooke Goldfarb, Board Member
Barbara Loftus, Board Member
Christa Bailey, Board Member
Mark Peterson, Board Member
Paula Creed-Smith, Board Member
Dr. Patricia Nellius, Chief Executive Officer
Bill Bucher, Senior Executive of Strategy
Debbie Davidson-Cook, Senior Executive of Compliance

James Carlson, Senior Executive of Administration
Valerie Holmes, Senior Executive of Programs
Laurie Anna Blackburn, Board Liaison
Patrice Grier, Staff Attorney
David Hathaway, Attorney
Sally Seltzer, Attorney
Margaret Eddy-Sheffield, King Reporting Services, Inc.

The attorney-client private session will be held in the Board Conference Room at the Brevard Family Partnership Office, 2301 W. Eau Gallie Blvd., Suite 104, Melbourne, Florida. The estimated length of the attorney-client session is one hour or less commencing after a short break.

Attorney/Client session commenced at 10:15 am.
Attorney/Client session adjourned at 11:10 am

Motion: Mr. Peterson moved to adjourn. This was seconded by Dr. Howes and the motion passed unanimously.

Respectfully Submitted,

Laurie Anna Blackburn
Board Liaison

Approved at the October 22, 2015 Board of Directors Meeting