

BOARD OF DIRECTORS
December 4, 2014 BOARD MEETING

Board Members in Attendance: Mr. Stockton Whitten, Board Chair, Mr. Eric Smith, Board Vice Chair, Mr. Samuel Gutierrez, Treasurer, Ms. Christa Bailey, Mr. Mel Broom, Ms. Brooke Deratany-Goldfarb, Dr. Greg Howes, Mr. Mark Peterson, Reverend Dan Walker and Ms. Andrea Betting.

Board Members Absent: Ms. Paula Creed-Smith, and Ms. Kathleen Rich New.

Others in Attendance: Dr. Patricia Nellius CEO, Ms. Debbie Davidson-Cook, Sr. Executive of Compliance, Ms. Valerie Holmes, Sr. Executive of Programs, Mr. James Carlson, Sr. Director of Administration, and Ms. Laurie Anna Blackburn, Board Liaison. Also in attendance were, Mr. Geo Ropert, Director of Communications, Ms. Patrice Grier, Staff Attorney, Ms. Kimah Burrell, Executive Director Brevard C.A.R.E.S., Ms. Regina Wassom, BFP courtroom Liaison, Judge Mahl, Judge McKibben and Debbie Morgan, DCF

Mr. Whitten opened the meeting, welcomed and thanked everyone for attending the December 4, 2014 Board of Directors meeting.

Mr. Whitten then welcomed board guests Judge Mahl and Judge McKibben and asked Dr. Nellius to extend the introductions.

Dr. Nellius welcomed both Judges and introduced Judge McKibben as a former board member, congratulated her on her appointment to Dependency Court and thanked her for attending the board meeting. She then shared Judge Mahl has been serving on the dependency court bench for 2.5 years and commended him for his outstanding commitment and service to Brevard's children and families and particularly for his interest in adoption and for implementing changes to significantly improve the lives of Brevard's Children. Judge Mahl thanked the board for changing the meeting time to accommodate his courtroom schedule. He added one of the changes he implemented was to begin his court room proceedings at 8:30 sharp in an effort to establish predictable and stability in the courtroom. Judge Mahl said it has been an absolute privilege working with BFP; the collaboration and communications have been outstanding. He extended his appreciation and gratitude to the agency for assigning a courtroom liaison and commended Ms. Wassom for her outstanding determination to resolve immediate issues that have a dramatic effect on a child's life. He then addressed the Child Protection Transformation initiative implemented by DCF in 2013 and said since implementation, the number of cases assigned to his courtroom have increased by 100 percent. Judge Mahl attributed the trend to the increase of CPI's, the shift in services, and the transformation assessment process of determining safety has resulted in cases shifting from referral to non-judicial in home to court intervention. He also expressed concern that funding is insufficient for the number of children entering the system. He is a strong advocate for prevention and diversion programs and services offered through Brevard C.A.R.E.S. and he feels it is important to stabilize children and families within their own homes. He added he would like to accompany Dr. Nellius on her visits with local legislators to support the agency and provide the baseline data he has tracked since transformation began. He ended by saying he and Judge McKibben are working closely together and with other Judges to implement changes that will accommodate the increased case load and that the bench is aware of the challenges the agency is facing. He thanked the Board and the agency for their immediate response to the needs of Brevard's children.

Ms. Christa Bailey arrived
Mark Peterson arrived

Mr. Whitten then introduced Judge McKibben.

Judge McKibben thanked the board and commended Judge Mahl for his superior work in Dependency Court. She spoke about her work experience sharing that she worked for Child Welfare Legal Services under DCF for 11 years before her appointment to the county court bench where she served for 8 years. Then, last year she was appointed to the Circuit Court bench, which led to her appointment to the Dependency Courtroom. She then shared her initiatives which are to: ensure BFP continues to assign a dependency courtroom liaison, reinstate the drug dependency component for those cases that include substance abuse, and reinstate dependency mediation for case planning and reunification efforts. She mentioned that there is a shortage of certified court mediators and she is looking to facilitate training through Florida State University. Judge McKibben commended BFP and board members for their commitment to the safety of Brevard's Children. She then said she is looking forward to a

collaborative and strategic partnership with all community partners and will look to maximize dollars and resources to meet the needs of Brevard's Children and Families. She ended by saying that she believes in open communication and is available should anyone wish to speak with her. The board thanked her and congratulated her on her appointment.

Ms. Debbie Davidson-Cook arrived at 8:20
Ms. Brooke Deratany-Goldfarb arrived at 8:20
Ms. Debbie Morgan arrived at 8:30

Motion: Mr. Gutierrez moved to approve the agenda. This was seconded by Ms. Bailey and the motion was passed unanimously.

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

Motion: Mr. Gutierrez moved to approve the October 23, 2014 minutes. This was seconded by Ms. Bailey and the motion was 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.

Consent Agenda:

Mr. Whitten asked if there were any questions on the Data Report. None were raised and the next item was addressed

CEO Board Report:

Dr. Nellius began by saying November was National Adoption Awareness Month and was pleased to report 9 children were adopted into their forever homes at the Mass Adoption Ceremony. She then expressed her appreciation to Ms. Jones, her team, Ms. Grier, and the Adoption Team at IMPOWER for their dedication and commitment to finding forever families for our children.

She then expressed her gratitude and appreciation to Mr. Eric Smith and Indian River Networks for being the Annual Walk and Run for Love Title Sponsor for a second year in a row.

In agreement with Judge Mahl's concerns, Dr. Nellius spoke about her appointment as CoChair of the Statewide Steering Committee and elaborated on the Safety Decision Methodology. She then said with the new safety methodology model, children are coming into care at a higher rate through protective services and shelter placements. Dr. Nellius added that she plans to pursue Judge Mahl's offer to accompany her on visits with the delegates to share his baseline of information collected since 2013. She ended by saying the CBC's and legislators are addressing these issues.

Dr. Nellius shared Brevard C.A.R.E.S. is conducting a gift drive; the gift drop off is scheduled for 1:00 PM on Wednesday, December 10th at the Rockledge office and Barbara Loftus, a prospective board member introduced by Dr. Howes will join her for the event.

Dr. Nellius was pleased to announce that Ms. Kathleen Rich New has authored a new book, "Plan B, The Real Deal Guide to Creating Your Business", and Dr. Greg Howes released his new book, "Business Optimization: Six Steps to a Sustained Performance Culture" She congratulated them on this milestone.

Dr. Nellius then reported Betsy Farmer and her Son Luke attended the scoring of the Promise proposal and a formal letter will be issued announcing the favorable results.

In line with the Board's motion to proceed with securing a proposal to contract Industry experts to facilitate and explore the critical decisions with the Promise Merger, Dr. Nellius stated 2 submissions were reviewed by the feasibility subcommittee and Dean Mead's Jane Callahan was selected. She added she is currently looking to develop a joint feasibility committee to include Promise and BFP Board members. She then identified the current subcommittee members: Dr. Greg Howes, Ms. Bailey, Mr. Smith, herself and Staff Attorney Ms. Grier. Then, she asked any member wishing to serve to contact Ms. Blackburn after the meeting. The initial 3 hour convening will be

either the week of or the week after Christmas and biweekly over a 90 day period. Mr. Gutierrez volunteered and Ms. Deratany Goldfarb will check on her availability.

Dr. Nellius recapped the history behind the development of The National Center for Innovation and Excellence and briefly addressed the redirection of the center under her leadership. She then suggested board members visit the website at: <http://www.ncfie.org> for details. She spoke about the new training initiatives and provided an overview of the potential revenue generated from the trainings. She noted two Wraparound certification trainings are scheduled in January and June of 2015. Planning for the Annual Wraparound Conference begins January 2015 and the event will be held in January 2016.

Dr. Nellius was pleased to report Susan Notkin from the Center for the Study of Social Policy has agreed to fund 3 attendees at \$5,000 to travel to select exemplary sites in an effort to support the development of the Brevard Youth Foundation Initiative lead by Ms. Deratany Goldfarb, Dr. Howes and herself.

Dr. Nellius then shared Friends of Children are moving forward with establishing a group home facility for adolescent males in Brevard County and an offer was submitted and accepted for a 1 acre 4 bedroom home. The facility should be operational by February 2015.

Dr. Nellius shared that Reverend Walker has submitted his resignation and will speak later in the agenda. She extended her gratitude for his leadership on the board and for our partnership with Love INC.

Dr. Nellius reported that the January 22, 2015 Board Retreat will be held at the Crowne Plaza; with a 10th Anniversary recognition breakfast hosted by the leadership team. The breakfast begins at 7:30 AM and will include Brevard C.A.R.E.S board members. The training with Ms. Gail Perry will begin at 9:00 AM and conclude at 12:00 PM. The board Annual Board meeting will convene from 1:00 PM to 3:30 PM. Ms. Grier will be in attendance to provide the board with her due diligence report on Promise. Ms. Farmer and Ms. Colvard, consultant for Promise will provide the board with a Performa report.

Dr. Nellius spoke about the CBC Lead Agencies in partnership with the FCC are working on building consensus on a new funding allocation formula. She reported that under the current formula BFP lost cumulatively \$5 million dollars in funding and if consensus is met the proposed model will result in BFP recouping approximately \$1.4 million dollars. In an effort to encourage the CBC's to form a consensus, it has been communicated that special appropriations will not be considered by the current Secretary and Governor.

Dr. Nellius provided an update on the meeting she, Ms. Sansom and Ms. Rich-New had with Representative Crisafulli saying she presented a narrative on the Agency's legislative priorities. A copy of the narrative can be found on the board portal.

Dr. Nellius informed the board of two upcoming meetings: Representative Workman on December 16 at 11:00 AM and Representative Goodson on January 8th at 9:00 AM

Dr. Nellius reminded the board that there will be a 15 minute Executive Session convening immediately following the board meeting

Dr. Nellius shared the Auditors have concluded the annual audit and BFP has received favorable feedback. The reports should be provided by the end of December 2014. She suggested that any board members interested in serving on the audit committee should contact Ms. Blackburn. The subcommittee expects to convene with the auditors in January to review the audit in advance of the presentation scheduled for the February Board meeting

Dr. Nellius informed the board that Mr. Ropert has tendered his resignation and will be departing on December 19, 2014. He will be moving to TNT Communications Group as the Vice President of Client Relations. She thanked him for his leadership in rebranding the agency, his service on the leadership team, and all of his efforts in launching the 10th Year Anniversary initiative. She then wished him much success in his new position.

Dr. Nellius referred to the Lead Brevard Board Governance invitation and asked anyone interested in attending should contact Ms. Blackburn.

Dr. Nellius mentioned Promise is having a Holiday celebration scheduled on December 13, 2014 from 11:00 AM to 4:00 PM and the board is invited.

Dr. Nellius concluded her report with informing the board that the agency is celebrating Employee Appreciation week and if they see any staff to please thank them for all of their hard work.

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

Ms. Burrell began by saying that last month Brevard C.A.R.E.S held its 3rd post adoption group. The meeting is scheduled for the first Tuesday of every month and includes a support group for adoptive parents and activities for the children. She reported the group continues to grow each month and last month 16 children attended. Ms. Betting added that she has had favorable feedback from the adoptive parents.

Ms. Burrell mentioned Brevard C.A.R.E.S. was selected as one of three finalists for the FLORIDA TODAY'S annual Volunteer Recognition Award for organization of the year and although Genesis House won, it was an honor and a privilege to attend the ceremony.

Ms. Burrell then reported Florida Coalition for Children toured the C.A.R.E.S. facility October 24th, 2014, met staff and took pictures.

Ms. Burrell then reported Brevard C.A.R.E.S. served a total 1286 children and 589 families for the month September. October and November data will be reported at the next board meeting.

Ms. Burrell reported she will be meeting with DCF this afternoon to discuss the number of child removals between the months of July and October 2014 to determine any trends in abuse maltreatment and that they will also be reviewing the length of time for services with Brevard C.A.R.E.S.

Ms. Burrell then reported 39 pack and plays were distributed in the month of September. She shared that the program provides a 30 minute seminar 4 times a month for expecting mothers at least 7 months pregnant and at the end of the seminar they are issued a free pack and play.

Dr. Nellius asked for an update on the Holiday Gift Drive. Ms. Burrell reported they have sufficient gifts from our generous donors and that the Winter Wonderland event is scheduled for December 17, 2014.

New Business

Financial Report:

Mr. Carlson directed the board to the financial graphs located under the finance tab in their board binder and reported for the month of October Case Management is under budget due to not realizing all of their incentives under their contract. Out of Home Care is over budget due to a dramatic increase of young adults who have re-entered foster care and an increase of children removed. Adoption Subsidy is on target for the month and the total monthly expenditures continues to run slightly under the monthly income from the DCF contract. Mr. Smith asked for clarification on the IL youth returning into extended foster care. Mr. Carlson explained, under the extended foster care bill, youth who have their High School diplomas or GED and can participate in secondary programs and if they are unsuccessful, they have the option to re-enter foster care before the age of 21, while they work their way back into school full time.

Action Item: Mr. Gutierrez mentioned that the audit committee needs to meet sometime in January and asked committee members to look at their calendars for their availability.

Reverend Walker officially submitted his resignation saying he has valued his time on time board and will remain committed to Brevard's children and families. He then said he feels he will be more effective working collaboratively with Brevard C.A.R.E.S. engaging the faith based community through Love INC. as they share common clients and cross referrals. He added on a personal note he and his wife have entered the foster care process and are hopeful to adopt in the future. He also hopes that sometime in the future he may return to the board. The board thanked him for serving and for his commitment to the community.

Mr. Whitten asked for a motion to approve the two NCFIE board member nominations.

Motion: Ms. Deratany Goldfarb moved to approve Ms. Kimah Burrell, Executive Director of Brevard C.A.R.E.S. and Ms. Jennifer Secor, Senior Director of Development for a seat on The National Center for Innovation and Excellence Board of Directors. This was seconded by Mr. Gutierrez and the motion was passed unanimously.

Mr. Whitten then reminded the board to complete the Annual Board Self-Evaluation and return them to Ms. Blackburn by December 19, 2014. He added he does not expect the new board members to complete the self-evaluation due to their recent appointment to the board.

Mr. Whitten then asked the board members to sign the Affidavit of Good Moral Character and return them to Ms. Blackburn after the meeting.

Old Business

Mr. Ropert provided an update on the 10th year and said the Kickoff event is booked for February 7th at Heritage Isle, the community event will be held at the Space Coast Stadium on May 2nd, and the Gala is scheduled for October 26, 2015. He then shared the committees are underway with Ms. Deratany-Goldfarb leading the 10th year anniversary Gala, Mr. Eric Smith has offered to Chair the Run for Love 10K, Ms. Creed-Smith is chairing the Kickoff event and Mr. Whitten has offered to chair the community event.

Mr. Ropert then spoke about the new online fundraising software enhancements which will allow for tracking all events in real time.

Mr. Ropert directed the board to their sponsor packets and reviewed the sponsorship levels, goals and opportunities.

Action Item: Ms. Deratany Goldfarb requested Mr. Ropert to contact Kim Agee, at Health First for a corporate sponsorship.

Mr. Whitten thanked Mr. Ropert for his outstanding leadership with the new branding, his outstanding marketing initiatives and for his support during legislative sessions. He extended Mr. Ropert his best wishes for much success in his new role.

Mr. Ropert thanked Dr. Nellius, Mr. Carlson, Ms. Holmes and the board for the opportunity to be part of the BFP team. He said over the last 5 years BFP has offered him growth opportunities in child welfare legislation, marketing and branding. He said will always treasure his memories of BFP. Ms. Holmes extended her gratitude for the C.A.R.E.S. branding and for his participation with the success of CAPTF.

Dr. Nellius then addressed the recently established BFP Child Welfare Endowment through the Community Foundation. She shared that it is our goal to raise \$100,000 during the 10th anniversary year. She then shared that she met with staff to challenge them to get involved in the activities and provides them with various options to participate in giving. Through her efforts staff have committed \$7,000, Dr. Nellius committed to \$10,000 with a \$5,000 give and \$5,000 get and she is asking the board to contribute a minimum of \$8,000 to reach a goal of \$25,000 to put BFP one quarter of the way towards our overall goal. Mr. Whitten responded with his believe that goal can be easily achieved when divided equally among the board members. Mr. Whitten asked the members to complete the forms and turn them in to Dr. Nellius by the end of the board meeting.

Mr. Whitten asked Ms. Davidson-Cook to review the Strategic Plan.

Year 2: Goal 2:

QUALITY ASSURANCE – Collect and use data and research to forecast needs and to improve services

OBJECTIVE:

Maintain strong emphasis on evidence based practices and performance measures for QA/QI

STRATEGIES:

2a. Optimize best practices/evidence based practices in the community to improve quality of services

ACTION PLAN:

Legal will review contracts and policies to update any changes that would need to occur based on the results of the research and data

Develop action plan to increase the use of current evidenced based services by offering additional training on EBPs

MEASURES:

100% of contracts and policies will be reviewed with language added or modified, if necessary, to ensure compliance with all applicable laws and procedures. Target date is June 15, 2015

Pending available funding EBP program/service capacity will increase annually

Enhance and implement Mindshare system in Dependency

Public Comments

Mr. Whitten asked if there were any public comments.

Our very own Ms. Deratany Goldfarb and Mr. Carlson were participants of the Run/Walk for love event and each won first place for their age group.

Motion: Ms. Goldfarb moved to adjourn the meeting. This was seconded by Mr. Broom and the motion was passed unanimously.

Respectfully Submitted,

Laurie Anna Blackburn
Board Liaison

Approved at the February 26, 2015 Board Meeting