

BOARD OF DIRECTORS
October 23, 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, Ms. Paula Creed-Smith, Mr. Mel Broom, Ms. Kathleen Rich New, Dr. Greg Howes, Mr. Mark Peterson, and Ms. Andrea Betting

Board Members Absent: Ms. Brooke Deratany-Goldfarb and Reverend Dan Walker.

Others in Attendance: Dr. Patricia Nellius, Ms. Debbie Davidson-Cook, Sr. Executive of Compliance and Ms. Laurie Anna Blackburn, Board Liaison. Also in attendance were, Dr. Andrew Schneider, Chief Advancement Officer, NCIE, Mr. Will Greenaway, NCFIE Associate, Mr. Geo Ropert, Director of Communications, Ms. Jessica Simmons, Director of Finance, Ms. Laura Higginbotham, Devereux, Ms. Theresa Miles, CHS, Bill Marallo, IMPOWER, Ms. LaChrista Jones, Director of Child and Family Services, Mr. Bill Bodenheimer, and Mrs. Mikka Bodenheimer adoptive parents and their three children Trevor, Corey, and Angelina Bodenheimer, Ms. Jennifer Secor, Sr. Director of Advancement, Ms. Kimah Burrell, Executive Director Brevard C.A.R.E.S., Ms. Osha Goodwin, Executive Assistant, Brevard C.A.R.E.S., Christina Fastiggi, IMPOWER, Tina Rena, IMPOWER, and Dana Whitson, IMPOWER.

Mr. Whitten opened the meeting, welcomed and thanked everyone for attending the October 23, 2014 Board of Directors meeting.

Mr. Whitten then introduced three new BFP board members: Dr. Greg Howes, Mr. Mark Peterson, and Ms. Andrea Betting.

Dr. Nellius introduced and welcomed Ms. Kimah Burrell the Executive Director for Brevard C.A.R.E.S replacing Ms. Valerie Holmes and Ms. Jennifer Secor the Sr. Director of Advancement who is replacing Ms. Rita Elkins. Dr. Nellius then referred the board to her CEO Board Report to review their biographies.

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

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.

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

Motion: Mr. Broom moved to approve the September 25, 2014 minutes. This was seconded by Ms. Bailey and the motion was passed unanimously.

Mr. Whitten then asked Ms. Jones to introduce the board guests. Before introducing the guests, Ms. Jones introduced and commended the IMPOWER adoption team, Mr. Bill Marallo, Ms. Christina Fastiggi, Ms. Tina Rena, and Ms. Dana Whitson for their outstanding assistance and tireless efforts in support of the 75 adoptions finalized in FY: 2014. She then informed the board that The Walk/Run for Love event will be at the Church of Viera, starting at 8:30 on November 22 and the Celebration of Adoptions will be held in courtroom 3B on November 25th. Ms. Jones introduced adoptive parents Mr. and Mrs. Bodenheimer, their son Trevor, and their two new family members Corey and Angelina who were adopted on May 2, 2014. Ms. Jones then asked Mr. and Mrs. Bodenheimer to share their adoption journey. Mr. Bodenheimer began by thanking the Board for allowing them to share their story. He said that they had been looking to adopt for about 5 years and were interested in children younger than their son Trevor until they met Cory and Angelina. He said there was an immediate connection and they knew they were meant to be part of their family. He then shared that the adoption team and staff were very helpful during the adoption process and very supportive during the challenges experienced with

transitioning the children out of their foster home. He shared some of the challenges and barriers they encountered with the foster parents during the transition then added it has been a year long journey and the experience all in all has been amazing. Mrs. Bodenheimer added that they were originally matched with a younger sibling group of three but during the initial meeting they realized it was not the best match. It was at the same meeting location, she met Angelina and knew that Cory and Angelina were meant to be with them. She added that the PRIDE classes made a tremendous difference and prepared them for the challenges within their new family unit. She concluded saying that she believes they adopted the perfect children. Ms. Betting asked Mr. and Mrs. Bodenheimer to share what the foster parents could have done better to assist with the transition. Mr. and Mrs. Bodenheimer said it would have been helpful if the foster parents had participated in the transition by attending the monthly team meetings and could have been more supportive and promoting of the new adoptive parents. Mr. Gutierrez asked Ms. Jones if foster parents are trained to assist with transitioning the children from foster care to permanent care. Ms. Jones confirmed that foster parents are completely trained during their PRIDE classes. Dr. Nellius added that the quality parenting initiative has increased the expectation for foster parenting in the recruitment process to ensure foster parents are in it for the right reasons; to make the children a priority. Ms. Creed-Smith thanked Mr. and Mrs. Bodenheimer for adopting an older sibling group and setting a great example that older children are just as lovable as the younger children. The board thanked them for sharing their story.

Mr. Whitten moved the Financials to be the next item address on the agenda

Financial Report:

Mr. Gutierrez directed the board to the graphs and charts located in their binder and reported Case Management is slightly over budget due to a onetime service payment made to IMPOWER. Out of Home Care is over budget due to the annual clothing allotment issued in July and the Adoption Subsidy is slightly over budget and is expected to be fully funded by year end. Under Total expenditures, Service Dollars have been fully funded and a plan will be implemented to decrease the rate of spending. Salaries and Benefit variances are over as a result of transitioning staff between BFP and C.A.R.E.S. and the variances will be corrected in February 2015. Ms. Simmons reported staffing is at full capacity and the deficit in the vacancy rate is attributed to falling under the projected budget rate of 4% monthly. Dr. Nellius added that the vacancy rate is based on a trend analysis and is usually balanced at FYE.

Consent Agenda:

Dr. Nellius explained that the data report is reflective of the major components within the System of Care and then broken down by department to provide the board with useful and up to date information. Mr. Whitten asked if there were any questions. None were raised and the next item was addressed

CEO Board Report:

Dr. Nellius began by saying November is National Adoption Awareness Month and it is a very exciting time for the Agency.

Dr. Nellius then welcomed the new board members and new staff.

Dr. Nellius began by referencing discussions from the last board meeting concerning the agency Friends of Children (FOC) who are looking to open a group home facility to serve ungovernable male youth in Brevard County. She then asked Ms. Davidson-Cook to recap the meeting she attended with Ms. Holmes. Ms. Davidson-Cook said FOC does have the expertise with cross over youth, who may have mental health issues and in the DJJ system. She added, currently FOC is scanning the Northern Part of Brevard County for homes they can either rent or purchase. In addition, subsequent to Ms. Holmes meeting with their board for assurance on the partnership, FOC in the process of developing a start-up cost analysis and budget plan for the initiative. Dr. Nellius shared that a rough preliminary draft budget

has been provided and BFP is currently analyzing it for start-up costs. Dr. Nellius said she has been in contact with Eckerd and they are moving forward with the Brooksville facility in Hernando County and it will be open to male youth statewide. She added because one of the community priorities is to keep Brevard's Children in Brevard, the agency is exercising its due diligence to maintain that initiative and build capacity here in Brevard. Since the agency accepted a proposal from FOC, she said she offered Eckerd the opportunity to submit a proposal for a facility here in Brevard. In response to questions pertaining to where the youth are and the time line, Dr. Nellius said that some of the youth are currently in the juvenile Justice system and in shelters and that both organizations know BFP is looking to open a facility in January 2015 but February or March is more realistic. She added the facility will be based on the preferred house parent model creating a family setting for the youth.

Dr. Nellius reported that the auditors are on site with James Moore and that she will be meeting with them when she returns from her holiday.

Dr. Nellius stated she, Ms. Deratany Goldfarb, Dr. Howes have been working on a Brevard Youth transition initiative and she and Dr. Howes will brief the board later on in the new business section of the agenda.

Dr. Nellius welcomed Dr. Muñoz and said he will be speaking later on in the new business section of the agenda.

Dr. Nellius recapped for the new board members the business partnership with Promise and the various steps taken to consider a Promise-BFP strategic alliance/merger. She then reported while at the last Promise board meeting, she was asked to draft a budget for the merger and realized she would have to base the budget on a number of assumptions. After conversing with the feasibility committee, members recommend BFP and Promise form a joint Board subcommittee and bring in consultants from Open Minds to facilitate, explore and address the critical decisions that need to be made. She shared that she has requested and is waiting on a proposal from Open Minds to specifically perform a three hour joint session addressing the critical key points with the implementation phase. Mr. Smith added he supports hiring Open Minds, who are the experts in mergers and acquisition to facilitate critical key decision points. Dr. Munoz shared that he sits on the Promise Board of Directors, and agrees with bringing in Open Minds to help facilitate. Dr. Nellius shared that Promise has a consultant Ms. Allison Colvard who is an expert on tax credits and recently presented the Proforma at the recent Promise Board meeting. She then suggested, in addition to Ms. Grier presenting her 90 due diligence review at the January 2015 annual board business meeting, she would like to invite Ms. Beaugard to present the Performa.

Dr. Nellius reminded board members that they will receive their annual Board Self-Evaluation forms at the December 4th board meeting.

Dr. Nellius announced Brevard C.A.R.E.S. has been selected as one of three finalists for the FLORIDA TODAY'S annual Volunteer Recognition Award for their role as a family-centered support agency assisting abused, neglected and abandoned children. She congratulated Brevard C.A.R.E.S. for their great work. Event details will be e-mailed to both the Brevard C.A.R.E.S. and BFP board members.

Dr. Nellius shared she will be meeting with Ms. Dixie Sansom and Representative Crisafulli on November 24th at 9:00 and Brevard Legislative Delegation will be held on December 18th. Meeting details will be e-mailed to board members should anyone want to attend.

ACTION ITEM: Mr. Ropert will provide meeting details to Ms. Blackburn who will then e-mail board members.

Dr. Nellius then informed the board that Judge Kelly McKibben, former board member will be moving into dependency court replacing Judge Mahl. She said that she has invited both to speak at the December 4th board meeting. Due to a full docket that day Judge Mahl asked if the board meeting could start at

8:00 AM. Dr. Nellius asked the board to move the meeting time from 8:30 AM to 8:00 AM to meet his schedule. A consensus was reached and the meeting will start at 8:00 AM on December 4th.

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

Ms. Burrell was pleased to announce that Brevard C.A.R.E.S. has been selected as one of three finalists for the FLORIDA TODAY'S annual Volunteer Recognition Award for organization of the year.

She then reported that Brevard C.A.R.E.S. has been awarded the Emergency Housing Grant beginning November 1st and running through June 30, 2015. She added additional funds will be released through the Brevard Homeless Coalition under the auspice of 2014 HUD Continuum of Care and there may be a potential opportunity for C.A.R.E.S. And, Brevard C.A.R.E.S. has been approved for Well Care Health Specialty Plan for Targeted Case Management and applications for Sunshine and Centpatico have been submitted and are pending review.

Ms. Burrell reported on the data outlined in the C.A.R.E.S. Board report, highlighting under both prevention and diversion, 1005 children were served in the month of July and 1091 children were served in August. She commended her staff for a job well done. She then reported under the Cribs for Kids program, 31 pack and plays were distributed in July and 35 in August. Ms. Rich-New asked Ms. Burrell to explain the Cribs for Kids Program to new board members. Ms. Burrell deferred to Ms. Goodwin for clarity. Ms. Goodwin shared that the program provides a 30 minute seminar 4 times a month for expecting mothers or mothers who have children under the age 1 and at the end of the seminar they are issued a free pack and play. She then described the look and functions of a pack and play. Dr. Nellius added the Cribs for Kids Program is a safe sleeping child prevention initiative funded by a grant from the Community Foundation. Discussions took place on the literature distributed and instructions on how to assemble the playpen/bassinet. Mr. Smith commended Brevard C.A.R.E.S for their community efforts.

New Business

Mr. Whitten asked for a motion to approve contracting Open Minds to facilitate, explore and address the critical decisions that need to be made to move forward with the implementation phase of the Promise/BFP merger.

Motion: Mr. Eric Smith moved to proceed with securing a proposal to contract Industry experts to facilitate, explore and address the critical decisions that need to be made pertaining to the implementation phase of the Promise/BFP merger. This was seconded by Ms. Rich-New and the motion was passed unanimously.

Ms. Rich-New commended Dr. Muñoz for his assistance with developing the National Center for Innovation and Excellence and acknowledged his leadership and expertise with youth engagement and development. She reported due to the lack of funding sources, he will step down from his full time role as Chief Advancement Officer and transition into his new role as a consultant for NCFIE. She added the strategy is to develop funding sources that will sustain the agency for replication across the country. Dr. Nellius commended Dr. Muñoz and Mr. Greenaway for their outstanding work and support of the center over the last 18 months. She shared that she and Dr. Muñoz have had many discussions concerning the business development and sustainability of the center and due to staffing demands, funding and contractual obligations, he has agreed to step out of his role as Chief Advancement Officer and transition into his new role as consultant. She then asked Dr. Muñoz to address the board. Dr. Muñoz began by commending the BFP leadership team and board members who contributed to the formation, development and support of the center initiatives. He then spoke about the milestones accomplished under NCFIE, to include the Wrap conference with attendees spanning as far as South Africa, the development of the Trauma Informed Care and Youth Thrive Initiative and being selected as one of two pilot sites to organize statewide training and trauma-informed care summits, including the recent train the trainer event hosted by the Center for the Study of Social Policy, where 20 high level community

members cross sector attended. He then said he will continue to support the advancement and development of NCFIE with the support of national experts. On another note, Dr. Muñoz announced that Mr. Greenaway has won the Mattingly Scholarship and has also been named The US Representative to the International Federation of Educative Communities and is heading to Barcelona, Spain.

Dr. Nellius then presented Dr. Muñoz with an award in appreciation for his leadership as Chief Advancement Officer of The National Center for Innovation and Excellence and for his dedication and commitment to advance the mission and vision of BFP and family agencies. She then asked Dr. Muñoz and Mr. Greenaway to stand with her and Mr. Whitten to have their picture taken.

Old Business

Mr. Ropert announced that Brevard Family Partnership will be on the Cover of the November Space Coast Magazine.

Mr. Ropert spoke about the 10th year celebration stating the Kickoff event planning is on target and the date is set for February 7th at Heritage Isle. He then thanked Mr. Whitten for designating a county day at the Space Coast stadium and that a committee chair is still needed for the event. He then shared Ms. Deratany-Goldfarb has offered to chair the 10th year anniversary Gala, Mr. Eric Smith has offered to Chair the Run for Love 10K. He asked Ms. Creed-Smith to provide a status update on the Kickoff. Ms. Creed-Smith reported that the Kickoff event will have a birthday theme for adults and that the planning is moving nicely. She then passed out a spreadsheet asking board members to identify sponsors and to make the initial introductory call. Mr. Ropert and Ms. Strodman will make the follow up calls. Mr. Ropert then explained the sponsorship levels, goals and opportunities. Ms. Creed-Smith suggested when speaking to sponsors strongly promote the agency in a way that endorses the 10 years BFP has invested in serving the community, strengthening families and improving the lives of children in Brevard. Dr. Nellius thanked Ms. Creed-Smith and Mr. Ropert for their leadership in coordinating the Kickoff event. She then stated she and her Sr. Executive team have proposed to staff various ways to contribute towards the endowment fund and she will be presenting the same ask to board members at the December 4th board meeting. Dr. Nellius then reiterated Mr. Ropert's need for a committee chair to lead the community event to be held at the Space Coast Stadium in May. Mr. Whitten then volunteered to chair that event.

Dr. Nellius then recapped the Youth Concept Paper presented at the September board meeting stating initially the idea was to utilize the lessons learned from the Cyb25 project and Paxton contract. But now with momentum and strong community partnerships attained through the Youth Thrive initiative, she, Dr. Howes and Ms. Deratany-Goldfarb have established a vision for a new youth engagement model. Dr. Nellius then asked Dr. Howes to present to the board. Dr. Howes shared his vision for developing a model that encourages and promotes an Institute with more of a community/alumni setting. He envisions the facility will offer various resources and services, including the virtual interactive platform introduced by Mr. Sixto Cancel and Ms. Jesseca Ryan, to assist, coach and guide youth who are transitioning out of foster care and into independent living. Mr. Whitten extended his thanks for the feedback.

Mr. Whitten informed the board that the retreat is scheduled on January 22, 2015 and will be combined with Brevard C.A.R.E.S. to minimize expenses. The training will be centered on board fundraising. He then said Gail Perry is the speaker and her bio has been provided for the board members to review.

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

Year 2: Goal 1:

PARTNERSHIPS/RESOURCES – Facilitate collaborations and partnerships to meet the unique needs of the families served in the community.

STRATEGIES:

1e. Pursue new partnerships and develop plans to improve local substance abuse and mental health treatment, employment assistance, child care services, and transportation.

ACTION PLAN:

Compliance Division will work closely with Impower CMA to ensure services are available and the Substance Abuse specialty unit is coordinating care and services for families impacted by substance use.

Conduct an Annual Gap Analysis Survey and address gaps in continuum

MEASURES:

Compliance Division will meet monthly with CMA leadership to determine what services may be needed. Work with Provider Network to identify providers who may be willing to add services identified. Measures would include number of services that were identified which were added to the continuum of services.

Mr. Whitten asked if there were any public comments. None were expressed.

Motion: Ms. Bailey moved to adjourn the meeting. This was seconded by Ms. Creed-Smith and the motion was passed unanimously.

Respectfully Submitted,

Laurie Anna Blackburn
Board Liaison

Approved at the December 4, 2014 Board Meeting.