

BOARD OF DIRECTORS
OCTOBER 28, 2010 BOARD MEETING
MINUTES

Board Members in Attendance: Mr. William Ryder, Board Chair, Judge Kelly McKibben, Mr. Leo Roselip, Ms. Brooke Deratany Goldfarb, Ms. Irene Burnett, Mr. Sam Gutierrez and Mr. Mel Broom.

Board Members Absent: Ms. Helen Voltz, Vice Chair, Mr. Stockton Whitten, Board Treasurer, Ms. Leigh Holt.

Others in Attendance: Ms. Valerie M. Randall, Chief Personnel and Administrative Officer, Ms. Debbie Davidson-Cook, Chief Compliance & Utilization Officer, Mr. Jim Carlson, COO, Mr. Chad Carnell, CFO, Mr. Geo Ropert, Director of Communications and Ms. Stephanie Strodman, Executive Assistant. Also in attendance were Ms. Beverly Lampley, Catholic Charities, Ms. Diane Scott, Intervention Services, Ms. Amy Thomas, Intervention Services, Ms. Carrie Thomas, Brevard Interfaith Coalition (Catholic Charities), Ms. LaChrista Jones, BFP Child & Family Program Manager, Ms. Danielle Santiago, BFP Adoption Recruiter, Ms. Kristy Fastiggi, Intervention Services, Ms. Teresa Miles, CHS, Ms. Dana Whitson, Intervention Services, Ms. Tina Reina, Intervention Services, Mr. Todd Russell, Adoptive Parent, Dr. Jack Sidoran, DCF and Mr. Fletcher Valentine, DCF.

Mr. Ryder called the meeting to order and requested those present state their names for the record.

Mr. Ryder then officially welcomed new Board Member Ms. Brooke Deratany Goldfarb and asked if she would like to address the board. Ms. Goldfarb addressed the board and provided some background regarding her education, her work as an attorney in family mediation and that shared that she is a product of Brevard County and the public school system. She also shared that her family includes biological children and she is in the process of adopting a child from China. She told the members she was excited to be a part of the board and looked forward to being an active member.

Motion: Judge McKibben moved to approve the agenda with one spelling correction. This was seconded by Mr. Gutierrez and the motion was passed unanimously.

Motion: Mr. Broom moved to approve the minutes from the September 23, 2010 Board meeting with one spelling correction. This was seconded by Judge McKibben and the motion was passed unanimously.

Mr. Ryder then introduced Ms. Carrie Thomas from the Brevard Interfaith Coalition who provided an update to the board members on this initiative. Mr. Ryder commented that this coalition is doing some wonderful things in our community and that if some board members have not attended a meeting or become involved that he highly recommended they do so.

Ms. Thomas then spoke to the board members outlining the activities and meetings of the Brevard Interfaith Coalition that take place on a monthly basis throughout the County. She commented that the participation in the meetings is continuing to grow and that continued outreach is taking place to engage more faith based organizations in the mission. She reported that the database currently contains e-mail addresses of 1000 contacts. Ms. Thomas also spoke about the coalition involvement with BFP in the holiday toy drive for youth in foster care and indicated that the coalition is supporting 500 youth in this initiative. She also shared that there has been some turnover in the Coordinator position which has been an obstacle to achieving greater results but now there is active engagement to develop more community partnerships; she also reported that the coalition has recently joined three (3) Chambers of Commerce.

Ms. Lampley spoke and shared that concerted effort is being made to address the sustainability of the coalition. She reported that the group is looking for appropriate grants specifically to support the salaries of staff involved in the coalition. She indicated there is a plan to expand the training events, which typically include breakfast and lunch and all day training – and at a cost of \$15.00 per person, this is viewed as a very good value and is engaging more and more people. She also indicated that as many people have expressed a desire to “help” rather than donate money, that the coalition will also be looking to provide the fingerprint process so that volunteers are background screened.

Ms. Irene Burnett arrived.

Ms. Lampley also shared that there are efforts to engage the faith community in serving as foster parents and working with BFP to ensure that children who are removed from home can remain in their school districts.

She provided the website for Catholic Charities and indicated that the website for the Brevard Interfaith Coalition is also on that page and she shared business cards with the board members. Ms. Lampley also commented on an initiative called "families finding families" which is designed to provide services and respond to needs of the IL youth who find themselves at the end of the month without funds to sustain them until the next month.

Dr. Jack Sidoran arrived.

Ms. Goldfarb commented that she felt that by working together and to share values and learn from one another that everyone benefits and that it is good for the entire community.

After this presentation, Mr. Carlson introduced Mr. Todd Russell an adoptive parent who came to share his experiences about the adoption process. Mr. Carlson stated that Mr. Russell will share the experiences he and his wife had with the process, the joys and struggles that are part of the process and he also commented that this is a success story on so many levels.

Mr. Russell introduced himself as a partner in a CPA firm and that his wife is an instructor with Keiser University. He indicated that she was scheduled to join him today, but that she was required to teach a class preventing her attendance. He provided an overview of the process that he and his wife experienced with the adoption process. He shared that he and his wife had discussed adoption over time, and in January 2009 they felt the need and desire to pursue adopting a child. He described his wife as a strong person who does her homework and meets her objectives. He shared how she began the research process and found it very difficult to get answers to simple questions. Mr. Russell provided specific examples of some of the challenges and that finally he made contact with Ms. Teresa Miles of CHS, who immediately had he and his wife scheduled for the MAPP Class the very next day. It took until July for this to be accomplished. Then he shared that in early September they met with Tina Rena (CHECK SP) who reviewed the file of a young boy who was available for adoption that had been matched with Mr. Russell and his wife. They learned that this young boy had been matched with two other prospective adoptive families but that both had withdrawn their interest. He recounted that he and his wife felt that the young boy deserved better and they wanted to meet him for themselves rather than make a decision based on some comments and behaviors noted in a file. After their first meeting with the young boy on September 10, 2010 he moved in with the Russell's on December 18, 2010 and he was officially adopted in May 2010. Mr. Russell commented on the significant progress his son has and continues to make and he stated that it exceeds what he had hoped for given his son's background and history. Ms. Goldfarb inquired about his son's favorite thing to play with and what costume he had chosen for the upcoming holiday. Mr. Russell shared that his son will be a cowboy and that his favorite toys involve trucks and cars and that he loves to motorcycle with his parents. Mr. Gutierrez also commented that there is a Cocoa Children's Theater that may be a great outlet for him as Mr. Russell shared that his son loves to dance and is very good. Judge McKibben thanked Mr. Russell and his wife for giving this young boy a chance and a home. Mr. Ryder commented that he had been the GAL on the boy's case and given 12 placements, Mr. Ryder was concerned that he would find his "forever home." Mr. Russell was thanked by the board and given a warm round of applause.

Mr. Carlson then reviewed a power point presentation on adoptions with the board members. He acknowledged the hard work and dedication of the adoption support staff who were present at the meeting in addition to LaChrista Jones and Danielle Santiago of BFP whose tireless efforts result in the "forever homes" for our community children who are available. He reported that within Brevard there are 79 children available for adoption and that there are two (2) tracks for this process: one is an "identified" placement which could be a foster home or where a child is placed with a relative or non-relative caregiver and the "not identified" placement where youth are in foster or group homes but are not matched with a potential family. He reported that the active marketing involves the mobile heart gallery, the website, the adoption exchange and the matching events that take place several times annually. Mr. Ropert added that there are two (2) billboards in the county, advertisements in Space Coast Magazine and the Brighthouse PSA's that also share information about adoption and refer callers to BFP. Mr. Carlson then commented on the month of November which is designated National Adoption Month and in recognition a mass adoption celebration will be held on November 18th where 12 children will be adopted and the Walk For Love will be held on November 20, 2010. Mr. Carlson then showed a slide where for each of the last five (5) years the Agency has exceeded its adoption target and last year by 140%.

Mr. Gutierrez commented that he had known Diane Scott for years as he had adopted his son and he feels that he too has had a wonderful success story. He thanked the adoption staff present for all they do to create success stories for so many children in Brevard County. Judge McKibben encouraged all to attend the Walk For Love and shared that dogs are welcome too!

Mr. Ryder commented that this is another example of how CBC outcomes have demonstrated improvement over the previously state run system. In response to a question raised about the challenges the Russell's faced in securing timely space at the MAPP classes, Mr. Carlson indicated that BFP has contracted with other providers for additional MAPP classes and Home Study services.

Dr. Sidoran asked to comment on Mr. Ryder's statement. He stated that he agrees with Mr. Ryder and that the results and outcomes under the CBC's are evident and further he knows that the Secretary would also agree.

The next item was the Consent Agenda:

The Consent Agenda included:

- The Board Report
- Board Chairs Call Update
- The Operations Data Report
- Finance Report

Mr. Ryder reported that there have been several calls with CBC Board Chairs on issues of mutual interest and concerns. He indicated there is serious concern with the required language from DCF regarding indemnification and the insurance ramifications. He reported that the underwriters have stated that they will not insure us with that language. Mr. Ryder further shared that during his time in Jacksonville at the FCFC Conference, he spoke with some of Secretary Sheldon's staff. He reported that some will not discuss it and others are aware of the requirement but do not understand. He also advised the board members that letters had been written requesting specific information from the department in terms of losses, claims and other related issues however, to date there has been no response. He stated that if the CBC's can't be insured they will go away. Dr. Sidoran commented that this issue is "up in the air." He shared that the attorney's are discussing the issue and they will let us know and that his opinion is that whoever is found liable should be accountable for a potential claim. Mr. Gutierrez inquired as to the drop dead date to which Mr. Ryder responded it is based on the contract. Mr. Gutierrez then pondered that if we don't sign the contract the current language remains in force. Mr. Roselip commented that this seems to be a stalemate and he hopes that a solution can be found because without insurance there is no agency. Ms. Goldfarb spoke and suggested that there must be a way to find compromise language and Mr. Ryder responded that he knows that the Secretary wants to find a solution. Mr. Valentine spoke and indicated that strides in the right direction are occurring and he felt it would just take some more time to resolve this. Mr. Ryder stated that he believes Secretary Sheldon does not want the CBC's to disappear and that he will make sure that this issue is resolved. Dr. Sidoran stated that he absolutely agreed and that this issue will not standing in the way of doing the right thing. He commented that this is a "A Tallahassee" issue not a Brevard, Seminole or Orange County one. He commented that this should not divert the energies away from the CBC initiative.

Judge McKibben raised a question in the Data Report about the increase in children returning to out of home care. Mr. Carlson responded that discussions with the CMA partners had taken place to determine what services might have been able to be in place to avoid this issue. Of the 73 reunifications there were 13 children who returned to out of home care within 12 months.

Mr. Carnell then provided the board members with the Statement of Activities ending September 30, 2010. He commented on an increase in the training line which had been approved by the CEO to augment the very limited training dollars budgeted and that these funds came from the roll forward amount from last year which was approximately \$388,000. He also stated that the expenses in the IL line had started to level off and that the Agency was ahead of spending in the SAMH line which is a positive. Mr. Roselip inquired about the Statement of Financial Position which was not handed out. Mr. Carnell indicated that this was sent to the board members, but he would provide it again.

Motion: Mr. Roselip moved to approve the Consent Agenda. This was seconded by Judge McKibben and the motion was unanimously passed.

Mr. Ryder then commented that during his attendance at the FCFC meeting in Jacksonville that the IL program was a major topic of discussion and that a proposal is being made to keep youth in care to the age of 21. He commented that some of the legislators seem to have concerns that this is not being managed well and that there is not adequate accountability.

Mr. Ryder then shared with the board a recent request made by Mr. Glen Casel to Dr. Nellius and that she had requested that this be presented to the board for discussion and consideration. He shared that Mr. Casel requested the Agency to permit him to use the name "CBC of Central Florida" which was originally filed by CBC of Brevard for his new Agency since he had just been awarded the FSMO contract. Mr. Roselip indicated that he was not in favor of relinquishing the name to anyone. Mr. Gutierrez agreed. Mr. Carlson commented that the original founders of our Agency had filed multiple names and that this was one of them. The board members had discussion about this request, the potential implications and impact. Ms. Goldfarb wondered if this should be tabled until Dr. Nellius could speak with the board. Ms. Burnett commented that his Agency is in Central Florida and she would support his use of the name with the understanding that he would agree not to bid on the CBC of Brevard contract.

Motion: Ms. Burnett moved to provide a positive response to Mr. Casel provided he agreed to sign a legal agreement that he would not bid on the CBC of Brevard contract. This was seconded by Mr. Broom and the motion was passed with two (2) dissenting votes.

Mr. Ryder then announced that he had been informed that Ms. Leigh Holt had resigned from the board and that we were expecting to receive her official letter. Discussion took place regarding a replacement and Mr. Ryder indicated that this would be handled at a later time.

The next agenda item addressed the upcoming Board Retreat. Ms. Randall shared with the board members that while the Board had agreed to consolidate the Retreat with the Annual Business meeting that in reviewing the strategic work to be done during the Retreat she had requested that the Annual Business Meeting be deferred to the January 2011 board meeting. Ms. Randall also shared that while originally the intent was to conduct this meeting at the 760 North Drive location, alternative sites were being considered and the board would be kept informed.

Motion: Mr. Roselip moved to have the December 9 meeting focus only on the Board Retreat and include the Annual Business Meeting with the regularly scheduled January 2011 Board Meeting. This was seconded by Mr. Broom and the motion was unanimously passed.

Mr. Carnell then distributed a consolidated version of the Cost Allocation Plan (CAP) which identified budget lines and funding sources. He remarked that the actual CAP is a document of 80+ pages so he chose to provide a short version to demonstrate the line items and funding sources. He explained that there were several sections; some of the "pots" of money were managed locally which permitted movement of dollars within certain budget lines and another section which was funded only if used – or the Agency had to "earn" it or return it. He commented that we work very hard to use all the funds in this section rather than returning any funds at the end of the year. He discussed certain areas of the sheet and identified areas where the use requires match funding. He also spoke about the "allocation" of certain positions within the Agency where not all of the salary dollars are considered "indirect" costs and he shared that this breakdown is included in the full CAP document. There was an inquiry about having the opportunity to review the entire CAP and Mr. Carnell indicated that he could e-mail this document to those interested.

Ms. Randall then distributed the board self-evaluation form to each board member. She reminded the members that this tool needed to be returned to her no later than November 30 in order to consolidate the responses. She indicated that these could be completed and faxed to her or if the members preferred, she would e-mail the document for electronic submission. Mr. Roselip had completed his and provided this to Ms. Randall.

The next agenda item addressed a strategic goal from the work plan:

Goal 3: Improve effectiveness of the System of Care.

Objective 3a: Work with agencies that received below average evaluations by CBC and non-CBC care managers to improve effectiveness.

Strategies: *Review feedback provided in surveys with these below-average agencies; create a plan for improvement; monitor the plan during execution; adjust as necessary.

Ms. Debbie Davidson Cook addressed this goal and the activities and actions taken thus far. She reported that we had embarked on a formal evaluation of the System Of Care which included monthly provider meetings, obtaining input from the Care Managers regarding services and needs they observe as well as evaluating data from the surveys of the various components within the System Of Care including those from our children's exit interviews. One need that was identified was in our group homes and the Agency engaged specific Child & Youth Care training for these entities with 30 attendees. The goal is to ensure that all group home staff attend this training. Another area being addressed is that of "normalcy planning needs" in order to develop individual plans for those residing in a group home setting rather than having one approach for all youth. Based on the survey results another area identified was to improve the services to the IL youth. She reported that the subcontractor for IL Services, Crosswinds, presented a plan to improve services to children and Care Manager staff. She indicated that the surveys will once again be conducted during January and February of 2011. Ms. Davidson Cook also spoke about recent engagement with the Brevard County Sheriff's Office and that this relationship is valuable in working with some of the teen population.

Mr. Roselip then stated that as part of the speak out session he would support the concept of the strategic planning session being closed until after the ITN was awarded as is permitted under the Sunshine Law. He indicated that he was stating his opinion and did not want to put it to a vote. Ms. Burnett stated that she was in agreement with Mr. Roselip's opinion.

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

Respectfully submitted,

Valerie M. Randall
Recording Secretary

Approved at the Board of Directors Meeting January 27, 2011