



Brevard Family Partnership

A Community Based Care Agency

Board Report



April 24, 2014

Patricia Nellius-Guthrie, CEO

Narrative Report

May is National Foster Parent Month. To recognize our dedicated foster parents, this year we are hosting our annual appreciation event at the Brevard Zoo on Saturday May 17 from 10:00 AM – 1:00 PM. If you are interested in joining us, please contact Valerie Randall to rsvp. This is a wonderful opportunity to show our foster and adoptive parents how much we appreciate their vital role in the lives of our children and system of care.

In commemoration of National Foster Parent Month we will have the Devereux Child Placing Agency team and Mr. & Mrs. Bob Wattwood, Foster Parent attend the Board meeting to share their experiences in serving as caregivers to our children.

Children's week took place April 6th – 9th in Tallahassee. This year we had a stellar team attend the event to support our children and families and to meet with our Legislators to share their first hand experiences. I would like to commend and thank the team for representing BFP and giving of their valuable time to travel to Tallahassee. The team consisted of the following:

- Jim Carlson (BFP)
- Geo Ropert (BFP)
- LaChrista Jones (BFP)
- Danielle Santiago (BFP)
- Jessica Miles (Brevard C.A.R.E.S.)
- Amber Deatherage (Young Adult – IL)
- Eric Smith (BFP Board Vice Chair)
- Ralph Martinez (Brevard C.A.R.E.S. Board Member – Former Brevard C.A.R.E.S. Consumer)
- Christa and Wally Bailey and family (Christa, BFP Board Member – Foster/Adoptive Family)
- Mark and Damaris Pearah and family (Foster Family)
- Four (4) Foster Children and Youth

There has been a great deal of Legislative activity surrounding child welfare this year. Several of the proposed Bills will have a major impact upon the child welfare system and particularly the CBC agencies. We are monitoring the progress of these bills hour by hour now and assessing the potential impact as they move through the Legislative process. SB 1666 and House Bill 1769 require the establishment of the Institute of Child Welfare, educational requirements for child protective investigation and case management staff with a tuition forgiveness program (which may or may not include case managers and related staff), a great deal of reporting and a new DCF Assistant Secretary of Child Welfare.

Great efforts are being made to include a funding appropriation of 25.4 million to the core funding of the CBC side of the child welfare system. We have been working around the clock with the Sansom's and FCC staff on securing a sponsor and support to adequately fund the services side of the system. Similarly, we are seeking support for the modified Equity Formula that has been unanimously supported by the FCC Board of Directors and CBC CEO's.

I look forward to having the Board members who attended children's week and Geo and Dixie Sansom provide a status report at our upcoming meeting. Dixie will be conferencing calling into the meeting.

We are working diligently to ensure a smooth CMA transition. We have devised a transition plan that has been enacted along with a communication plan. We are convening several weekly conference calls and meetings and I am receiving daily status updates on hiring and related activities. The CEO of Impower and I are also conversing several times a week to collaborate on the transition activities. I have met with the executives of both case management agencies to establish a plan for maintaining stability until July 1. Given that a percentage of the existing CMA staff are opting to remain with their respective agencies or seek alternative options we have deployed a contingency plan which includes over hiring by 10 positions and Impower bringing on any certified staff in advance of July 1 to begin assuming cases. Additionally we have arranged for a Child Welfare Certification class to begin early May to ensure new trainees will be ready to begin work on July 1.

As reported previously to the Board we are working on the reorganization to begin on July 1. We will be transitioning to three (3) Senior Executives who will operate three (3) divisions within the agency; Programs, Compliance and Administration. The reorganization will streamline functions, result in efficiencies, provide cross training, succession planning, and reduce duplication and fragmentation. One core cultural shift will be that of a Learning Organizational model using coaching and mentoring as a supervisory model, roundtable teams using a matrix management approach, and strategy mapping to keep all staff and decision making focused on our key objectives and strategic plan goals. The goal of the shift in culture is to result in more emphasis on professional development, innovation, thought leadership and intentional opportunities for idea sharing and learning.

The feasibility subcommittee has convened and is in the process of procuring a Forensic Audit of Promise. A letter was sent to the Promise CEO and Board Chair to make this request in order to proceed and for them to sign a confidentiality agreement. To date we are waiting on responses from the prospective auditors and the return of the signed agreements with Promise.

January 2015 will kick off BFP's 10th Anniversary. In preparation for the year of recognition and celebration, the BFP Leadership Team has been charged with working alongside the Director of Communications and Board Subcommittee to devise the calendar of events and assist with planning the year end large scale event. It is our intent to launch the planning committee by July 1 as there is a great deal of planning to occur prior to January. We welcome any ideas or suggestions for consideration as well as volunteers to serve on the Board subcommittee. Please let Valerie Randall know of your interest.

Please remember your CEO Performance Evaluation is due to Valerie Randall no later than April 24, 2014 to aggregate the responses and provide the Board Chair.

Respectfully Submitted,

Patricia Nellius
Chief Executive Officer