



## BOARD OF DIRECTORS MEETING

October 28, 2021

Minutes

Meeting held by Teleconference

**Attendees:** Ms. Barb Loftus, Board Chair, Ms. Ruth Long, Board Vice Chair, Mr. Eric Austin, Board Treasurer, Mr. Dan Rodgers, Mr. Carlos Assemany, Dr. Rosanna Malbran, Mr. Storm Doddy and Ms. Sky Beard

**Others in Attendance:** Mr. Phil Scarpelli, CEO, Ms. Laurie-Anna DeGennaro, Board Liaison, Dr. Valerie Holmes, VP of Operations Ms. Kelly Swartz, Chief Legal Officer, Mr. Don Johnson, Chief Financial Officer, Ms. Tracy Pellegrino, ED NCFIE, Ms. Katie Guemple, ED Family Allies, Kathryn Parker, ED Brevard C.A.R.E.S., Ms. Jessica Walker, DCF, Mr. Adam Maul, DCF, Ms. Anna Kesic, CEO IMPOWER, Ms. Jessica Hixon, IMPOWER, Mr. Kevin Maloney, BFP, Ms. Debbie Dorfman, BFP

Ms. Loftus opened the meeting, welcomed, and thanked everyone for attending the October 21, 2021 Board of Directors Meeting.

Ms. Loftus asked to amend the agenda to have Mr. Scarpelli speak prior to the Provider Survey Presentation.

**Motion:** Mr. Rodgers moved to approve the October 21, 2021 Agenda. This was seconded by Dr. Malbran, and the motion passed unanimously.

Ms. Loftus reminded members that if anyone had a real or perceived conflict of interest or a business relationship between two board members to please reach out to Ms. DeGennaro for a Conflict-of-Interest form. None were disclosed.

Public Comments: None were expressed.

**Motion:** Mr. Rodgers moved to approve the September 23, 2021, minutes. This was seconded by Mr. Doddy and the motion passed unanimously.

Mr. Scarpelli provided an update on the proceedings for the child death. Members discussed the general way the board should express humble communications regarding tragedies such as this, then make the referral directly to Mr. Scarpelli for questions.

### Provider Survey

The Provider Survey Presentation was posted to the BFP Board Portal for review in advance of the meeting. No comments were expressed during the review period. Mr. Maloney reviewed the report as presented.

Members asked for clarification regarding why the annual survey and if there is a way to assess any bias within the system of care network providers. Mr. Maloney reported as follows:

- The Provider survey is distributed annually for feedback from the community provider network to improve communication and strengthen relationships within Brevard's system of care.
- Question 6 does offer a breakdown; responses are anonymous. The agency is developing a scorecard to provide to providers to address systemic issues.

### CONSENT AGENDA

The BFP and C.A.R.E.S. Board Reports were posted to the BFP Board Portal for review in advance of the meeting. No comments were expressed during the review period.

**Motion:** Dr. Malbran moved to approve the BFP and C.A.R.E.S Board Report as presented under the consent agenda. This was seconded by Mr. Rodgers and the motion passed unanimously.

#### ACTION ITEMS

The Board Marketing team is looking for a community member and a Chair. On October 18 Ms. DeGennaro e-mailed the BFP Family of Agencies Board members the Governance Policy: Board Member Role, in an effort to recruit a Chair and two members. Confirmed Members of the committee are Mr. Carlos Assemany, Vice Chair, Ms. Stephanie Larkin, a non-voting community member. Mr. Scarpelli will preside over the meetings until a Chair is recruited. Ms. Lori Huertas former C.A.R.E.S. Board Member recently resigned; she is now living outside of Brevard County.

Ms. Loftus encouraged recruiting efforts as the committee activities do not require as much time and effort as other committees. Mr. Scarpelli added the Contractor Rock Paper Simple works on external marketing initiatives. He noted Public Relations is part of Marketing.

**ACTION ITEM:** Mr. Assemany will follow up with Ms. Stephanie Larkin for a seat on the BFP Foundation Board.

#### CEO BOARD REPORT

The CEO Board report was posted to the BFP Board Portal for review in advance of the meeting. No comments were expressed during the review period. Mr. Scarpelli reviewed his report as presented and noted the following:

- Family First Prevention Services Act (FFPSA) will have a major impact on all CBCs across the state. The industry is severely underfunded for the increased service demands. The agency is collaborating with legislators to ensure that they are well versed in pending bills supporting both funding and policy favorable to child welfare.
- Available housing is deficient for all. The county has funding for Affordable Housing but deficient in vacant homes and rental properties. The Board Affordable Housing Committee is looking to transition homeless families into stable housing through direct communications with local authorities and provider agencies.
- Rock Paper Simple is continuing to help improve processes and content for our websites and marketing materials. Mr. Scarpelli invited members to visit the website and provide feedback on the messaging, content, and graphics.

Members commended the BFP Foundation for a job well done with the first golf tournament.

Discussions ensued regarding the sign-on bonus program for caseworkers and other front-line candidates due to the widespread workforce shortage. Members commended management for recognizing the challenge and implementing a sign on bonus incentive. Mr. Scarpelli expressed his gratitude to current staff for their dedication and commitment. The following was noted:

- Family Allies and Brevard C.A.R.E.S. are the core agencies of the system of care.
- C.A.R.E.S. opened 20 new positions with 8 positions allotted for frontline staff.
- For the first time, Family Allies is struggling to cover full time frontline staff through training classes. FA is working with DCF to co-train.
- Florida Coalition for Children is advocating salary increases for frontline staff.

Ms. Loftus requested members to refer individuals to BFP for career opportunities.

#### BOARD COMMITTEE REPORTS

Board Executive Committee: Ms. Loftus, Chair reported the committee did not meet in October. She noted that the BFP HR Director will be reaching out to members to schedule a Special Board Meeting to deliver the CEO's evaluation.

**Board Affordable Housing Committee:** Ms. Loftus, Chair shared the committee met with Mr. Ian Golden, County Housing Director, Ms. Amber Carroll Director of Brevard Housing Coalition, and Mr. Jim Carlson to discuss rules, regulations, and processes for drawing down funds available for housing assistance. The committee is in the discovery stage to determine the infrastructure, resources, gaps, and how BFP can align with providers to support the need.

**Board Finance Committee:** Q'1 2022 Financials and Supplement Narrative for the BFP Family of Agencies were posted to the BFP Board Portal for members to review in advance of the meeting. No comments were made during the review period. Mr. Austin, Chair reported the family of agencies financials and supplemental narratives were reviewed and approved by the committee via video conference. Mr. Johnson clarified the agency will apply for risk pool funding to cover the Out of Home Care provider rate increases. He noted all CBC's statewide are affected by the FFPSA provider rate increases. Any additional state funding outside of the Risk Pool will not cover Group Care or provider rate increases.

**Board Risk Management Committee:** Mr. Doddy, Chair reported the committee did not meet in October. The next meeting is scheduled for November 23<sup>rd</sup>.

**Board Marketing Committee:** Mr. Scarpelli addressed Marketing initiatives earlier.

**ACTION ITEM:** Ms. Loftus reminded members to turn in their Board Self-Evaluation to Ms. DeGennaro by November 26.

#### **NEW BUSINESS**

The Board Affordable Housing Committee Charter was posted to the BFP Board Portal for review in advance of the meeting. No comments were expressed during the review Period.

**Motion:** Ms. Long moved to approve the Board Affordable Housing Committee Charter as presented. This was seconded by Mr. Doddy and the motion passed unanimously.

Discussions ensued concerning the January 27 Board Retreat/Annual Business Meeting.

- Ms. Loftus reminded members as part of the succession planning process Ms. Ruth Long has agreed to move into the Board Chair role. Board Officers will be presented for approval at the January Annual Board Business Meeting.
- Ms. Loftus will preside over the January 27 Annual Board Meeting.
- Members would like Insperity to facilitate the Board Annual Retreat to include input from Mr. Scarpelli and Ms. Holmes on the strategic direction of the Agency and the Boards role to support the strategic plan.
- Members would like to meet in person and suggested meeting in the community room at the new BFP location in Rockledge.

**ACTION ITEM:** Ms. Loftus asked that the Board events calendar be added as a standing item on the agenda.

There is no board meeting in November. Members agreed to meet on Thursday, December 9 at 8:30 am to 10:00 am. The quarterly Family Allies Board Meeting will follow immediately after and beginning at 10:00 am.

**ACTION ITEM:** Ms. DeGennaro will poll the full board to schedule the December quarterly board meetings for NCFIE and BFP Foundation.

**Motion:** Mr. Rodgers moved to adjourn. This was seconded by Mr. Assemany and the motion passed unanimously.

Approved by the Brevard Family Partnership Board of Directors on December 9, 2021.

Respectfully Submitted,  
Laurie-Anna DeGennaro, Board Liaison