

## BOARD OF DIRECTORS RETREAT

January 26, 2023

### Minutes

**Attendees:** Ms. Ruth Long, Board Chair, Storm Doddy, Board Vice Chair, Mr. Eric Austin, Board Treasurer, Mr. Dan Rodgers Brevard C.A.R.E.S. Board Advisory Chair, Ms. Stephanie Larkin, and Ms. Felicia Prince

**Absent Members:** Bishop Clark

**Others in Attendance:** Mr. Phil Scarpelli, President and CEO, Ms. Laurie-Anna DeGennaro, Board Liaison, Dr. Valerie Holmes, VP and COO, Ms. Rebecca Melick, ED Brevard C.A.R.E.S, Ms. Katie Guemple, ED Family Allies, Ms. Kathryn Parker, ED NCFIE, Mr. Don Johnson, CFO BFP, Ms. Kelly Swartz, CLO BFP, Ms. Vanessa Skyrmes, CCO BFP, Mr. Jim Moody, Edith Bush Institute Program Manager and Consultant, Mr. Anthony Noto, CNI.

BFP Family of Agencies shared a PowerPoint presentation outlining the following

- CBC History
  - Operations
  - Brevard C.A.R.E.S
  - Family Allies
  - National Center for Innovation and Excellence
  - Finance
  - Communications/Public Relations
- Brevard Family Partnership Foundation

### CBC History

Mr. Scarpelli opened the Board Retreat, welcomed and thanked everyone for joining. He then provided an overview of the privatization of the child welfare system of care, the development of BFP as a single county CBC, to include the formation of Brevard C.A.R.E.S., Family Allies, NCFIE, the Brevard Family Partnership Foundation and the impact each agency has on the local system of care. Mr. Scarpelli noted, BFP is the gateway and leading CBC using evidence-based programs, along with leading in prevention and diversion programs and support for families with Domestic Violence, Substance Addictions, Mental Health and Human Trafficking. Mr. Scarpelli would like to add top legislative priorities and issues as they surface to the Governance Board of Directors agenda.

Members were in agreement with the President and CEO adding top priorities and informational points to the Governance Board meeting agenda.

### Operations

Dr. Holmes showed a chart identifying the high need areas within the county. She then spoke about early engagement, intense family preservation, and interventions, which target high risk factors to ensure roles and responsibilities are uniting clients with resources, and connecting peer to peer supports based on the same level of experience.

Discussions ensued regarding the importance and impact of the same level of experience for peer to peer supports to help mitigate through a situation.

Members commended Dr. Holmes for her outstanding presentation on BFP's programs and support systems.

### Brevard C.A.R.E.S.

Ms. Melick reported Brevard C.A.R.E.S. offers prevention and diversion programs to stabilized families within the home to divert children from coming into care. She reviewed the programs and reported a new pilot recently implemented: The Mobile Response Team (MRT) has partnered with the Melbourne Police Department as co-responders providing immediate mental health crisis interventions. Mr. Scarpelli noted 50% of the calls require MRT interventions for mental health issues.

Ms. Melick also noted C.A.R.E.S. launched a partnership with DCF and the Family Navigation Support Team to improve outcomes for children and families by equipping parents and families with resources and supports using High Fidelity Wraparound and Family Team Conferencing.

Members were impressed and noted the 98% success rate since inception of the program.

Discussions ensued regarding MRT Grant funding and what can board members do to support the grant. Mr. Scarpelli noted the Agency is working with legislators to include funding assistance in the legislative budget request (LBR).

Members thanked Ms. Melick for a job well done.

### Family Allies

Ms. Guemple provided an overview of the programs and supports for children and families in care. She spoke about the Kinship Care navigation process. She noted the Kinship Care Team offers family support to include finding relatives and non-relative caregivers. The team also explores options not related to placement such as respite support/weekend visits, help with family time, celebrate holidays, birthday, achievements/successes, to include preserving the family culture.

Members asked how the general public can provide additional support. Ms. Guemple shared building informal and mentor relationships through BFP HUG programs and community providers such as Smile for Budgie and Ways for Life are some other ways to get involved.

Members thanked Ms. Guemple for a job well done.

### NCFIE

Ms. Parker reported The National Center of Innovation & Excellence (NCFIE) serves as the research, training, and technical assistance arm of BFP. NCFIE has trained approximately 48 students in high-fidelity wraparound and has implemented the CARES Replication Model nationally and abroad.

Ms. Parker spoke about writing an additional grant under Brevard Behavioral Health Expansion Grant to begin early interventions for the younger population.

The Center is in the process of developing a recording studio to display videos on wraparound and other trainings, holding Podcasts, presenting at National conferences and looking for additional grant opportunities to reinvest back into the local system of care.

Ms. Parker then reported the CARES Model is an evidenced based practice. The current model is under technical review and an additional study will be performed.

Members thanked Ms. Parker for a job well done.

## Finance

Mr. Johnson provided some background on the expansion of the Finance Department and the need to implement a new accounting system due to the sunset of the Title IV-e Waiver. He noted, since 2020, staff have increased from three to eight to include the CFO, and a modern accounting software platform was employed to execute stronger internal controls to meet the new accounting demands. Auditors have deemed the agency a low-risk auditee after conducting the FYE 2022 Audit. He noted since 2020 to 2023 BFP and the Family of Agencies has grown significantly and revenues have increased by 67%.

Members commended Mr. Johnson for his exemplary leadership in achieving a low-risk auditee report and for his staff's performance during the transition to a new accounting system.

## Communications/Public Relations

Ms. Skyrmes reviewed the collage of pictures taken at various events. She then reported Communications/Public Relations has been focused on branding the family of agencies with an emphasis on marketing across social media platforms in support of ongoing initiatives.

Members thanked Ms. Skyrmes for a job well done advancing the mission and vision of the BFP Family of Agencies.

11:00 10-minute recess

11:10 Board Retreat resumed

## Strategic thinking through Purpose driven board leadership workshop

Jim Moody, Edith Bush Institute presented a PowerPoint Presentation Outline:

- Strategic Thinking through Purpose driven board leadership
- Follow up from last years' training:
  - Setting organizational direction
  - Providing oversight
  - Ensuring resources
- Strategies to engage new board members.

Mr. Moody shared Board Governance is the framework that gives structure on how the Board operates within itself and with multiple stakeholders. In a nonprofit, Individuals matter the most.

He reported Governance is “now” and Strategy is for the “future.” Everyone's “why” and perspective is different and personal.

Mr. Moody reviewed Module 1: Purpose- Key Principals

- Philanthropy is engagement for a cause; it's not just about the money. Blend the mission and vision in pursuit of your purpose.
- The board's primary role is to advance a visionary future: Change and challenge ways to communicate and lead differently:
  - Through technology: Shared Strategy, Vision and your “why”
  - Transfer energy to other non-profits within your circle of influence.
  - Consider the greater good: Engage diversity city by city within the county

- The Board speaks with one voice:
  - Listen to the needs of the community.
  - Be proactive in community engagements
  - Share responsibilities throughout the board

Mr. Moody noted, the Community Based Care organization is ultimately responsible for the community at large. The board's purpose is to advance the strategic direction in alignment with the organizations mission, vision and core values.

He then reviewed Modules 2 and 3 as follows:

#### Module 2: Roles and Responsibilities

- Support the organizational direction through Governance oversight
  - Financial stewardship
  - Legal and ethical requirements
  - Manage Risks
  - Provide guidance and support to the CEO
  - Ensure programs are in alignment with the mission, vision and organizational values.
  - Promote a positive public image.
  - Participate in the board development process.
  - Review board performance.

#### Module 3: Strategies to engage new Board Members

- Secure appropriate board members to the demographic and skillset need.
- Understand primary roles of the Board to the CEO and Organization
- The Board has ONE VOICE: Communications should be consistent; share the same stories
- Strive for a culture of trust, respect and productivity.
  - Recognize work of the board and cultivate relationships with one another
  - Find and develop talents within the board
  - Utilize an annual self-assessment to develop board member strengths
  - Regularly engage in visionary conversation

Discussions ensued about communicating a simple, yet clear message, on how the family of agencies impact the children, families and community at large. Mr. Scarpelli noted that the agency can provide board members with a message that can be shared with the community, family and friends.

Board members thanked Mr. Moody for his insight.

The retreat concluded at 12:30.

Respectfully Submitted,

Laurie-Anna DeGennaro  
Board Liaison

Approved by the BFP Governance Board of Directors on March 23, 2023.