



Board of Directors Meeting

April 15, 2021

Members Present: Bill Griffin, Reggie Williams, Paul Schandel, Pam Masters, Jim Weite, Myra Middleton

Staff Present: Karin Flositz (CEO), Kellie McKenzie (Director of Case Management), Kristin Pandolfi (Director of HR), Danielle Antoine (Director of Programs), Tiffany Edwards (CPA with James Moore & Co.), Christina Remmert (Executive Assistant)

Guests: Lori McCray (DCF)

	DISCUSSION	ACTION	ASSIGNED TO & DEADLINE
MEETING CALLED TO ORDER	Meeting called to order at 4:05pm by Bill Griffin.		
INTRODUCTIONS	Introductions were made. There were no new guests.		

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CONSENT ITEMS	<p>Bill moved to approve the February board meeting minutes, Paul seconded, ALL APPROVED.</p> <p>Bill moved to approved HR reports, Pam seconded, ALL APPROVED.</p>		
FINANCIAL DEPARTMENT	<p>Tiffany reviewed the 2019 990 draft that needs to be approved by the board and filed by May 15th. She stated that the 990 is similar to last years with the largest areas of expenses being case management, adoption and out of home care. Tiffany stated that the 990 is a public document which discloses board member names as well as the CEO's name and salary.</p> <p>Pam asked why the 2019 990 has been extended.</p> <p>Tiffany replied because CPC's fiscal year ends June 30,2020 we follow the last December which is Dec. 2019. CPC just received the form needed for the Captive Insurance which is needed to file because of the Captive and international exposure.</p> <p>Reggie asked what the deadline is for the 990.</p>		

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	<p>Tiffany replied that it is due May 15th of the following year. She stated to always look at the fiscal year and then the December prior.</p> <p>Jim replied that this is not just for non-profits this is for all businesses with fiscal years.</p> <p>Bill asked if there is anything different from last year's 990.</p> <p>Tiffany replied no other than the numbers.</p> <p>Jim Motion to approve, Reggie seconded. All approved.</p> <p>Tiffany reviewed the February financials and stated that CPC ended with a deferred revenue of just over 3M - YTD just over 2.8M</p> <p>Tiffany reviewed the budget to actual and stated CPC is doing very well staying in line with the budget with only two lines overbudget; support which is related to the audit bill for the year and will recover itself. Also, shredding expenses in records is higher than in the past. Tiffany stated that the last item over budget is OHC (Out of Home Care). CPC's clothing allowance is deducted in July and will start to recover by next month to be in line with the budget.</p> <p>Tiffany asked if there are any questions.</p>		

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	<p>Bill asked about the DCF (Department of Children and Families) line at negative 1.8M.</p> <p>Tiffany replied that whatever is negative will be included in the carry forward – CPC is underspent with the DCF contract. Karin and her team have done a great job. There is a possibility that CPC may have to repay some of this money back. But CPC has added 2M in a year which is remarkable.</p> <p>Reggie asked if that means CPC will not have to apply for the risk pool.</p> <p>Karin replied that is correct, CPC will not need to apply this year because there is a surplus.</p> <p>Reggie asked if there are places for CPC to spend the funding then why are we not doing that now.</p> <p>Myra asked if CPC is going to get penalized for the underspending.</p> <p>Karin replied that once CPC renews the contract with DCF, we will ask for the surplus. Some of the surplus belongs in categories where we have had to pay it back before. Once we get through the office of fiscal accountability, we can strategize on system enhancements.</p>		

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DISCUSSION ITEMS	<p>Bill replied that this wouldn't have happen without Karin's leadership and thanked her.</p> <p>Karin stated that Kellie McKenzie has been with CPC for 18 years and has put in her resignation. She stated that we understand and deeply respect her decision. Kellie has been with CPC for a long time, and this is a huge change.</p> <p>Bill thanked Kellie for the difference she has made on behalf of the kids.</p> <p>Reggie stated that Kellie has done a fantastic job and we will miss her. He thanked her for all of her positive energy.</p> <p>Karin stated that she is still waiting to hear the next steps for the ITN and will go from there.</p> <p>Karin reviewed the child welfare measures report. She stated that the quarter actually closed today so she will review what she has and then send a final version.</p> <p>She stated that CPC is continuing to perform in the same number range and doing well along with the state. She stated that these are really important measures for safety. Children exiting care within 12 months, the state is in red. CPC's protectory continues to</p>		

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	<p>creep up to the state, so we are moving into the right direction.</p> <p>Reggie asked if the courts and the judicial hearings have improved with the Covid delay.</p> <p>Karin replied the trials are moving along but we have lost a good four months. They are setting trials for August.</p> <p>Karin stated that the number of kids coming in has leveled off and is lower than the last 4-5 months giving us a moment to breathe and focus on the ones we have. In the month of March there have been more exits than entries.</p> <p>Karin stated that finalizing adoptions has been moving slow and the goal has been moved down to 159. There have been 177 reunifications, more than adoptions which is unusual especially during COVID.</p> <p>Karin stated that there are more kids in care than there has been in a very long time and CPC is working hard on exits. DCF is helping with family's services to keep kids out of the system.</p> <p>Karin reviewed the placements charts which shows the management of over 1200 children. She stated that the Placements</p>		

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	<p>team is amazing and on call all the time. When a child needs placement, there is an assessment that is sent out to five child placement agencies NTF (Neighbor to Family), Deveraux, CHS (Children's Home Society), One More Child and FUMCH (Florida United Methodist Children's Home). FUMCH is no longer willing to have a fixed contract with no rejection beginning in 21 days. She stated that there are extremely challenging children that they will likely not accept. Karin stated that she has been working with FUMCH and Unity House to establish a safety net of 4 beds to fill this gap. She is hopeful that FUMCH will continue to work with CPC and that other providers have come to the table.</p> <p>Reggie asked if CHS still provides beds.</p> <p>Karin replied no they shut down in 2019.</p> <p>Paul asked what about Hope Place.</p> <p>Karin replied that all of our kids who age out go there but they are not a licensed child placement agency. She stated that she has thought of Stewart Marchman as a licensed child placing agency. But they are not able to regardless of the circumstance. She stated that smaller pods will be helpful but it's going to cost more money. That is where the money should be spent.</p>		

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	<p>Bill stated that he is puzzled it seems like we have a system where nobody wants to step up. He asked who is assessing the kids for a placement.</p> <p>Karin replied that CPC is responsible for that, but the problem is up stream. CPC is required to take the child regardless of the situation. She stated that it's going to take legislative change and the new DCF secretary is working on it. The collective voice of the child welfare system isn't working. If the DJJ system doesn't make some changes there will be a critical incident that will give it the attention it deserves.</p> <p>Reggie asked how is it that parents who abandon their child are off the hook.</p> <p>Karin stated that there is statute, but it has not been enforced.</p> <p>Reggie stated that overtime they should learn. Stewart Marchman has a responsibility and it's a vicious cycle that does not make sense. He asked what the Florida Coalition for Children is doing.</p> <p>Karin replied that on a statewide level there is an LRT process where the heads of the agency have to be on the call. They are restructuring with the FFPSA. CPC will</p>		

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BOARD COMMENT	<p>continue to work with our CPA's and be sure that we have placements available. But the no eject, no reject contract is going away with FUMCH.</p> <p>Bill stated that he knows CPC is working really hard as a team and he is disappointed in SMA.</p> <p>Karin replied that she has asked them to meet even for two beds. SMA's response was that the board won't allow a meeting.</p> <p>Bill asked if the board has any further questions or comments. He knows that there are a lot of questions without answers.</p> <p>Karin replied that we will have answers.</p> <p>Bill replied that the board will help in any way possible.</p>		
PUBLIC COMMENT	None.		
ADJOURNMENT	Bill adjourned the meeting at 5:13pm		