

BOARD OF DIRECTORS MEETING

DATE: August 25, 2022, **TIME:** 4:00PM **LOCATION:** Zoom

Members Present: Bill Griffin, Myra Middleton, Susie Dolan
Paul Schandel, Jim Weite, Robin King, Geri Westfall, Pam Masters

Members Absent: Dr. Gilbert Evans, Reggie Williams

Staff Present: Karin Flositz (CEO), Tara Thompson (COO), Danielle Antoine (COP), Kristin Pandolfi (COA), Christina Remmert (EA)

Guests: Lori McCray (DCF Government Operations), Christy Gillis (DCF Circuit 7 Community Development), Walter Sachs (DCF Regional Managing Director)

I. Call to order

Bill Griffin called to order the regular meeting of the CPC Board of Directors at 4:02pm via Zoom.

II. Quorum: Eight of ten Board members present (four required)

III. Introductions: No new guests

IV. Consent Items:

Bill asked for a motion to approve the HR reports, Paul motioned, Myra seconded, **ALL APPROVED**

Bill asked for a motion to approve the June meeting minutes, Susie motioned, Myra seconded, **ALL APPROVED.**

Bill made a motion to approve CPC Tenth Amended and Restated Bylaws, Pam seconded, **ALL APPROVED**

V. Finance Department

Tiffany reviewed the board summary and stated that CPC (Community Partnership for Children) ended the year underspent by 2M with a carry forward from the prior year for a total of approximately 5M. She stated that CPC anticipates a pay-back and will be underspent by just under 5M. Salary and benefits are currently overbudget, due to pay raises and a Covid incentive that were not in the original budget.

Tiffany stated that with the increase in funding, the new budget added salary and benefits. There is a lengthy list of positions that will assist the agency with obtaining the 1 to 14 ratio goal per caseload.

The agency also has increased expenses for furniture with the expansion to the main office, IT risk assessments, and Microsoft licensing. CPC is going to provide an employee insurance reimbursement to staff who are require extra vehicle coverage. Foster parent recruitment will also receive additional funding.

Tiffany stated that the agency will have 4.5M in addition funds and it takes planning to spend appropriately. There will be another budget amendment.

Bill asked for a motion to approve the financials, Susie motioned, Pam seconded
ALL APPROVED

VI. Discussion Items:

Karin reviewed the child welfare measures report and stated that CPC is trending in the right direction for permanency in 12 months. The agency hired a new Permanency Manager and has already seen improvements. All CBC's (Community Based Cares) have been struggling across the state with these measures. CPC's placement stability still remains at top performance, which requires matching children with the appropriate foster parents.

Karin stated that the OHC (Out of Home Care) numbers dipped under 1000 for the first time in a very long time and is currently at 992. During the pandemic, the number reached 1300 which is unmanageable. She stated that 992 is moving the agency closer to the ration goal of 1 to 14 per caseload.

Karin stated that CPC has met the adoption goal and finalized 277 adoptions for the fiscal year. The agency is also leading the state in finalized adoptions so far this fiscal year at 37. The agency has reunified 192 children in 2021-2022 and 15 so far this fiscal year.

Karin stated that CPC is establishing workforce stability and has only 10 Case Manager vacancies with a current caseload ratio of 18-1. When all positions are filled the agency will obtain the 1-14 ratio goal. CPC's HR Department has recently onboarded some amazing new staff with renewed energy.

Karin stated that CPC is able to offer benefits that we have never been able to do before. Paying for credentialing and insurance reimbursement has been very well received by staff. The main office in Daytona Beach has expanded to the first floor which has also been very well received and allows for growth.

Karin stated the new Health Services position will help with the agency's dental performance. CPC is already seeing results with expanded safety services which started July 1st. There are two programs; two beds for boy and two beds for girls. It has been a life saver to have an emergency placement for girls. One Hope United, a no reject / eject program is also opening in Palm Beach. There will be three foster parents and a therapist on staff which will hopefully assist with less Baker Acts and arrests.

Walter stated he has heard wonderful things and we're excited about the partnership.

Karin stated that Naya is a foster care provider statewide working to recruit enhanced foster homes. They have a great record nationally and we're excited to have them in our circuit. CPC is also hiring two foster parent recruiters. She also stated that Bethany Christian Services has had great success with the cross over children that we experience as lock outs.

Susie stated that Karin and the CPC team are doing a tremendous amount of work and a great job.

Karin replied that we are happy to be able to develop and implement this amazing network to make sure families are getting what they need.

Walter said to focus on wrap around care for foster parents, anything we can do to assist foster parents is vital.

Karin replied that CPC will continue to do what we can to invest in our foster parents and that Danielle has lots of ideas.

VII. Board Comment

Bill stated that he echo's Susie's remarks and that the work the CPC team has done is amazing. The agency is in such a better place today than in the not-so-distant past. He thanked Karin and the team for working together and for the clear board reporting. He stated that he is proud to be a part of this organization. Bill asked if the board members would like to share anything

Geri stated that she has a training center with classroom desks free to CPC or a good home. Her company is getting a new training center.

VIII. Public Comment

None.

IX. Adjournment

Bill Griffin motioned to adjourned the meeting at 4:57pm. Paul motioned, Geri seconded. **ALL APPROVED.**