

## **BOARD OF DIRECTORS MEETING**

**DATE:** February 24, 2022 **TIME:** 4:00PM **LOCATION:** Zoom

**Members Present:** Bill Griffin, Reggie Williams, Pam Masters, Myra Middleton, Paul Schandel, Susie Dolan, Geri Westfall

**Members Absent:** Dr. Gilbert Evans, Myra Middleton, Jim Weite

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

**Guests:** Lori McCray (DCF Government Operations), Christy Gillis (DCF Circuit 7 Community Development)

### **I. Call to order**

Bill Griffin called to order the regular meeting of the CPC Board of Directors at 4:05pm February 24, 2022, via Zoom.

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

**III. Introductions:** No new guests

### **IV. Consent Items:**

Bill motioned to approve December 2021 Board meeting minutes, Reggie motioned, Susie seconded, **ALL APPROVED.**

Bill motioned to approve HR reports, Reggie seconded, **ALL APPROVED.**

### **V. Finance Department**

Tiffany reviewed the January 2022 financials and stated that CPC (Community Partnership for Children) ended the month with just under 8M cash balance. Employee support was over budget by 17k due to the PRIDE train the trainer and paid vacations that will recover. Independent living is overbudget by a good amount, CPC received additional money that is very restricted on what it can be spent on. OHC (Out of Home Care) continues to be overbudget, if there weren't vacancies CPC would be over budget.

Reggie asked about how the training contract works.

Karin replied that FSS of N. Florida subcontracts with CPC to provide the training for Case Management and Child Protective Investigators with joint classes. It does appear that CPC will have that contract for another two years.

Bill asked about open positions. He stated that Halifax Hospital is also struggling with vacancies and raised CNA's salaries an additional \$4/hour.

Karin replied that CPC is also taking steps, there have been two stipends for all staff and two cost of living increases. The FCC (Florida Coalition for Children) is really stepping up to advocate for funding and the Senate is using it to help with the budget appropriations. The FCC is working with the Senate to identify the CBC's (Community Based Care) biggest needs. Hopefully CPC will receive 11.7M that the house says we're eligible for and we will increase Case Management starting pay to 45k.

Reggie asked how the 30 vacancies is affecting the staff and the children.

Karin replied that Putnam has historically struggled but has leveled off with shelters which is a miracle and helped CPC to stabilize the cases that we do have. The agency is also working hard on finalizing adoptions which should bring us to 1000 kids which is manageable. Tara has done an amazing job with support.

Karin stated that this the first time someone has ever asked what do the child welfare agencies need financially. This is the first time our agency has had an opportunity to change the landscape and is really exciting.

Reggie replied that is fantastic and you all have done a great job.

## **VI. Child Welfare Measures Report**

Karin reviewed the Child Welfare Measures Report. She stated that it's amazing that CPC is still able to perform with the vacancies which is an industry wide problem. The base pay has to rise for people to take on this challenge.

Karin stated that CPC did not drop in any categories for the second quarter. The agency did reach the goal of *no abuse during in home services* and stayed above the state average. The main focus is still *exiting within 12 months* and *no re-entry after 12 months*.

Karin stated that the pandemic and staffing have impacted all CBC's performances. Hopefully all of these agencies continue to rise and meet the goal again as a state.

Reggie asked if there is still a court back log.

Karin replied yes but the courts are moving right along. Only these last two quarters have we dropped below goal, due to the back log of the courts. For the goal of *no reentry within 12 months*, CPC has been struggling and Tara is working on this measure. When less kids reach permanency then you have a lower number.

Karin stated that medical is meeting the goal and dental continues to be an issue along the rest of the state. We're hopeful that we can get staff to help coordinate and meet that goal. Some of this is due to timely documentation.

Bill stated that he doesn't know how CPC is operating with that many vacancies

Robin stated that she has never seen anything like it at Career Source, people are only showing up for remote job openings.

## **VII. Board Comment**

## **VIII. Public Comment**

None.

## **IX. Adjournment**

Bill Griffin adjourned the meeting at 5:05pm.