

BOARD OF DIRECTORS MEETING

DATE: June 12, 2025 **TIME:** 4:00PM

LOCATION: 143 Executive Circle, Board Room
Daytona Beach, FL 32114
& Zoom

Members Present: Bill Griffin, Reggie Williams, Paul Schandel, Melissa Chelsey, Jim Weite, Susie Dolan

Members Absent: Harriett Holiday, Robin King, Myra Middleton, Pam Masters

Staff Present Karin Flositz (CEO), Danielle Antoine, Tara Thompson, Brittany Lawton, Andrea Voss-Gergely, Michelle Marrero, Christina Remmert

Guests: Lori McCray (DCF Government Operations), Chris Bowler (Public)

I. Call to order

Bill Griffin called to order the regular meeting of the CPC Board of Directors at 4:05pm on June 12, 2025.

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

III. Consent Items:

Bill asked if there are any questions regarding the HR reports and board meeting minutes. No questions accepted as presented.

IV. Finance Department

Tiffany reviewed the financial snapshot and stated that the agency has been fully utilizing the increase in funds. There is a slightly lower admin rate and the cash balance is high due to the carry forward. A few items are overbudget such as conference registrations, support due to insurance deductible and adoptions which will be reimbursed by DCF (Department of Children and Families). Outside of the DCF contract there is revenue from Sunshine Health and the Captive. Everything else shows the normal course of business.

Reggie asked about Sunshine Health and Tiffany replied that it took over CBCIH.

Tiffany reviewed the 2025-26 proposed Budget. She stated that this is our last board meeting before the end of the fiscal year, but the state of Florida has not yet passed a final budget so we are still in negotiations.

Tiffany stated that the DCF contract is going up by 1.2M which is mostly due to covering the agency's costs for adoptions. There is a slight increase in Sunshine Health revenue, charitable contributions have increased quite a bit due to toy drive, back to school and other donations. The agency's Worker's Comp insurance has gone up due to more employees and salary adjustments. There is an increase in spending for conferences and employee development. There is an increase in liability insurance with a performance bond which added 110k to the insurance line.

There is an expected 2-5% increase across the board for cost of living, and liability insurance will most likely increase. The agency has increased slightly on client related expenses, adding 180K by taking funds out of the rental assistance line, and reducing money from two foster expenses that are underspending. There is a lot of unknown, but the preliminary budget is still in a positive situation. Once we have the final numbers, we will be reviewing an amended budget at the August meeting.

Karin replied that it will likely be the same revenue as last year. The agency has reached a place where we are utilizing the funds given, and this is where we expect it to land. CPC is operating in line with the DCF revenue, for any large unexpected expense we do have that carry forward of 16M that can sustain those increases.

Bill asked if the agency will get trued up. Tiffany responded that if the funds are underspent or overspent, it will get trued up the following year. CPC would owe the funds back in Sept/Oct.

Bill entertained a motion to approve the 2025-26 Budget. Reggie motioned, Jim seconded. **ALL APPROVED.**

V. CEO Comment

Karin reviewed the performance report and started by thanking everyone in the room for where the agency is at today. For the permanency goal of exiting within 12 months, CPC is edging closer to the state average with the entire state struggling with this measure.

For the goal of exiting in 12-23 months, the agency is outpacing the state and making the goal. CPC has the lowest rate of placement moves and outpacing the state. Siblings together can be difficult, but once they come into care we strive to ensure visitation and connection while looking at every opportunity to place them together. For the well being measures, CPC has a lot of resources and is outperforming the state in all of those measures. This is the best report card we've ever been able to show.

Karin reviewed cohorts and real time data showing that the agency missed the goal by 17 children in some measures but real time rolling data shows it will catch up, and is continuing to move forward. The agency is still doing well with entries and exits. January did show a spike around the holidays.

Karin stated that CPC is currently serving 477 children, compared to January of 2020 when we peaked at 1300. The agency has finally been able to provide a case load ratio that we've been working towards obtaining for many years.

Karin reviewed the agency's strategies which showed how far CPC has come since 2022-23 with the new contracts that have been added such as One Hope and the Fatherhood Initiative. She would like to bring them to present at a future board meeting.

Since 2022 the agency has added three kinship support staff, and conditions for return to assist the Case Manager with getting kids homes within the 12 month goal. QA (Quality Assurance) conducts post placement reviews to ensure children do not enter back into the system.

CPC's Training and Support Center has been a great addition with a professional space to onboard and certify new Case Managers. The agency has also been able to quickly lower insurance rates to a manageable place for staff. Karin is most proud of the amazing 1:11 child/caseload ratio which allows staff and children to thrive.

VI. Board Comment

Susie responded that she cannot believe how far we've come as an agency. Bill stated that it is wonderful to see the agency down to less than 500 kids in care. Melissa agrees that it is nice to see those numbers and the agency is doing a great job. Reggie replied that it is a very helpful to see the report that shows the measurements with a two year lag. Excellent job to the CPC team, the Board is very appreciative.

Danielle presented Gold Marketing, the firm that has assisted with upgrading CPC's marketing materials. In the past year CPC has implemented billboards, buswraps, child welfare radio minutes, and videos of our staff talking about our programs. The past couple of weeks CPC promotional materials have been updated regarding our mentor, adoption and foster care programs.

Danielle stated that CPC is striving to engage businesses and organizations in the community, not just for these programs but also to assist with opportunities for our youth, and stocking our Kinship Closet for relative caregivers. She would be happy to explore these opportunities with businesses in the community.

VII. Public Comment

Chris (guest) asked if the agency does any post surveys for foster parents. Danielle replied that CPC does exit interviews for foster homes that are level 2-5 which are not related to the child. Karin replied that his point is well taken and she'd be happy to sit down with him to talk about how we can learn from all experiences. Bill replied that this is valuable input and something we need to pursue.

Chris also asked about the budget per child. Tiffany replied that there is core and non core funding, direct payments to families, and to children at certain levels. The funding is more complicated than cost per child. Karin replied that we are not only serving 477 children, we assist with prevention, post placement, adoption, etc.

Bill asked to break down these direct payments to each category, aging out payments, etc. how much is related to the 477 children in OHC so we can understand the full scope.

Reggie replied that is an excellent question but we need to go back to when we were underfunded. We can look at the quality of care and how we are now better able to serve children and families. Karin replied that in October of 2022 is when we were given the funding to get where we are performing today. Melissa replied that she has personal experience with adoption and can also assist with explaining the funding as a CFO. She is happy to help.

VIII. Adjournment

Bill Griffin adjourned the meeting at 4:58pm.