

Board of Directors Meeting

October 11, 2018

Members Present: Bill Griffin, Pam Masters, Reggie Williams, Jim Weite, Robin King, Myra (phone), Holsey (phone)

Staff Present: Mark Jones, Karin Flositz, Danielle Antoine, Kellie McKenzie, Kristin Pandolfi, Rachel Cook, Christina Remmert

Guests: James Halleran (James Moore), Donna Brown (James Moore), Charles Puckett (DCF)

	DISCUSSION	ACTION	ASSIGNED TO & DEADLINE
MEETING CALLED TO ORDER	Meeting called to order at 3:14pm by Bill Griffin		
INTRODUCTIONS	Everyone introduced themselves and their affiliation.		

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CONSENT ITEMS	<p>Bill Griffin motioned to approve consent items – Robin seconded.</p> <p>ALL APPROVED.</p>		
DISCUSSION ITEMS	<p>Kristin Pandolfi (Human Resource Director): We've recently changed carriers from United Healthcare to Blue Cross/Blue Shield, creating a savings instead of an increase. We've tried to protect employee and children coverage as much as possible. Everyone seems to be ok with this change.</p> <p>We also have a new EAP provider for our staff that will cost \$3600 and this will give us data of how many staff are utilizing this service.</p> <p>Reggie: How much is the company paying?</p> <p>Kristin: The CPC contribution is what the agency is paying.</p> <p>Mark: We are very fortunate because we had a 140% utilization rate this year, but Myra Thompson pushed Blue cross / Blue Shield to come in at a lower rate.</p>		

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	<p>Bill: Any questions?</p> <p>Kristin 401K Update: I don't have any handouts, but Mark and I met with Unified Trust. We've been with John Hancock for nine years, but I've always known their fees are a little higher. Unified meets with each individual to get on track.</p> <p>Does the board want any involvement with changing 401K?</p> <p>Robin: No</p> <p>Donna Brown: I can help look at those fees. It very challenging to get the best plan for the employee.</p> <p>Reggie: What agencies are you looking at?</p> <p>Kristin: Unified Trust so far but we are still looking.</p> <p>Reggie: Have you looked at Mutual of America? They are focused on non-profits.</p> <p>Mark Jones (CEO): Florida First Act currently delayed to Oct 2019 and FCC is asking to delay it until 2020. Evidence based practice through the California act or promise and practice. Those services in Florida are not in practice and we would need time to build those services up. DCF is working with the</p>		

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	<p>Federal government to see what that looks like. FCC is working with the legislatures to see the path going forward.</p> <p>Bill: What's the election going to do to this depending on who wins?</p> <p>Mark: Melissa Jaacks is the statewide expert liaison and she has been coming to update us. She had to cancel due to hurricane but will reschedule soon.</p> <p>Robin: Would the state of Florida help with the loss?</p> <p>Mark: Possible Block grants from the state.</p> <p>Bill: Would this be a reallocation or an addition? If nothing happens how long do we have?</p> <p>Mark: Oct 2019</p> <p>Bill: If we're losing 10% less what will we do at CPC? If we can look at drafting that in the next 60 days. A plan of what we will do.</p> <p>Jim: What services don't we provide if that were to happen?</p> <p>Mark: FCC is trying to show evidence-based for case management. The challenges are the prevention/diversion services.</p>		

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	<p>Robin: If we get the delay is that enough time to turn some things around and get these evidence-based?</p> <p>Bill: If we take all away that is not evidence-based what would be losing in funding? Can we categorize all the programs that are evidence-based / promising practice and those that are not and look at what we would be losing in funding?</p> <p>What is a target date that we need to meet to discuss?</p> <p>Mark: I would say we need to meet with Melissa Jaacks first.</p> <p>Jim: What other agencies would it affect?</p> <p>Mark: All of our group home providers.</p> <p>Karin Flositz (Chief Operating Officer): The state is trying to maximize all the funding that they can, they're expanding protocol and reallocated IVE funding draw down. This may help replace some of the funding that we are losing. It's complicated but I do think the state is trying to find ways to replace the funding.</p> <p>Non-judicial are children that we can keep with their family but monitor. We already had NTF diversion and we have a volunteer unit</p>		

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	<p>here. We converted all those units to be non-judicial but NTF maintained their therapeutic component.</p> <p>QA department did a yearly review and determined that there is no difference in the quality of the two programs</p> <p>We met with NTF and their unit will mirror ours to deliver the same services. We told them in Dec we would reassess. The total cost savings is 374k annual, 250K fiscal. I think the return on investment will be the same and we will continue to work with NTF to make sure that there no issues.</p> <p>Reggie: Is there a component that is lost?</p> <p>Karin: From a staffing perspective, two of their employees will be billing Medicaid instead of us.</p> <p>Bill: That is great to impact and enhance the mission.</p> <p>Mark Jones Risk Pool update: There is some money available 5 million and we did apply. We are still in the running even though we are Tier 3.</p> <p>Bill: When is that decision?</p>		

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	<p>James: Before the election will be the decision but money will come after.</p> <p>Danielle Antoine (Director of Programs): Foster care recruitment is an issue statewide and is not just local to our community. We have far more children in group care than before. We've been meeting with our licensing providers and monitoring with them. We're using the tag line of "Foster the Future". We have been working with forever family on some campaigns. We are giving t-shirts to staff with "Foster the Future" on back. We've had three pastor brunches to help with recruitment and retention. Compacare is a model that identifies a group of people to provide wrap around care to the foster families. This helps to retain foster homes. The Church is their family and it has been very well received.</p> <p>Bill: I think that has some real promise in churches.</p> <p>Danielle: They say that everyone can give time talent or treasure. They provide the training.</p> <p>Every year we do our annual Thanksgiving food drive, we've actually started getting donations. Each unit picks their families.</p>		

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	<p>We've also started our toy drive for relative and non-relative caregivers that typically do not have help elsewhere.</p> <p>Adoption Day update: So far we are up to 7 children that but that number will grow. If you haven't been to an adoption day you should come and bring tissues.</p> <p>Jim Weite: Robin and I are looking at resources that we can bring to recruit board members.</p> <p>Reggie: If we have names for potential board members should we give them to Jim or Robin?</p> <p>Mark: For now, you can give them to me or Christina to set up a lunch.</p>		
FINANCE DEPARTMENT	<p>James Halleran: In July we prepay our liability insurance, so we've overspent our contact at this point. Clothing allowance also hits in July. There has been increase cost of group home care and increased kids. But we are hoping to make that up over time.</p> <p>Revenue side for the current month we have a profit of about 29k.</p> <p>Robin: That's just for July and August that doesn't include and carry forward?</p>		

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	<p>James: Correct.</p> <p>Donna: We have a true over expenditure of \$347k.</p> <p>Bill: Do we have a run sheet that shows us the true over expenditure from past year's months? What is Sept looking like?</p> <p>Rachel: Close to a 200k deficit for September.</p> <p>Robin: Do we have a child ratio to case manager?</p> <p>Mark: We do but we haven't been able to keep up with the kids coming in and the staff turnover.</p> <p>Karin: Part of our FVP is working on the exits.</p> <p>Bill: What are we going to do to stop overspending 150k a month?</p> <p>Robin: If you are fully staffed would the ratios be where they need to be?</p> <p>Kellie: In Putnam we are fully staffed but we need another unit since we have 160 kids under one supervisor.</p>		

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	<p>Mark: Employee compensation is here as a placeholder for future.</p> <p>Robin: We need to address the child to Case Manager ratio as well.</p> <p>Pam: In the coming year we have to prioritize employee compensation - I am fearful the house of cards will fall.</p> <p>Robin: It's the same with the state right now.</p> <p>Bill: We need a number for employee raises.</p> <p>Robin: Are you using Microsoft 365?</p> <p>Kellie: We are using skype and other technology. Rachel is also working on cards for Master Trust.</p> <p>Mark: I want to give a shout out to my team</p>		
BOARD CHAIR COMMENT	<p>Bill: I would echo to what Mark is saying. You have an incredible mission.</p>		
PUBLIC COMMENT	None		
ADJOURNMENT	Bill Griffin adjourned the meeting at 4:53pm.		