



## Board of Directors Meeting

February 1, 2018

**Members Present:** Myra Middleton-Valentine, Jim Weite, Pam Masters, Bill Griffin

**Staff Present:** Mark Jones, Kellie McKenzie, Kristin Pandolfi, Christina Remmert

**Guests:** Tiffany Edwards (James Moore), James Halleran (James Moore), Jack Levine (4Generations Institute)

	DISCUSSION	ACTION	ASSIGNED TO & DEADLINE
<b>MEETING CALLED TO ORDER</b>	Meeting called to order at 3:15pm by Bill Griffin		
<b>INTRODUCTIONS</b>	Everyone introduced themselves and their affiliation.		

	<b>DISCUSSION</b>	<b>ACTION</b>	<b>ASSIGNED TO &amp; DEADLINE</b>
<b>CONSENT ITEMS</b>	<p>Bill Griffin motioned to approve consent items – Myra seconded.</p> <p>ALL APPROVED.</p>		
<b>DISCUSSION ITEMS</b>	<p>Mark Jones introduced Jack Levine.</p> <p>Jack Levine: CPC is basically facilitating the adoptions of 4 children per week and 200+ adoptions per year.</p> <p>Now that I am a grandfather I translate that into my advocacy because I know that not all children are born into good situations.</p> <p>I'm involved in policy and media but now I feel called to travel to the folks who are directly servicing the children.</p> <p>I happen to be a direct supporter of the GAL and I understand that they can be at odds with the CBC's and DCF. But I am bringing them up because they are our partners. I'm awed that they will spend 40-60 volunteered hours to help a child. I honor them as part of the child welfare system. There is something special about GAL and I suggest you bring them in on a regular basis. Judges respect and listen to them.</p>		

	DISCUSSION	ACTION	ASSIGNED TO & DEADLINE
	<p>I'm giving a seminar about the importance of multi-generational collaboration tomorrow at the CPC All Staff.</p> <p>70% of people over 55 are regular voters. That is a very powerful age group to get to know you and get involved. 2/3rds of GAL are over age 65, The more we engage my age group (65) the more powerful we will be. I didn't see that in your strategic plan and I would suggest adding age diversity in your plan.</p> <p>For the faith community - Let's declare the next five weeks from Mother's Day to June – the month of the positive parent. I will help you think it through and do some special materials surrounding that.</p> <p>Just a few ideas, thank you for letting me share.</p> <p>Bill Griffin: Thank you for letting us think differently.</p> <p>Jack Levine: How so?</p> <p>Bill Griffin: We've been thinking about how to recruit foster parents and that we should go to businesses to speak to the staff. For the time that you're spending on the corporations, they time would be well spent on the faith community. The resources that</p>		

	DISCUSSION	ACTION	ASSIGNED TO & DEADLINE
	<p>would address this need fit more into that demographic of the community.</p> <p>Jack Levine: If I may what is your favorite team sport?</p> <p>Bill Griffin: Basketball.</p> <p>Jack Levine: It's a team effort, what I call a village approach. You could target one age group for housing and another for foster grandparenting. Looking at the whole family approach does not exclude anybody.</p> <p>Myra Middleton: I think that you are right on target and we are in that group of people you are talking about. The reason we became members is through our faith community. Holsey and I are both very active on our church and we talk about the need for foster parents.</p> <p>Jack Levine: Go to where people gather and if you reach can reach the right 10-15% you can make history.</p> <p>Pam Masters: The time is right for this shift in thinking because people are working longer, living longer and contributing longer.</p> <p>Jack Levine: Have a tagline for your agency representing this shift.</p>		

	<b>DISCUSSION</b>	<b>ACTION</b>	<b>ASSIGNED TO &amp; DEADLINE</b>
	<p>Bill Griffin: The old way of thinking about foster care is the responsibility of the state. But I think the messaging has to be done well. We have to have a plan to putting people to work if we do this – meaningful work.</p> <p>Jack Levine: I think we need to have classes to educate people on how the system works.</p> <p>Bill Griffin: When CPC became private, I don't think we have really separated ourselves, but we are doing much better.</p> <p>Jack Levine: I did see a lot of great partnerships and community events that CPC has been involved in and has facilitated.</p>		
<b>FINANCE DEPARTMENT</b>	<p>Tiffany reviewed the December Financials. The risk pool, back of the bill funding across the state there is a deficit of 9.6 million with all the CBC's. Our portion is 1.6 million.</p> <p>There are some non-recurring funds in the legislator that may come through.</p> <p>DCF is going through a process to use some of the extra prevention, diversion to keep kids out of the system. They are looking to shift those funds to help with the CBC's deficit.</p>		

	<b>DISCUSSION</b>	<b>ACTION</b>	<b>ASSIGNED TO &amp; DEADLINE</b>
	<p>December Financials – There was nothing major in Nov. At the end of Dec., we had 1.6 million in cash. Accounts payable was 1.5 million which is very normal for us. Everything is very standard. Just under 3.1 million in revenue. We had our contributions for toy drive.</p> <p>YTD: Profit of 193k</p> <p>Cash flow is standard. Ended the month with 1.8 million.</p> <p>Salaries are running slightly overbudget but that might turn itself around in the coming weeks. The insurance is over budget slightly.</p> <p>Telecommunication is overbudget – we are starting to purchase small things that are not capitalizable. We did upgrade to iPhone for staff. We should start to recover over the next six months.</p> <p>The SIPP placement are the psychiatric placements and they are not always taking the children with behavior issues. Sometimes we have to place out of state. We have a child in Missouri that we are required to visit every month which is an added expense.</p>		

	DISCUSSION	ACTION	ASSIGNED TO & DEADLINE
	<p>December is a rougher month that we usually see – it did not slow up. We have a child that is costing \$800/day – Florida Institute of Neurological Disorders.</p> <p>We requested for Back of Bill funding to help with these high costs kids – the amount is just about equal to the extra costs we have incurred. DCF is aware and can see the correlation.</p> <p>We are the lowest admin rates across the state.</p> <p>COU View: True over expenditure of 451K through December.</p> <p>Bill Griffin: How do you pay the bills?</p> <p>Tiffany Edwards: DCF gives us the funding in advance. The Back of the Bill funding is being pushed back to May.</p> <p>Bill Griffin: It is frightening if the House and the Senate do not come to an agreement. We're paying for kids that should have been in these programs.</p> <p>Mark Jones: DCF is contractually responsible to keep the child welfare services operational. They are aware of the deficits.</p>		

	DISCUSSION	ACTION	ASSIGNED TO & DEADLINE
<b>CEO COMMENT</b>	<p>Mark Jones:</p> <p>Staff Turnover: 25% is fantastic for human services but it's too high for us. We haven't been able to give increases for the past three years. I've come to the board in the past and again now.</p> <p>Pam Masters: Why wouldn't our salaries be commensurate with DCF? It's the same job so why can't we ask DCF for more money?</p> <p>Mark Jones: Our turnover is not as high as DCF so it's not as much of an emergency. Because we contract through DCF we have to go through the appropriation.</p> <p>If we get our Back of the Bill and we are sitting at zero dollars – I want to get back to the Board about salary increases. Would be the Board be OK be that?</p> <p>Pam Masters: Yes</p> <p>Jim Weite: I would like to see a summary of the plan and see a couple of different options.</p> <p>Pam Masters: I don't agree that we have to be at zero to make this happen. I think this needs to be done sooner.</p>		

	DISCUSSION	ACTION	ASSIGNED TO & DEADLINE
	<p>Bill Griffin made a motion for Mark and the team to put something together for a recommendation for increased compensation plan.</p> <p>Myra seconded</p> <p>All in favor.</p> <p>Mark Jones: Recruiting Board Members. Jim suggested a nominating committee for board members to recruit board members.</p> <p>Jim Weite: I think we should reach out to our own Faith communities to find the right people.</p> <p>Board meeting locations – we will have the June meeting in Flagler – thank you Myra and Holsey.</p> <p>St. John’s River Center – possible Board meeting location.</p> <p>Bill Griffin: Let’s keep Holsey in our prayers. Thank you, Myra and circle of friends, for the Christmas to Remember. Great event.</p> <p>Bill Griffin: Let’s look at other locations for our Board meetings. Halifax is not the easiest place to access with parking, etc.</p>		

	<b>DISCUSSION</b>	<b>ACTION</b>	<b>ASSIGNED TO &amp; DEADLINE</b>
	Pam Masters: We could probably meet in our office.		
<b>BOARD CHAIR COMMENT</b>	None		
<b>PUBLIC COMMENT</b>	None		
<b>ADJOURNMENT</b>	Bill Griffin adjourned the meeting at 4:53pm		