

# Board of Directors Meeting Minutes

December 02, 2021 12:30 pm  
Via ZOOM

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**Meeting Date: December 2, 2021**

**Chairman:** Mike Jordan

**Location:** Kids Central Large Training Room

**Present:** John Cooper, John Aitken, Paula Mealy (minutes), Mike Jordan, Gordon Johnson, Lisa Alexander, Shalonda McHenry Sims, Janice Johnson, Cyrus Robinson, Anthony Piarulli, Mark Imes (called in), Matt Bartoli (Call-in), Brad Rogers, Bobby James, Mark Wickham (call-in), Diana Brown, Rebecca Schatt, Lance Kinney

**Board Members not Present:** Kelly King

**Guests:** Barbara Williams (DCF – call-in), Joanne Mc Mullen (Relative Care Giver), Charles Scherer (DCF Regional Director), Tim Westgate (Purvis Gray)

**Quorum:** Yes

**Call to order** December 02, 2021 at 12: 35 pm

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I. Chairman's Remarks - Joh introduced Charles Scherer, DCF Regional Director who expressed a few words of thanks to the board. Also joining us (but not introduced) is Joanne McMullen current relative/non-relative caregiver of a child.

- a) Purvis Gray Audit Report – Tim Westgate (Audit Partner) presented. 2020 Clean report was clean with no major findings. 2021 draft report should have no significant changes and they expect a clean opinion of financials. Becky reported Mark's motioned we approve by email when remaining minor parts are completed.
- b) Audit Committee Report – discussed with no major additional info provided
- c) Approval of September Board Minutes – Janice moved to approve. Bobby seconded the motion. All were in favor and unanimously approved.
- d) Board Recruitment Update – nothing to discuss
- e) Board Education – IT Security/Ransomware – Steve Lovely presented an overview of the security related areas IT covers, number of locations (13 total), policies in place, and tools utilized (firewalls, security operations center, backups hourly, email filtering, annual risk assessments, ongoing scans, dark web monitoring, and enhanced user security). He discussed threats such as ransomware attacks, unauthorized access and human error. Finally, he discussed emergency preparedness and recovery due to weather events, fire, etc.
- f) Board Member Resignation -Mike thanked Chief Cyrus Robinson for his 9 years of dedication to Kids Central and presented a gift of thanks. Cyrus mentioned how much he will miss us all and would not have stayed as long as he did if he did not appreciate everyone on the board and the mission of Kids Central will always be very important to him. Becky moved to accept his resignation. Lance second the motion. All were in favor and unanimously approved.
- g) CEO Evaluation and Board Evaluation – Gordon will lead a group starting in January that will continue to refine the New CEO evaluation process and will also address the Board evaluation process. Anyone who wants to participate, please contact Gordon. All are welcome.
- h) The KCI Annual report will be available for the January Board meeting and Mike is asking all board members to take 5 copies to hand out to the community.
- i) Mike handed out a sheet with CEO salaries of all 17 CBCs in Florida, and is asking all members to review it and prepare to discuss in January with John A.

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- j) Visiting legislators - Mike wanted to discuss our progress - John C and Jessica Gilbert are scheduling meetings with all delegations to discuss retention, recruiting, and funding. Our local delegations do not sit on major state committees, and we need to get their attention. We want new funding to only go to underfunded agencies instead of proportionally to all agencies, which is currently the plan. Our lobbyist is working with other underfunded agencies as well. Mike requested that John make a formal invite to board members to go to Tallahassee to voice our needs. Dianna advocated for direct meetings with legislators. Becky feels we need DCF to be partners with us – holding off on our contract for 18 months does not feel like a partnership. Brad asked how many Case Manager openings we have. John reported 30 in Marion and another 50 across other CMAs combined.

## II. President's Report

- a) October Performance Scores – The Dental measure (CBC 10) is red and continues to be tough due to COVID. The summer surge added extra pain. Number of Placement Moves is also red (CBC 08), and is high due to COVID (Kids or families exposed to COVID). Page 20 compares us to other CBCs across the state. Between the pandemic and number of vacancies, no one can maintain their measures. All locations are struggling. We are only receiving 2 job applications for 20 openings, where we used to get 20 applications for 20 job openings.
- b) COVID-19 Update – Healthy Start still are still doing state-mandated virtual visits. However, DCF has restarted mandated face to face visits. Staff is phasing in a back to work plan and by January, we expect full staff in house, given there is not another surge.
- c) DCF Contract Negotiations – WE have now spent more than 12 months in re-procurement. It should not be taking this long. Part of the issue is there are many new staff in Tallahassee, there is a new Secretary, and that all effects the process. We are finally making progress in negotiations and are seeing movement in the negotiations in the right directions. On indemnification (biggest issue), we notified DCF that the insurance company is preparing non-renewal notices to all CBCs, and the department is now finally appearing to agree to the change in language. Also, the 2% hold back will now only be for agencies who are not underfunded, and the 180-day notice is now agreeable, and we are now about to renegotiate with our CMAs anyway, so that issue is not a big one.
- d) Legislative Update – nothing further to cover.
- e) Case Manager Turnover – John delivered the one-page presentation to the legislature that he discussed and reviewed today – average employment tenure is 2 years - not workable. People want to work at home, for more money and less stress. We are \$18,000 below market value just in the state of Florida. John discussed the email he to a senior staff member who resigned, and it lists all the steps we are taking to try and remediate the issue. John also met with Kevin Sheilley, CEO of the Chamber Economic Partnership, and they are setting up meetings to discuss ideas related to filling positions
- f) Pasco/Pinellas Lead Agency Emergency Procurement - Pasco/Pinellas lost their contract with DCF. KCI did not want to bid for the contract mostly because we were not local, and the CBC is way underfunded. DCF issued an emergency procurement and asked us to bid. Mike J. and John C. agreed to do a letter of interest. Within a few days we were meeting with a proposal. They wanted us to concentrate on Pasco Case Management only, then they changed it to Pasco and Pinellas counties (front and back-end processes), not just case management. In the end it was awarded to Jacksonville, which seems Unfortunate as it is not a local solution, which goes against DCF's own regulations.

## III. Operations (data is as of 11/30/21)

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- a) Out of Home Care update – Shalonda walked through highlights of the data from the Operations report on page 23 – 39 total new foster homes and 63 new beds. 75 adoptions have finalized.
  - b) Diversion and Prevention update – Shalonda reviewed the number of children served and noted that 85% of young adults (22 of 26) who have aged out of foster care have completed/enrolled in secondary education, vocational training and/or adult education. 103 families were served through diversion programs and Family engagement is at 94%
  - c) Quality Management and Training – children’s mental Health specialist completed 189 Multi-Disciplinary Staffings. There have been 1427 attendees for in service training (KCI staff and partner staff) and 5 PRIDE classes have completed.
- IV. Healthy Start/MIECHV – Shalonda shared a chart depicting the number of clients served She Noted that the numbers served continues to increase, despite the pandemic.
- V. Financial Report
- a) September Financials – Cash balance \$9.3 million , significantly larger than previous year and total liabilities also significantly larger than previous year – this is a timing issue , due to DCF payment timing. John also noted significant underspending due to the number of vacancies. OHC spending is significantly over due to FFPSA driving cost of group care up. Group home rates have gone from \$199 to \$279 and some up to \$500 a day, due to COVID, hiring, and insurance issue liability. Management and general expenses are at 4.17% of total expenses.
  - b) October Finance Committee – Case management score card now includes AARC as a major part of the measurements (70 points), and it is comprised of 35 separate elements that are earned individually, so that part of the measurement can be earned. Mark voiced that he was impressed that there was no need for audit management letter and that speaks very well of KCI financial management. Regarding the financial risk assessment, 16 general areas of financial risk were identified, with only 3 having a score above 50 (Salary expense (labor shortage), Licensed care expense (FFPSA increased Group Care expense greatly), and Insurance costs (if KCI changes carriers due to DCF Indemnification language).
- VI. Other Committee Reports
- a) Executive Committee (October 2021)- Minutes included in the packet. All areas of note have already been discussed in previous sections.
  - b) Quality Committee Report (September) - Lisa briefly reviewed the report and explained that moving forward, there will be focus on roadblocks to permanency
  - c) Community Development and Media Clips for Sept 26<sup>th</sup> through November are included in the packet. Gordon reported that the KCI holiday party for all staff is on 12/10, the Thanksgiving turkey drive was very successful, and he also discussed the suggestion of a one-time donation by board members at the beginning of the year to cover all events the board financially contributes to, as opposed to asking members as each event approaches. Dianna mentioned gift cards will be coming from her group (Delta Kappa Gamma (Gamma Delta Chapter).
- VII. Unfinished Business / New Business – Diana wanted further discussion regarding what she felt was very unprofessional behavior by a DCF employee during the presentation regarding

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Pasco/Pinellas contract bid. The entire Board agreed that KCI and our presenters (John and Billy) were greatly disrespected when the Deputy Assistant Secretary literally pulled the plug in the middle of the presentation just because she did not like the wording on a slide. It was the consensus that the Board needs to address the inappropriate behavior via a letter to be sent to Tallahassee/DCF. Charles Scherer (DCF Regional Director) took the opportunity to speak up and offered to meet with any board members who are interested and stated that professionalism and respect are very important to him and wanted us to know that he heard and understood our concerns.

VIII. Public Forum - Nothing to discuss

Next Meeting – January 27th, 2022 - 12:30 p.m. until 2p.m.

Wildwood Board Room, 901 Industrial Drive, Suite 200, Wildwood, Florida 34785

Meeting adjourned at 2:17 p.m. by Chairman Jordan.