

Board of Directors Meeting Minutes

July 25, 2024, 12:30 pm

Meeting Date: July 25, 2024

Vice-Chairman: Mark Imes

Location: Kids Central Board Room

Members Present: Diana Brown, Mark Imes (by phone), Kevin McDonald, Elizabeth Thompson, Gordon Johnson, Stephen Spivey, James Nations, Brad Rodgers, Rebecca Schatt, Anthony Piarulli

Advisors: John Cooper (CEO), John Aitken (CFO), Shalonda McHenry-Sims (COO), Veraunda Jackson (CLO)

Non-Voting Members: Mark Wickham

Not Present: Matt Bartoli, Carly Sayles

Guests: Melinda Bozeman (DCF – via phone)

Minutes: Paula Mealy

Quorum: yes

Call to order July 25, 2024, at 12:32 pm

I. Chairman's Remarks

- a) Introductory Remarks - Vice Chair Mark Imes noted he was filling in due to Chairman Kinney's resignation from the Board and welcomed all to the meeting.
- b) Vote on New Chairman – During the June Executive committee, it was agreed to submit Steve Spivey as candidate to fill in as chairman for this fiscal year. Mark made the motion, and Jim seconded. All were in favor and unanimously approved. At that point, Chairman Spivey assumed control of the meeting.
- c) Approval of May Minutes – Kevin moved to accept the minutes. Diana seconded the motion. All were in favor and unanimously approved.
- d) CEO Review Status – With Chairman Kinney's departure, the process of summarizing the board members input and delivering the final review to John has not been completed. Steve will pick up where Lance left off and complete the process.
- e) Bylaws/Board Policy Review Status -Steve and Jim have started by identifying inconsistencies, and will also make suggestions on changes, and will present recommendation to the Executive committee in October, and then hopefully to the full board at the following meeting .
- f) Board Education – Mentoring Program Status – Jim Nations Presented a chart entitled Theory of Change which depicts the entire process from creation of the program through implementation and expected long-term outcomes. The program will have helpers to call/support system for mentors if they need to reach out. We now have funding approval of a national plug and play program option. The team hopes to begin the program in the next couple of months, beginning with training mentors, who will be matched with their mentee based on areas of interest. There will be links to the program from our KCI website. Prayer breakfasts will be conducted to gain interest in the program. John Cooper mentioned that he met a person at the mayor's meeting yesterday who wants to be a mentor. Jim also shared a brochure with detailed information about the program. Its intent was to anticipate questions that would be asked, and generally address those within the brochure.

II. President's Report –

- a) June 2024 Performance - John commented on a few measures that continue to challenge us starting with M03 (Permanency in 12 months). He reported that the new measure for this fiscal year reduced the target from 41% to 35%, as it became apparent that the original was an unrealistic goal.

Board of Directors Meeting Minutes

July 25, 2024, 12:30 pm

Regarding measure M09 (Visits every 30 days), this was the first month KCI stepped back from assisting Lutheran with this goal. They are making progress but still have a ways to go. They have made tremendous gains from where they started and are now at 93.8%.

M10 (Parents visits monthly) has been eliminated from the new year's measures as it was recognized that this was not achievable due to the number of absent and unidentified fathers.

M12 (Relative placement) is another where the target is being reduced in the new year. The measure is changing from 65% to 60%. We are currently at 59.2% and have consistently been among the best in the state for this measure.

- b) Lead agency funding update/KPMG – John was appointed by Secretary Harris as the lead for the CBCs on a team that will create a new financial model. KPMG is still focusing on trying to standardize the GLs/chart of accounts. This is an unrealistic approach as everyone does it differently. John wants to get away from a focus on expenditures. They decided to update current expenditures to reflect what we should be paying for services, and what we should be paying for space, rather than what we are paying now, etc. KPMG is still leaning towards a PM/PM model, which John is against because those who typically use that type of model (Hospitals for example) do not have to serve every client, but we do have to. John wants semi-variable cost, (if you serve 500 less kids, you receive less funding). The number of kids served does change monthly, but it can be normalized. The changes will take effect in the 25/26 fiscal year.
- c) Nonprofit Insurance Coalition - There is no ownership – it voluntary. There are 11 members, with a mission to leverage the buying power of the members. Members are not required to purchase from the coalition. We are starting with benefits/ healthcare, not liability insurance.
- d) Marion Recruitment Update - John briefly reviewed Melissa's chart of Marion's recruitment efforts. The good news is we have no resignations pending currently. We seem to be stuck at the 75% number with 51 of 68 positions filled. To do better, we need to get more than 3-5 qualified resumes per week. We have been consistently losing 1-2 staff per month and gaining 1-2 hires per month, hence the stagnation. We are also experiencing good candidates who self-select out once they understand the demands of the job. There was a question on how the Lutheran CMA is doing with their hiring and they are losing 5-6 staff a month but are filling the positions faster given their location is in the Orlando area.

John shared a copy of the presentation he and FSU's Florida Institute of Child Welfare (FICW) gave at the FCC Conference last week. The topic was discussing how to support Florida's Child Welfare Workers in the current challenging environment. The number 1 comment on exit interviews of Child Welfare workers is that the work is "Rewarding but difficult". In December 2021, 40% of positions statewide were vacant. Case management turnover is a massive problem. The reasons for turnover were consistent: Poor compensation, Poor work-life balance, Minimal opportunity for advancement, Lack of recognition, and Workload and related stress. Even with the salary increases KCI has provided over the last 2 years, we are still about \$1,000 below the average salary for the

Board of Directors Meeting Minutes

July 25, 2024, 12:30 pm

state, and we are way below the national salaries. As of 2024, Florida case manager positions are 12 % vacant. We need to increase pay and provide upward mobility/career growth. Additionally, the feelings of being unsupported, undervalued, and overworked must be addressed.

- e) Spartan Fund Raiser - We have the event advertised on our Facebook page and are waiting for approval from Joe De Sena to use his likeness in the event ads. Also, the mayor of Ocala, Ben Marciano will also be a part of the race. As of now we are only advertising on FB. The plan is to also place ads in local gyms.
- f) CLO Veraunda Jackson provided a brief overview of legislative changes that took place as of July first. She was only able to hit some highlights due to our time limitations, but committed to sending out the full training presentation that was given to our circuit.

III. Operations - Shalonda briefly reviewed the end of fiscal year numbers. The number of adoptions finalized was disappointing with only 207.5. Staffing issues in the CMAs as well as the courts have influenced this measure. Post-COVID recovery has been very difficult. At the time of this meeting, we had already completed 20 adoptions for the month of July. We expect this is the beginning of a more positive trend. Number of siblings placed together has also suffered with a final percentage of 65.67%. KCI has a history of doing very well in this measure (the best in the state). We do see it improving for the new year.

IV. Financial Report

- a. June Finance Report - Kevin discussed the report in concert with the financials below. Reviewed insurance renewals information and increase cost. Our Umbrella policy went up 55% (most costly increase). It triggered a discussion on the possibility of dropping that coverage. The rest of our policies had moderate increases. After brief discussion, it was decided to retain the Umbrella policy to allow further time for risk analysis and discussion. It was also noted that due to the dissolution of our Self-Insurance, ANI is requiring KCI to obtain a letter of credit for \$300,000 to guarantee funds to be available for the maximum deductible.
- b. May 2024 Financials - The Finance team did not have quorum at the meeting and therefore could not vote. We are in the process of finalizing financial statements for the fiscal year end. As anticipated, we will have a deficit of \$1.1M to roll into next year. Out of Home Care costs continue to be the driver for our overages. We have reduced the number of children in care, but most reductions came too late in the year to make a significant impact on the deficit. Besides the number of children in care, the cost of our high-end care children has increased dramatically. Children who should be in DJJ are being sent to CBCs for placement, due to DJJ limited funding.
- c. Audit Committee Report - We need to have 3 competing responses for the Audit Procurement. One of the 3 competitors dropped out of the running. We therefore were able to get a 1-year extension with our current auditor (Purvis Gray), so we have time to find another bidder.

V. Other Committee Reports

Board of Directors Meeting Minutes

July 25, 2024, 12:30 pm

- Executive Committee June Report– Items of note in the report were briefly discussed and there were no questions other than those already addressed in other discussions above.
- Strategic Innovations Committee Report – June Draft – Diana briefly discussed the draft report. The Mentoring sub-group has made tremendous progress as reported earlier in this meeting. Recognition notes continue to be sent and are well-received and appreciated by staff. The Recognition subgroup continues their work and are incorporating suggestions received from staff. The Foster Parent Advisory group has reached out to foster parent Dr. Selena Gomez, who has agreed to assist in identifying foster parents to join this advisory committee. Diana suggested using our Foster Parent of the year from HALO awards to do a video promoting the benefits of fostering.
- Community Development – Other than the September 7th Spartan Race already mentioned above:
 - CARE awards - October 11th 2024 at Circle Square in Ocala
 - Casino Night – Boot Scootin’ Boogie on February 28th, 2025 Down Town Market 7-10 pm Board members are encouraged to promote and contribute to as well as attend these events.

VI. Unfinished Business / New Business – Now that the some of the subgroups of the SIC committee have more than 1 board member, we will need to post those meetings (provide Public Notice) on the Board Calendar to comply with Florida’s Sunshine Law. If your group has more than 1 board member, please send me your scheduled meeting dates/times ASAP, and remember the law requires notice at least 24 hours in advance.

Chairman Spivey motioned to adjourn. Kevin seconded the motion. . All were in favor and unanimously approved. The meeting was adjourned at 1:57 p.m.

Next Meeting – September 26th, 2024 – 12:30 p.m. until 2:00p.m.

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