

# Board of Directors Meeting

July 17, 2017 1:30 pm  
Wildwood Boardroom

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**Board Chair:** Jeff Dawsy

**Location:** Kids Central- Boardroom

**Present:** Jeffrey Dawsy, Stephen Spivey Rebecca Schatt, Bobby James, Mike Jordan, Cyrus, John Cooper, Matthew Ostrander, John Aitken, Rodney Rocker, Shalonda McHenry-Sims, Gail Burry, Barbara Myshrrall (minutes)

**Board Members not Present:** Kevin Sheilley

**Guests:** Kimberly O'Laughlin

**Quorum:** Yes

**Call to order:** 1:45 pm

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## **I. Welcome and Introductions**

Welcome and Call to Order at 10:15 am

- Approval of Board Minutes from March  
Motion to approve minutes was made by Rodney Rocker, seconded by Matt Ostrander, all in favor and unanimously approved.
  
- New Board Member and Board Resignations  
New board member application was submitted by Christopher Langley. Becky and Kevin had lunch with him and John met him as well. Becky said that she loves that he gets around to all of our counties and familiar with the adoption system and have some interest in adoption. He seems very interested in our agency.  
  
Motion made by Steve Spivey to approve board application, seconded by Rodney Rocker, all in favor and unanimously approved.
  
- Purchasing Policy Change – John explained that federal guidance was changing and the substantive changes require board approval. We didn't have department management trained to manage a budget. If they wanted to spend \$50 the CEO or CFO had to approve it. The federal guidance has loosened up the purchases of \$3,000 or less. Division chiefs will be able to approve up to \$3k and anything above that will require the CEO or CFO approval.  
  
Motion was made by the board to proceed with the new policy by Steve Spivey and seconded by Bobby James, all in favor and unanimously approved.
  
- Legislative Budget Update – John Cooper provided an overview of the state of our budget. We will not have a deficit this year due to money allocated by back of the bill funding however, we will not have any carry-forward money for next year.
  
- The Centers Leadership Change / Performance  
John explained that The Centers has been struggling in performance. Shalonda meets with leadership team constantly. John recalled that our model to partner with The Centers made sense and now we have moved into partnership with LifeStream and Baycare. Their behavioral health and substance abuse side has suffered. They used a lot of resources in ventures that didn't pan out, more than likely for new funding streams. We make up about 20-25% of their budget. They are on the verge of being on a corrective action plan. Steve Spivey provided some history on the management at The Centers and how the board members are cognizant of the fact that they have

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suffered from the quality of the last 2 CEOs. They are doing a national search and they decided to spend money to get a qualified candidate into the position.

There was discussion on how a new CEO can turn The Centers around, however, the option to put them on corrective action or put it out to bid. Steve asked to have a letter sent first to The Centers and put them on notice and the Board Chairman indicated that this is an operational issue and the CEO should handle it and report to the board the outcome.

## ➤ Finance Items

John Aitken provided an overview on the financials for May. John said we have much less cash on hand than we have had in past years. He explained a new line item in the financials resulting from the LLC which is a wholly-owned subsidiary to do CBHAs. He addressed the carry-forward and indicated that all the carry-forward is gone. He explained that the budget reflects the amended budget that the board previously approved. We will not have the funding to do all the operations that we have this year. Management and general expenses are running just below 5%.

Motion from Steve Spivey to accept the financials, seconded by Bobby James, all in favor and unanimously approved.

John Aitken updated the board that the 990 was filed on time and he received all the motions back from the board to approve. He thanked them for their attention to that matter.

## ➤ 2017/18 Slate of Officers

A plaque was presented to Bobby James in appreciation of his service to Kids Central over the years. Bobby spoke and explained that it is personal circumstances that is taking him away from Kids Central and this will be his final board meeting.

A plaque was presented to Jeff Dawsy in appreciation of his service as board chairman. He spoke and addressed that he enjoyed working with this board.

Steve Spivey reviewed that Cyrus Robinson will be the Board Chairman, Steve Spivey will be Vice-Chairman, Becky Schatt will be Secretary and Matthew Ostrander will be Treasurer.

Motion to accept this slate was made by Steve Spivey, seconded by Bobby James, all in favor and unanimously approved.

❖ ANNUAL PLANNING RETREAT - called back to order at 12:10 pm

❖ Year in Review

David DeStefano welcomed the board to the Retreat portion of the meeting.

## ➤ Board Survey

David reviewed the results of the board survey. He summarized that there is strong responses for orientation, fiscal responsibility however two areas that need attention are

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community engagement and board meeting and committee attendance. He reviewed the data which compared previous years.

John was surprised with the results of the legislative engagement. The board always felt that Steve has done it for so long that Steve has been the primary person for making the legislative trips to Tallahassee and legislative meetings with legislators.

Mike Jordan suggested to reach out to Ocala Businesses by speaking at the Chamber Breakfast. He stated that we need some younger people.

There was a discussion regarding fundraising.

## ➤ FY 16/17 Performance Review

John Cooper recapped the performance in the number of removals. We averaged about 71 kids coming into the system every month for years until the number increased to over 100. Since April we have averaged 4 more months for over 100 kids coming into care each month. These are not sustainable rates. We are the top 4 CBC's who have been hit the hardest.

John Cooper reported on the success of the foster parent campaign 2 years ago since Rosey is semi-retired. We did not refill that position based on the budget.

## ➤ Employee Survey

John Aitken reported that the scores from the Employee Survey were pretty strong. We have seen them come down in several areas. It's a two-year trend that shows the numbers slipping. The period between the last 2 surveys, we had a lot going on: increased workload due to increased number of kids in care and holding vacancies open; to keep up with the escalating pace of health insurance premiums, we scaled by the health benefits, we moved the location of the office which makes it a bit further for most employees. The staff is feeling a lot of stress. The leadership has been spending their time addressing the issues of kids coming into care and has distanced themselves from the staff in some ways. We have a workgroup and 3 directors along with John Aitken and Shalonda. We looked at the survey results and out of 50 questions we focused on the questions where we saw the response go down 2 years in a row. There are 4 general categories: workload, staff desiring to have some input into how things are managed, communication and messaging, cohesion and teamwork.

Gail recommended that the board express their appreciation to staff with a letter from Cyrus as board chair to express their gratitude.

John reviewed items on the balanced scorecard and discussed the items of interest.

## ❖ FY 16/17 Highlights

John reviewed the highlights of the previous year.

There was a robust discussion regarding removals and the steps being taken to reduce the numbers of children removed from their home.

## ➤ CBCI Captive Update

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➤ CBHA LLC Status

❖ FY 17/18 Opportunities

➤ The Centers Strategic Alliance Opportunity

➤ National Resource Center – Adoptive Parent Recruitment  
John and David discussed the submission of a NRC.

❖ Budget 17/18

John reviewed the projected draft budget and discussed some of the key points that may change and affect our deficit. John stated we can balance the budget however it would be draconian and we would have to continue to hold the vacancies we currently have. We have positions we need to be filled but are unable to do so at this time. The licensing workload has increased and we need more people in the Licensing Department. It's going to be another tough year financially. At the next Finance Committee meeting we will have a budget and then present it to the board meeting following.

We met with the Secretary at the last meeting. The Secretary is going to put forward new money for the CBCs but with the election, the governor is probably not going to put forward new money. We won't run out of cash this year. Without the risk pool money, we would have.

Adjourned at 2:00 pm