

Board of Directors Meeting

September 27, 2018 12:30 pm
Wildwood Boardroom

Vice Chair: Mike Jordan

Location: Kids Central– All Purpose Room

Present: John Cooper, John Aitken, Rebecca Schatt, Shalonda McHenry-Sims, Tom Ranew, Gail Burry, Kevin Sheilley, Kelly King, Paula Mealy (minutes), Lance Kinney and Gordon Johnson, Mike Jordan, Chris Langley

Board Members not Present: Jeff Dawsy, Rodney Rocker, Cyrus Robinson

Guests: John Pridham

Quorum: Yes

Call to order 12:32 pm

I. Welcome and Introductions

Welcome and Call to Order

I. Chairman's Remarks

- a) Election of New Vice Chair – Gail motioned to elect Mike Jordan; Kevin seconded; and all in favor
- b) Approval of Board Minutes from July – Gail motioned to accept the minutes and Kevin seconded; all in favor
- c) Committee Assignments (Kelly/Gordon/Lance) - Each are to think it over and then notify Paula about their choices, which include the Executive Committee, the Finance committee, and Community Development committee.

II. President's Report

- a) Performance (KCI August Scores) – “Achieving Permanency within 12 months of entering care” dipped into the red as well as “Kids Exiting Care to Permanency after 12-23 months:” (first time for this one dipping into the Red). One way to improve this score is through adoptions, and our adoption numbers are improving. 12 adoptions finalized today, including a sibling group of 4. We are planning on a good year for adoptions. The remaining measures are doing well. Even with the stress on the system and higher case-loads than desired, our numbers are holding.
- b) New Interim DCF Secretary – To replace Mike Carroll who left to move to Lutheran services. Rebecca Carusso is interim secretary. Chances are 99% will have a new secretary when the new administration takes over after the up-coming election.
- c) Salary Compensation Policy Approval – Includes a change from a lump sum payment to quarterly payments in September, March, June, and December for staff. This does not change the payment amounts, just the timing. Some more senior staff will receive bi-annual payment, but again the total amounts do not change. Kevin motioned to approve, Chris second the motion and all approved.
- d) KCI Balance Scorecard Approval – These are the measures that we incentivize. John Cooper discussed all proposed measures. Some discussion of the cost of Out of Home Care 5 years ago which was \$6M, as opposed to the dramatic increase last year to \$12M. We need to work more on timely adoptions and family reunifications where safe and appropriate, to improve our numbers and reduce Out of Home Care costs. Gail motioned to approve the score card measures. Becky second. All were in favor, with Mike Jordan commenting that he would like to look at these suggested measures in more depth next year. The Board would like to have more opportunity to have input.

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- e) Risk Pool Update – John commented that last year DCF allocated \$15M in risk pool and that 15 of 18 agencies had deficits in last few years. The Department creates a list of agencies at most risk for a deficit. Because of the years chosen to be examined, KCI was not in red zone, was not considered to be at risk and received no money. We were told we would be taken care of next year. The criteria changed each year and so again, we did not qualify and no risk money was distributed to KCI, even though we have the greatest increase in Out of Home Care over the last 4 years. Each time the criteria changes, we lose. Other agencies have a much higher overall deficit (\$9M for Hillsborough). We are at about a \$1.5M deficit. Last month (August), we had 134 kids come into care and we are funded for 70. If that trend continues, our deficit will grow.
- f) Consulting Services – John C. occasionally performs outside consulting services which is allowed per his contract with KCI. Thus far, he has chosen to use PTO to avoid any appearances of double dipping. The firm he contracts with in Mississippi now has a large project coming up in Nebraska. John indicated this project will run through KCI to earn green money.

III. Operations Report

- a) Out of Home Care Update - 120 New Foster Homes is our new goal. We have 20 so far this fiscal year, and 5 more were sent to DCF this week. We are slightly off pace if we are to reach the goal. There are 34 homes in the pipe-line, so we are catching up. 30 adoptions have finalized so far, with a goal of 200 as set by DCF. We have a higher internal goal of 250. Overall, we have achieved a new milestone of 301 foster homes total – This is the first time ever going over 300. We have 35 in Citrus, which is a huge increase. Sumter has 9 Homes (2 added in the last few months). We have had struggles in both counties to add homes, so these increases are significant.
- b) Independent Living Update – In October we have a plan for a Life Summit – a prior IL youth who aged out of the system is working with businesses to bring kids in to teach life experiences such as budgeting.
- c) Diversion & Prevention Update – We are working to create an evidenced-based kinship program. Not a single Kinship family ended up with kids in the foster system over the last fiscal year. This demonstrates a tremendous success. Diversion – We are working with DCF investigative staff to gain a better understanding our programs - Recidivism had become a problem. Since bringing the program in-house, the issue has improved. Kelly expressed concern over the number of finalized adoptions of 30 given the goal we need to achieve. Shalonda explained in more detail that the number is actually higher but the official number in FSFN takes a while (at least a month) to catch up due to paperwork. For example, the 10 adoptions that finalized today have not yet been counted.

IV. Financial Report

- a) Finance Committee Report (August) - Committee met 8/16 and reviewed financial statements, discussed risk pool application, casualty insurance, accumulating capital in it (improving). Hartland is moving towards joining the Captive group. Financial risk assessments were reviewed (16 areas). The number of kids coming into care is a substantial risk if it continues to increase. Also, the new Diversion team that has been brought in house has many employees who drive their own cars to appointments and this is a new risk. Th 401K was reviewed, and at another subsequent meeting, additional information was reviewed, minor changes were made to fee structures, and the 2065 retirement plans were added.

Board of Directors Meeting

September 27, 2018 12:30 pm
Wildwood Boardroom

b) August Financials – Statement of Financial position was reviewed. The lower cash balance is due to the deficit from the previous year, which was carried over. Statement of activities – We are off to a good start even with the projected deficit – no further decline is expected. Salaries figures are higher due to adding the Diversion program in house. Case Management is running close to budget, but higher than last year due to less positions remaining open (more services delivered). That is balanced off by lower contracted services figures due to Diversion coming in house. OHC costs continue to be a concern due to dramatic increase in cost in August – 134 removals (\$40K increase in cost in 1 month). Budget will be in line unless that trend continues. Gail and Kevin inquired how are we doing in September so far? Shalonda did not have exact figures but estimates not as bad as August but still higher than desired. Gail motioned to accept the report as presented. Kelly seconded. All in favor.

V. Committee Reports

Audit Committee - no report at this time– Audit is just beginning

Community Development Committee - Kevin reported 3 upcoming events. Nov 15 is an Appreciation Event where we will Celebrate Achievements and Recognize Excellence (CARE). It will take place at Circle Square Cultural Center at Top of The World. Board members are encouraged to attend. On 04/12/19 we will have our annual Casino night. Last year KCI benefited \$23K from that event. This year it will take place at the Holiday Inn in Ocala and the theme is a Speak Easy. The Board is also asked to sponsor this event and sell tickets. More information to come. Packets to sponsor will be available at our next meeting. HALO takes place on 05/18/19 at Circle Square. Unbridled Passion is the theme. We will engage the equine community to participate. This event includes Training opportunity for our Foster Parents via an invited speaker. Local dignitaries and Board Members are invited to attend.

Executive Committee -08/16/18 were reviewed.

VI. Media Clips

VII. Unfinished Business / New Business - None

VIII. Public Forum

Meeting adjourned at 1:55 pm

Next Meeting – Date Changed due to Thanksgiving Holiday), 12:30 p.m. December 6, 2018.
Wildwood Boardroom, 901 Industrial Drive, Suite 200, Wildwood, Florida 34785