

# Board of Directors Meeting Minutes

March 25, 2021 12:30 pm  
Via ZOOM

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**Meeting Date: March 25, 2021**

**Chairman:** Mike Jordan

**Location:** Kids Central– ZOOM

**Present:** John Cooper, John Aitken, Paula Mealy (minutes), Mike Jordan, Gordon Johnson, Bobby James, Lisa Alexander, Kelly King, Rebecca Schatt, Shalonda McHenry Sims, Matt Bartoli, Brad Rogers, Kevin Sheilley, Janice Johnson, Mark Wickham; Diana Brown, Lance Kinney, Cyrus Robinson

**Board Members not Present:**

**Guests:** Barbara Williams (DCF)

**Quorum:** Yes

**SPECIAL NOTE:** Due to COVID-19, this meeting was conducted via ZOOM.

**Call to order** March 25, 2021 at 12:32 pm

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## I. Chairman's Remarks -

- a) Approval of Board Minutes from January –Becky moved to approve. Kelly seconded the motion. All were in favor and unanimously approved.
- b) Board Recruitment Update – Mike and John met with a possible candidate who is considering joining. Mike asks that all members continue to initiate discussions with people that would be a good fit.
- c) Update on CEO Evaluation Tool – Gordon reviewed the tool developed by the committee. Kevin commented that the criteria seems subjective and was not comfortable with implementing for this year given we have only 2 months left in the year and this is the first most of the Board and John has seen of the new tool. Mike suggested using it this year as an experiment and then maybe modify for next year. John commented the current criteria used was developed many years ago. The self-assessment portion was created by John when asked to do so and was created as a mechanism for him to answer questions presented and was by no means meant to be a tool. John agrees a tool needs to be developed, but it feels it is not advisable to use it for this year. At a minimum, Kevin, Kelly, Diana, and John all agree it's not advisable to implement for this year, and although a great deal of work was accomplished, more is needed to make it objective. Bobby also commented it was a good, thorough effort, but there has not been enough time to vet the process with the CEO, and he wants more time to review it as he just received the document. Becky sees it as an information gathering tool, not an expectation setting tool. Gordon stated that we should take it off the table as we know we have at least 3 board members who are not in favor. It was agreed to table it for this year and keep working to improve the proposed tool.
- d) Quality Committee reports and Charter – Lisa presented the committee charter. There was a motion to approve it. Becky moved and Gordon seconded. All were in favor and unanimously approved. Lisa reviewed minutes with the addition of Diana to February meeting attendance. Lisa motioned to accept the minutes and Brad seconded. All were in favor and unanimously approved.

## II. President's Report

- a) February Performance Scores – John reviewed and commented that we have the same yellow measures as we did in January for the same reasons. Lake and Citrus judges are causing significant delays in court due to COVID. Dental office restrictions also still

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causing problems with getting all the children to their appointments. Overall, our scores remain positive and we are pleased how little COVID has affected our performance.

- b) COVID Update – We will re-start RTO (Return-To-Office) task force discussions with thoughts of returning to work sometime this Summer. Every week there are a handful of exposed folks including staff, kids in care and foster families, but there have been minimal impacts to the operation overall.
- c) DCF Contract ITN – Invitation to Negotiate – John reviewed charts showing steps to submitting our response. There were 2 extensions by the Department by their own doing. Neither was requested by KCI. We submitted Tuesday, one day before it was due. We were the only respondent. Negotiations start in a week and could go to June. One issue of concern is the Department wants to control salaries of all staff and they want control of all increases as well.
- d) Secretary Update – The new secretary is on board. John had one-on-one with Shevaun Harris and they talked about issues. Like Secretary Poppell, she does not have child welfare background.
- e) Legislative Update – Regarding SB90 and SB80, we are working on some proposed changes with leadership. We have some concerns about SB80 which shifts too much control back to the Department. The level of indemnification they want is concerning. They want to have the final decision on when a home will no longer be licensed, removing the decision from KCI. We need to discuss sovereign immunity. If CLS is making the decisions we used to make, why are we carrying liability insurance?

## III. Operations

- a) Out of Home Care – We have projected 220 adoptions will be finalized by the end of March this year. We are a bit behind, but we are pushing towards the target of 300. We only have 53 new foster homes but are trying to reach the bottom tier of our goal (80). To fully meet the goal, we would need 100 new homes. Shalonda is working closely with the new director over Marion Case Management to get back on track and she is also working hard to change the culture. There has only been one position turnover since beginning of January.
- b) Diversion/Prevention – Charts are included in the packet. Nothing out of the ordinary to discuss

## IV. Financial Report

- a) January Financials – John Aitken reviewed financials and there were no questions
  - a. Statement of financial position looks good.
  - b. Income Statement - Revenue matches budget almost exactly. There was one significant budget variance. Out of Home payments are \$51K over budget. In the past 4 months, there has been a large increase in number of teens coming in system that required expensive group home placements.
  - c. Functional Expense Statement – Management expense is holding steady at around 4%
- b) Finance Report – (January 2021) – Reviewed by John with no comments . Kevin motioned to approve. Gordon seconded the motion. All were in favor, and unanimously approved.

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## V. Committee Reports

- a) Audit Committee (No Meeting)
- b) Executive Committee (February 2021)- reviewed with no comments.
- c) Community Development and Media Clips – Gordon reported.

VI. Unfinished Business / New Business – The May meeting will be our annual retreat and planning meeting. Current plans are to meet live in the KCI large training room where we can socially distance. If there are any concerns with this approach, please let Paula know.

VII. Public Forum - Nothing to discuss

Next Meeting – May 27, 2021 10:00 p.m. until 2p.m. Annual Retreat/Planning

Wildwood, The Springs Conference Room, 901 Industrial Drive, Suite 200, Wildwood, Florida 34785

Meeting adjourned at 1: 55 pm. Mike moved to adjourned and Kevin seconded the motion.