

# Board of Directors Meeting Minutes

March 24, 2022 12:30 pm  
Via ZOOM

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**Meeting Date: March 24, 2022**

**Chairman:** Mike Jordan

**Location:** Via Zoom

**Present:** John Cooper, John Aitken, Paula Mealy (minutes), Mike Jordan, Gordon Johnson, Lisa Alexander, Shalonda McHenry Sims, Janice Johnson, Anthony Piarulli, Brad Rogers, Mark Wickham (by phone), Diana Brown, Rebecca Schatt, Lance Kinney, Mark Imes (by phone),

**Board Members not Present:** Matt Bartoli, Bobby James

**Guests:** Barbara Williams DCF (via phone), Veraunda Jackson (KCI Chief Legal Officer), Jessica Gilbert

**Quorum:** yes

**Call to order** March 24, 2022, at 12: 35 pm

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## I. Chairman's Remarks -

- a) Approval of March Minutes - Diana moved to approve. Janice seconded the motion. All were in favor and unanimously approved. Mike requested that members make next year a priority to recruit more Citrus board members. He also noted that 5 members are coming to end of their tenure and will be invited to continue their service.
- b) Board Education - KCI Mission/Vision/Values – John Cooper presented- These are communicated during New Staff Orientation, Pre- Service trainings Strategic Planning sessions, and Annual Balanced Scorecard Review with all staff. We did not include “Values” statements originally. Core Tenants were included instead. John broke down the details of the mission statement. We then changed “building communities” to “engaging communities” in 2015 following a presentation to the Board. In 2019 Core Values were added following a survey of staff where they ranked 22 values. Each got a score of 80-100. We then narrowed the list by grouping similar ones together. The results were Integrity, Accountability, Excellence Empowerment, Collaboration, and Innovation. The Mission statement has not changed over several years, so perhaps the Board could tweak it, along with the values. Each staff member will receive a pocket document this year showing our mission, vision and values. Prior to the mission statement change, no one could recite it. It was too long. Lisa commented her quality team previously did not make the link between the vision, mission, and values, with what they did in their committee. Diana commented she can now see directly how the board aligns with these. It was suggested that we add the Mission statement to our Board Packet each month as part of our logo instead of the tag lines. Quality committee will review this information in upcoming meeting and make recommendations.
- c) Board Evaluation Process Revisions - Vote. Gordon reviewed the new survey, which is greatly reduced in number of questions, and focused on questions that the Board feels they are in a position and qualified to answer.
- d) CEO Review Revisions – Vote – the Committee removed the COVID questions as they are no longer relevant. They were replaced with growth and succession planning. Gordon reviewed each piece of the review forms including the self-assessment that John completes as input to the process. John reported that he reviewed it and had no issues with it. Gordon motioned to accept both the board survey modifications and the CEO Review updates. Lance seconded. All were in favor an unanimously approved.

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## II. President's Report

- a) March Performance Scores - Measure 3 (Permanency in 12 months) – our performance is below the state now. We continue to have challenges with the courts -lost some judges and some counties are not even back to live hearings. Veraunda reported that some feel caregivers can more easily participate if we have a hybrid or virtual hearing. Magistrates are seeing the value with higher participation in the virtual hearings. They are trying to catch up in Citrus with Tons of TPR hearings scheduled. In Marion we are still having trouble getting our hearings scheduled.

Next measure is Number of Placement Moves (Measure 12). We are still dealing with COVID impact. Measure 13 (Percent of Kids Placed With Relatives) We believe that the state measure is untenable – 65% is way too high - nationally it's only in the 50s. We are trying to get some relieve in that measure - the state is only at 34.8% and KCI is at 58.9 – significantly above the state average.

(Measure 15) Adoption target – we will not meet this target. There are too many barriers. Shalonda estimates we will be about 50 short of the goal.

- b) COVID-19 Update – Not discussed.
- c) Lead Agency Core Funding/Draft Expenditures Strategies -all but 2 agencies received increased funding. KCI's portion was around \$10m. Jon Johnson's personal relationship with Senator Bean helped our position greatly. John explained how the funds would be utilized if we received the money tomorrow (page 22 of packet), including Salary increases, System of Care Enhancements, OHC rate increases offset due to FFPSA, Technology Enhancements, and Fleet Upgrades.
- d) Case Management Project – John discussed the Final report in our packet and that KCI collaborated with other CBC partners to ensure we don't have folks jumping ship for more money next door. Several recruitment events have completed over the last month and several more are scheduled. We have hired several new staff and are making a dent in the number of open positions. Mark Wickham commented that Citrus and Hernando are now fully staffed over the last 30 days, thanks to the salary adjustments we have made. Shalonda noted that we have some employees who have left, that are now looking to come back due to changes we have made. Diana expressed that the education industry has also suffered huge losses with 4500 teacher vacancies and expect more after the legislative session ends.
- e) Recruitment Strategies – John shared the report from GOLD Marketing that included 16 Action steps recommended. Many of these steps have already been implemented.

## III. Operations (data is as of 03/23/22)

- a) Out of Home Care update – Shalonda shared highlights of this report on page 27 of the packet, including 46 new foster homes, 93 new beds, 28 foster teen homes and 59 teen beds, 114 Level 1 homes and 117 adoptions finalized. We also have 89% of siblings placed together.
- b) Diversion and Prevention Update – Family Engagement is at 99%, and in Education, 81% of young adults who have aged out of Foster Care have completed/enrolled in secondary education, vocational training and/or adult education.

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- c) Quality Management and Training – Children’s Mental Health Specialist completed 307 MDT Staffings, 1085 online trainings completed by staff, and 38 PRIDE classes completed (Orientation and individual sessions combined)

## IV. Healthy Start/MIECHV – Shalonda shared a chart depicting the number of clients served

## V. Financial Report

### a) January Financials –

1. Financial Position – Cash Balance is just over \$10M, Liabilities total \$14M, with net assets growing.
2. Income Statement – Total Revenues are at \$36,982,777, close to budget of \$37,006,184. Out of Home payments are above budget by \$751,619 – as expected due to increase costs. Total expenses are under budget by \$282,309.
3. Expense Statement – Management expense is holding at 4.03%

- b) Finance Committee Report (February) – Mark discussed the report on page 35, including changes to the Operating Budget due to salaries, benefits and other employee expenses reduction caused by the number of openings, Case management expense reduction for the same reason, fewer adoptions finalized due to COVID related court delays, and Out of Home Payment increases due to COVID and FFPSA. Mark motioned for acceptance of the January financials /Lance seconded the motion. All were in favor and unanimously approved.

- c) Amended Operating Budget - Mark Motioned to accept the revised budget, Janice seconded the motion. All were in favor and unanimously approved.

- d) Amended Score Cards were presented - some measures were reduced due to COVID, Mark moved to accept the changes, Anthony seconded the motion. All were in favor and unanimously approved.

## VI. Other Committee Reports

- a) Executive Committee (February) – Mike commented on the report – most items had already been discussed earlier in the meeting.
- b) Quality Committee Report (February) - Lisa discussed Quality Meeting minutes on page 51 of the packet and solicited applause for Shalonda for all the great work they witnessed, especially her hands-on approach with individual kids in problematic placements. Lisa is looking forward to using the mission/vision/values John reviewed earlier to come up with more focused suggestions on how to improve even more.
- c) Community Development – Erin Jackson, Brittney Bowe, and Joey Mantia, will be joining our foster and adoptive children this Saturday in Ocala at Skate-A-Way Roller Rink at 10 am, where they will skate with our kiddos and the kids will also receive goodies like , Team USA shirts, drink bottles, and a backpack. KCI board members Diana and Becky both sponsored the event. CARE event is scheduled for April 21<sup>st</sup>, to recognize KCI employees. It will be held at On Top of the World, Circle Square. Sometime in June will be our foster parent appreciation event (HALO) at Brownwood.
- d) Media Clips - included for all to review starting on page 53.

## VII. Unfinished Business / New Business – None

## VIII. Public Forum - Nothing to discuss

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Next Meeting – May 26th, 2022 - 10:00 p.m. until 2p.m.

Wildwood Large Training Room, 901 Industrial Drive, Suite 200, Wildwood, Florida 34785

Meeting adjourned at 2:02 p.m. by Chairman Jordan.