

Board of Directors Meeting Minutes

January 26, 2023, 12:30 pm via Zoom

Meeting Date: January 26, 2023

Chairman: Mike Jordan

Location: Kids Central Board Room

Present: John Cooper, John Aitken, Paula Mealy (minutes), Shalonda McHenry Sims, Anthony Piarulli, Mark Wickham, Diana Brown, Lance Kinney, Mark Imes, Matt Bartoli, Kevin McDonald, Mike Jordan, Brad Rodgers, Gordon Johnson

Board Members not Present: Lisa Alexander (resigned), Rebecca Schatt

Guests: Adam Maul, (DCF) Veraunda Jackson – (KCI Chief Legal Officer)

Quorum: yes

Call to order January 26, 2023, at 12: 31 pm (Via Zoom)

I. Chairman's Remarks -

- a) Purvis Gray Audit Results – Alison Stone and Tim Westgate presented audit results. Allison reported our 401k audit was completed this past October with no issues. Early this week they met with the Finance Committee to discuss KCI Financial statement audit. We met all federal reporting requirements, and the good news is that we received a clean report. We also received a clean grant report. The Audit committee moved to approve the Audit report. Lance seconded the motion. All were in favor and unanimously approved.
- b) Approval of December Minutes – Kevin moved to approve. Lance seconded the motion. All were in favor and unanimously approved.
- c) Board Member Update – Lisa Alexander resigned as she wants to be more involved in her GAL work. Candidate David Reed had a change of heart and is no longer interested. Executive Committee will discuss possibly changing the minimum number of board members at the next meeting. We are at 10 voting members which is the current minimum and both Mike and Becky will reach their max tenure this year.
- d) CEO Performance Review is due for COA evaluation. We will use basically the same form. Gordon will check form regarding the extra question at the end that was specific to handling COVID and the Board members will move forward with the evaluation in March.
- e) Bylaws – We need to change the KCI Registered Agent, which is still listed as Tom Ranew. Veraunda Jackson, Chief Legal Officer is proposed to replace Tom in that capacity. Lance moved to approve bylaw change. Diana seconded. All were in favor and unanimously approved.

II. President's Report

- a) December Performance Scores – NO Red scores – Measure 3 (Permanency) is still struggling due to case management vacancies, judge vacancies, and Attorney vacancies at CLS. Slowly making progress. Measure 9 (Well Being – Seen every 30 days)- we have historically done very well here but the staff vacancies hurt us tremendously. This measure is also trending in the right direction as we fill open positions. Measure 11 (Number of Placement Moves) - We are now doing so much better since The Department is now measuring correctly. Finally, Measure 13 (Sibs placed together) – this is the lowest we have scored in a long time. There are multiple reasons for this – not as many foster parents available, an unusual number of large sibling groups (the state limits the number of children in a home, so tough to get the large sibling groups together) even if we get 5 of

Board of Directors Meeting Minutes

January 26, 2023, 12:30 pm via Zoom

6 siblings in a group together, we get a score of zero.

- b) Marion Case Management Vacancies – Real time tracking report was reviewed by John. Gordon commented on the excellent visual it provided all on one sheet of paper. Though 52 of 68 positions have been filled, only 38 are fully deployed as 10 are in training and 4 more are awaiting training. Additional good news is that of 12 applications 5 have completed interviews, 2 have backgrounds pending and 1 has been cleared to hire.
- c) LifeStream CAP – John expressed his concern that LifeStream is not doing well – The flow of candidates slowed down and there is not a lot of progress. We are in the 7th month of the fiscal year and they have not finalized 1 adoption. Shalonda’s team helping with adoption Home Studies. We have an RFP going out soon as required per our contract, so this is not related to LifeStream’s performance. Hoping for some good competition. John does not feel they can recover. They are struggling with another contract as well. Shalonda agrees. She commented that they are having trouble meeting home visits requirements for safety reasons as well as adoptions. They were fully staffed as of January 14 but yesterday it was reported that one supervisor already resigned. They also have a senior leader on extended leave. Gordon asked if there was a systemic issue. Why did a supervisor resign so soon? Shalonda responded that there are some leadership issues and concerns. The Corporate office of LifeStream needs more involvement in staff meetings and a culture change is needed. Diana asked what are some other agencies who could compete? John responded KCI made a list of potential candidates that may consider responding. Camelot, Lutheran Services, and 2 out of state agencies may consider (United and Thompson out of Carolinas). This is not a huge contract, so we probably need a Florida company. Not many agencies will be interested. As mentioned by Mark Wickham at our last meeting, there is large liability involved. CHS used to be the largest in our state and now they are one of the smallest. Diana asked what if no one applies? John replied that we could change the scope of boundaries for YFA, so they can consider it, but don’t want to bring the services in-house. John thinks their will be interest.
- d) Lake/Sumter Case Management ITN – see LifeStream comments above. The RFP is going out soon.

III. Operations (data is as of 01/23) –

- a) Shalonda and John reported 40 new fosters and 92 new beds for this year. The number of adoptions is 81.5
- b) Also reported that we now have 55 Level 1 homes (30.79%). This is great progress towards our goal and are hoping to be hitting a goal of 40% by June

IV. Healthy Start/MIECHV – Performance chart was included in the packet - no questions.

V. Financial Report

- a) December Financials – On Statement of Financial Position, the Accounts Receivable is high (8,944,824) because of the delay in receiving the funds allocated to us. – not a concern. On the Income Statement it shows we are expending funds(revenue) faster than anticipated in the budget. Salaries are closer to budget as we are now filling positions. Case management expense is under budget due to vacancies, but contracted services are over budget due to added expenses for supervising kids after school. Independent Living is over budget but there will be additional funds from DCF to cover those expenses. Out of

Board of Directors Meeting Minutes

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Home Care costs are the biggest issue (\$2 Million over). One Million is due to the new Child Care Stipend and we will receive funds to cover that. However, the rest is due to increase costs for our high-end needs kids and could increase to be as much as \$4 million over budget by the end of the year.

- b) Finance/ Audit Committee Report (Special January Meeting) – John briefly reviewed what has not already been covered above, including a possible contract deficit of around \$500,000 due to our increase in Out of Home Payments. This would rollover to next year and reduce our funding. We anticipated some increase in costs due to FFPSA but the increase has been much higher than planned. Steps are being taken to reduce spending wherever possible including:
 - a. Reducing overtime as positions are filled
 - b. Reviewing cases to identify and resolve barriers to permanency wherever possible
 - c. Postponing the purchase of additional fleet vehicles
 - d. Postponing part of the conversion of paper files to electronic recordsMark moved to approve. Diana seconded the motion. All were in favor and unanimously approved
- c) Revised Budget - When extra funds came our way, they were used strategically to increase staff salaries, add positions, add some wrap around services to promote reunification and stabilize kids, improve fleet situation, and started transition from paper to electronic files. In first 6 months, staff spending was under plan, but was offset by an increase spending in Out of Home care. John Cooper added the driver to the deficit was OOHC costs. We are also not getting kids home fast enough. Group care rates have doubled and tripled. Total OOHC has to drop to decrease cost. Lake/Sumter positions need to be filled to fix, stabilize, and right size system of care. If the state government passes another huge teacher increase, we may need to do more increases just to keep up with teaching offers. Resignations have slowed significantly.

VI. Other Committee Reports

- a) Executive Committee – No Committee meetings are scheduled in December.
- b) Quality Committee Report (October and December) - were briefly discussed. With Lisa's resignation from the board, Mike will run the next scheduled Quality meeting. The committee members will be present, but other board members are invited as the committee will be discussing how to proceed from this point. Paula will send the invite to all members
- c) Community Development - . Jessica thanked everyone for their condolences on the loss of her husband. She then highlighted the following:
 - a. Casino Royale: Havana Nights – 3/3/23 at World Equestrian Center at 7pm
 - b. We are asking board members to each contribute one item for the raffle.
 - c. The venue will turn into old Havana with classic cars, fedoras, flowers, and gaming at 8pm. Poker tournament will be conducted. Members are asked to buy 2 tickets and possibly 2 more for friends to either purchase from them or as give aways. Food and drinks included. There is an Early bird special of \$50 per ticket until Feb 17th when the price will increase to \$75. The poker tournament will cost \$25. Dress is casual, but there will be a winner for best dressed. An overnight stay there will cost \$400/night. We still need some sponsorships. If board members can connect us with some possibilities, reach out to Jessica's staff. We are also still

Board of Directors Meeting Minutes

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securing raffle prizes. Send ideas if you have them. We need a large turnout as this facility is huge. Share on social media.

VII. Unfinished Business / New Business – None

The meeting was adjourned at 1:31pm.

Next Meeting – March 23rd, 2022 - 12:30 p.m.

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