

Board of Directors Meeting Minutes

Meeting Date: December 4, 2025



Chairman: acting: Stephen Spivey

Location: KCI Boardroom

Members Present: James Nations via phone, Elizabeth Thompson, Rebecca Schatt, Stephen Spivey, Diana Brown, Rachel Kaser

Advisors: John Cooper (CEO), John Aitken (CFO), Veraunda Jackson (CLO), Shalonda McHenry-Sims (COO)

Not Present: Kevin McDonald, Brad Rodgers, Chuck Troutman, Carly Sayles, Lt. Anthony Piarulli,

Guests: Robert McAllister (DCF Contract Mgr.) by phone, David DeStefano (CSO), Adam Whitton-Sr. Finance Director, Kimberly McGlothern-Community Affairs Director

Minutes: Vicki Austin, Executive Assistant

Quorum: Yes

Call to order at 12:30 pm

I. Chairman's Remarks

- a) Introductory Remarks – Stephen Spivey on behalf of the absent Chairman and Vice Chairman welcomed all and called the meeting to order.
- b) Approval of September 25, 2025, Minutes -Diana moved to approve. Liz seconded the motion, **all voted in favor and passed unanimously.**
- c) Board development was discussed. 6 members terms end June 2026. The minimum number is nine per the by-laws. Stephen mentioned he is actively seeking his replacement and suggests that all members find a replacement and suggests that there be an active recruitment agenda for Board members.
- d) John Cooper introduced the Board Educational Segment*KPMG Funding Model Discussion: David DeStefano and Adam Whitton presented a brief description of the model regarding SB 2502 which has been a three-year complexed undertaking with no road map to increase funding.
 - This is scheduled to be presented this year for Legislation. Concerns that once this becomes Statute it will be difficult to make changes.
 - The model is not balanced with actual costs needs based, but rather as a year's expenditure that can increase or decrease annually.
 - Stephen noted that the model does not award efficiencies or address the pre-existing funding inequities.
 - Performance Tiers provides only for wage increases not an increase in staff without any incentives.
 - Diana suggested a letter be drafted to the Senate on behalf of KCI Board and take it to Tallahassee next week and Diana offered to deliver it during her meetings.
 - John Cooper agreed to draft the letter and has meetings with Senator McClaine next week as well; all agreed with the action.

II. President's Report

- a) October 2025 Performance – John briefly reviewed October's Balanced Score Card and noted that the M2 Measure (Permanency) remains significantly below target and is below the state average as well. John was pleased to report that the M5 measure (Children re-entering foster care) remains at 100%, above the target measure and above the state average.
- b) Marion Recruitment Update – Marion CMA is closest to full staffing since KCI took it over. 55 positions are filled, which is 94.83%.

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- c) Heart of Florida Youth Ranch update: John Cooper and John Aitken along with Todd Dunn and Board member Chuck Troutman visited the Ranch and considering the property condition; ultimately submitted a bid for the property at an offer that made sense for KCI. The offer was rejected at half the asking price as was expected. The Board finds this Staff continue to work with property management representative Nolan Price for other properties for consideration. Requirements of 5-20 acres zoned A-1, not in a subdivision.
- d) House Bill 529 review and discussion: Hearing set for January 13, 2026. Veraunda highlighted Liability and Risk Management protections and the advantages of the bill protections for Kids Central Inc if passed.
- e) AI use Policy review and approval: The AI Policy was reviewed and presented for approval of the board to enact the policy with KCI Staff. The motion was presented for approval; Liz moved to approve and was seconded by Diana, **all voted in favor and passed unanimously.**

III. Operations Report – Shalonda reviewed the Marion Office

- a) Out of Home Care
- b) Prevention & Diversion
- c) Quality Management & Training
- d) Healthy Start /MIECHV Chart

IV. Finance Report

- a) September 2025 Financials - John Aitken briefly reviewed the financials and noted that cash balances are lower compared to last year due to the timing of payments issued. Salary / Benefits over budget trend will continue through end of year. Group Health carrier changes for 2026 due to increased premiums quoted from current carrier. The new carrier is still an increase but at only 40% instead of 80%. The care model is a self-care preventative incentive model including screenings. The advantages for staff is that this model has no co-pays or deductibles.
- b) Finance Committee report
- c) Balanced Score Card results (CMA). Results for Case Management agencies were briefly reviewed. Jim moved to accept the BSC/CMA, seconded by Becky, **all voted in favor and passed unanimously.**
- d) Balanced Score Card FY 2025/26. Results were briefly reviewed. Jim moved to accept the Agency BSC, seconded by Becky, **all voted in favor and passed unanimously**
- e) KCI Contract Performance October 2025
- f) Risk Assessment was discussed and presented for approval: Liz moved to accept the Risk Assessment, seconded by Diana, **all voted in favor and passed unanimously.**
- g) Risk Pool Application has been sent to DCF and includes the new trends and deficits.

V. Committee Reports

- a) Executive Committee – October report was quickly reviewed as all significant items were discussed in other sections of the meeting.
- b) SIC Committee August meeting draft minutes – Diana briefly reviewed progress of each of the workgroups within this committee:
 - Mentoring Prayer group has two mentors in Training and there was a presentation to a group called “Two hundred widowers on the move”.
 - Star Workgroup: Photos for the Clock Display in entry foyer still needed. Office Holiday contest event updated that entries will be sent via video for the Board to view and select a winner. One hundred

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and eleven congratulations notes have been sent to staff since 2023. Diana noted she needs more stationery to keep the momentum.

- Shalonda mentioned that applications for the Foster Care Advisory group is being accepted, Marion, Lake, Sumter counties are in place. Charter is in progress and there is a meeting in January. Hope to receive representatives from Citrus and Hernando soon.

c) Community Development – No recent meetings:

- Kimberly mentioned there are nineteen children for Home for the Holidays. Diana added that she will be attending.
- Kimberly also noted that three hundred Thanksgiving meals were donated and fifty families will receive Christmas donations.
- The Community Development Calendar was shared so board members can plan for their participation –Especially noted was:
 - Home for the Holidays –12/12/25
 - Boot Scootin' Boogie – 02/27/26

VI . Unfinished Business/New Business –

- The approved Ninth Amended By-Laws were signed by the attending Board members.

VII. Public Forum – None

Stephen Spivey Adjourned the meeting at 2:10 pm.

Next meeting – January 22, 2026 , 12:30 pm – 2:00 pm. KCI Wildwood Board Room