



BOARD MEETING MINUTES

September 25, 2020

Board of Directors:

Michael Lepera, Board Chair; Amy Black, Vice Chairman; Christopher Cade, Treasurer; Victoria Thurston, Secretary, Armando Fana, Jillian Smath, Josefa Benjamin, Joseph Rogers, Melida Akiti, Rebecca Brock, Sigrid McCawley

Unable to Attend:

Chris Cade, Michael Lepera

Other Attendees:

ChildNet Staff: Larry Rein, Donna Eprifania, Dionne Wong, Julie DeMar, Susan Eby, Deena Ponto, Andrea Cunningham, Sheryl Williams, Tamaru Phillips, Julie Janello, Stephanie Ashe, Daffodil Otto, Richard Castro, Shanell Smart, Fiona Evans, *DCF:* Dawn Liberta, Teresa Janeczek

CALL TO ORDER – Michael Lepera, Board Chair

- Amy Black, Board Secretary, on behalf of Michael Lepera, Board Chair, called the meeting to order at 8:03 a.m.

APPROVAL OF MINUTES – Victoria Thurston, Secretary

- Roll was taken, and quorum was established.

The August 28, 2020 meeting minutes were reviewed. *A motion was moved to approve the minutes. A vote was taken. The motion was passed unanimously.*

ITEM FOR BOARD REVIEW AND APPROVAL – Michael Lepera, Board Chair

- Board Candidate – Dr. Ronald Ford – both Larry Rein and Michael Lepera met with Dr. Ford who has experience in child welfare as well as expertise in the medical field. Dr. Ford is the successor to former Board member, Dr. Roshia McCoy, at Memorial Health. Dr. Ford would be a great asset to the Board.

A motion was moved to approve Ronald Ford as the newest member of the Board. A vote was taken. The motion was passed unanimously.

CHILDNET BOARD EMPLOYEE RECOGNITION AWARD – Dionne Wong, CHRLO

- The Broward June 2020 and August 2020 ChildNet Board Employee Recognition Awards were presented to the following deserving employees:
 - June 2020 (Bwd) – Shanell Smart, Child Advocate Supervisor Unit B4
 - August 2020 (Bwd) – Stephanie Ashe, Child Advocate Unit E4

In addition, Amy Black recognized Dionne Wong, CHRLO, who is leaving the employ of ChildNet. All Board members concurred that Ms. Wong brought a new level of corporate professionalism to ChildNet and thanked her for her commitment to ChildNet and its Mission.



DEPARTMENT OVERVIEW

- Case Management – Julie DeMar, CPO, reported that given the transition in Palm Beach, she would like to highlight a few things that exist in Broward that we hope to replicate in Palm Beach. Some of the things we are working to put into place in Palm Beach are focused around the on-call aspect. We are working to create a Transportation Department that is able to provide assistance after-hours and on weekends when things happen with children that require them to be moved or require an immediate response. The Transportation Department, working with the Visitation Department and using interns, can assist so more visits can be supervised. We are working on creating a file room. In addition, we are working to recreate the structure that works well in Broward with 4 units under each Director, then have 4 Directors report to a Program Officer.

FINANCE REPORT – Chris Cade, Treasurer/Finance Chair and Donna Eprifania, CFO

- Investment - Donna Eprifania reported that the Finance Committee is scheduled to meet next week. We have a follow-up meeting with the CLO and CFO of Embrace to further discuss the investment related to CBCIH (Community-Based Care Integrated Health). A full report regarding the investment will be brought to the Board.
- State Budget Reductions – Larry Rein reported that the Secretary received approval from the Governor to limit cuts to 3%. The legislature, not the Governor, makes the decision on the number of cuts to CBCs. The legislature has not met yet and the earliest would be after the November elections. DCF will send amendments to our contracts to show the 3% cut. We will set up a meeting with the Department's CFO to go over specifics on how ChildNet will absorb this 3% cut. Our intention is to ask them to not reduce Palm Beach but to take Palm Beach's share out of Broward, where we now have a carry-forward of \$9 million. Mr. Rein's expectation is that the Secretary might be able to do that and might ask Broward to incur a larger cut so other CBC's that are struggling would have a lesser reduction. We will then ask DCF to consider going forward and allowing ChildNet to have one single contract instead of two separate contracts.

COVID-19 UPDATE – Larry Rein, CEO and President

- Larry Rein reported that we continue to operate offsite except for essential business. With guidance and direction from DCF, we are doing in-home face-to-face visits once every 90 days and we back that up with video visits every other week. We have just begun our supervised visitation program in Palm Beach and Broward, using interns, with visits being done on-site at our offices targeting families with children ages birth to 3. Palm Beach schools opened this week and we will wait to see if opening of schools increases the number of positive cases.

COMMITTEE UPDATES

- Advisory Board Committee – Armando Fana, Committee Chair

Larry Rein reported that the meeting focused on the case management transition from CHS to ChildNet. Mr. Rein reported that the transition began on August 24, 2020. Approximately 100 employees transitioned from CHS to ChildNet. Our challenge is that the case management workforce was less than was thought. We had contracted for 78 case-carrying managers with CHS and brought over 52 case-carrying managers. We currently have 24 trainees in two pre-service classes. Our goal is to have 82 case-carrying managers. The next class is scheduled for October 26, 2020. We have developed healthy relationships with universities and continue to recruit and to overhire to ensure we have sufficient case management staff. Mr. Rein noted that there was a large



number of ChildNet staff in both counties who stepped up to assist with current caseloads. In addition, the 4th Quarter Scorecard Measures were reviewed.

- **Fundraising Committee – Andrea Cunningham, Director of Community Relations**

Andrea Cunningham reported the following.

- Circle of Supporters – has officially relaunched. We will be marketing this through social media platforms and our newsletter. Joe Rogers will also be creating a video to share the importance of becoming a member. That video is scheduled for 10-21-20.
- Holiday Toy Drive – has officially launched. Andrea Cunningham will send the Toy Drive flyer and link so that everyone can send out to their contacts for donations. Mr. Rein noted that historically, the toy drive in Palm Beach was handled by Friends of Foster Children, who took care of the toy drive for children in licensed care. CHS took care of the toy drive for the children who are with relative and non-relative caregivers and those in-home with their parents. This is the first year that ChildNet will need to collect donations for both counties.

- **Governance Committee – Amy Black, Committee Chair**

- Gallup Employee Engagement Survey Update – Larry Rein gave a brief overview of ChildNet’s 2nd year employee engagement survey results, a copy of which was provided to the Board. Gallup’s national statistics identify three categories of employee engagement: 1) Engaged, 2) Not Engaged (employees who do their work but are not full of energy, engagement and passion), and 3) Actively Disengaged (unhappy employees who can impede organizational progress). The below chart shows ChildNet’s engagement results from 2019 and from this year, along with National engagement results

	ChildNet – 2019	ChildNet - 2020	National
Engaged	24%	39%	33%
Not Engaged	51%	52%	51%
Actively Disengaged	25%	9%	16%

ChildNet had substantial improvement in the ‘engaged’ percentage and in reducing the ‘actively disengaged’ percentage. Last year, ChildNet’s grand mean (average score on a scale of 1-5) was 3.48 and this year it increased to 3.94. Mr. Rein noted that Gallup states that a .2 increase in the grand mean or on any score is a meaningful increase. ChildNet also moved from the 15th to the 40th percentile. ChildNet’s engagement ratio (between engaged and actively disengaged) increased from .96:1 last year to 4.33:1 this year.

- Strategic Plan – Year One Update – Larry Rein summarized the Year One Report, a copy of which was provided to the Board. Goal 1 – we are in a good position and on target for reaching this goal and will refine its measurement to better communicate our progress on it. Goal 2 – Mr. Rein believes that this goal needs to be modified and will present a specific recommendation to the Governance/Executive Committee at its next meeting. The current goal of increasing foster home capacity should be maintained but as a strategy under a larger goal which should really be reducing residential group care placements. Goal 3 – All of the infrastructure work has been completed and we have identified the outside counsel we will use but we have not yet entered into a contract with them and therefore remain a bit behind on this goal. Delay is related to COVID and the discussions we want to have with the Department regarding consolidating the two contracts to maximize resources. If successful in those discussions it may change the detail of what we do going forward.



- Membership Recruitment – Larry Rein stated that he is still trying to identify a former foster care youth to serve on the Board. Mr. Lepera noted he is in contact with two potential candidates.
- **Program Quality Committee – Joe Rogers, Committee Chair**
 - Julie DeMar reported that the Committee reviewed the 4th Quarter Child and Family Service Reviews (CFSR) performance results. Things continue to trend positively in Broward with just a couple of challenges in Palm Beach that we are actively working to address. Also reviewed the 4th Quarter Foster Parent Survey results.

NEW BUSINESS

- There was no new business to report.

CONTINUING BUSINESS

- ChildNet’s Anti-Racism Workgroup Update – Dr. Tamaru Phillips and Sheryl Williams gave a presentation of the Anti-Racism Workgroup, a copy of which was provided to the Board, which went into more detail about the Workgroup Plan, discussion of the survey questions that were sent to staff, discussion of the survey response themes, and discussion of the makeup of the workgroup. In addition, they provided the Workgroup’s three organization goals: 1) creating a safe place for discussion, 2) identify and examine internal practice that help reduce racism without our organization and community, and 3) speak the same language.

BOARD CHAIR REPORT – Michael Lepera

- There was no Board Report this month.

CEO/PRESIDENT REPORT – Larry Rein

- There was no CEO/President Report this month.

PUBLIC COMMENT

- There was no public comment.

NEXT MEETING DATE

- The next Board meeting is scheduled on Friday, October 23, 2020 via Zoom.

NEXT MEETING DATE

- Having no further business, a motion was *moved* to adjourn the meeting. *A vote was taken. The motion was passed unanimously.* The meeting was adjourned at 9:21 a.m.



 Victoria Thurston
 Board Secretary

11/1/2020

 Date

(Corporate Seal)