



BOARD MEETING MINUTES

December 15, 2017

Board of Directors:

Melida Akiti, Board Chair; Armando Fana, Vice Chairman; Michael Lepera, Treasurer; Joe Rogers, Secretary, Christopher Cade, Jeff Dwyer, Kalinthia Dillard, Lisa McDermott, Nichole Anderson, Rosha McCoy, Sarah Thomas, Sigrid McCawley, Elizabeth Wynter

Unable to Attend:

Kalinthia Dillard, Nichole Anderson

Other Attendees:

ChildNet Staff: Larry Rein, Donna Skees, Dawn Liberta, Deena Ponto, Sheryl Williams, Kenneth Brighton, Gillian Moxey, Emmanuel Anderson, Brian Leitstein, Emmanuel Anderson, Sylvia Santa, Cecillia Shepard, Christine Butler, Julie Janello *DCF:* Silvia Beebe, Patty Tilford, *Group Victory:* Stephen Ferrante

CALL TO ORDER

- Melida Akiti, Board Chair, called the meeting to order at 8:00 a.m.

APPROVAL OF MINUTES – Joe Rogers, Secretary

- Roll was taken and quorum was established.

The review and approval of the November 1, 2017 and November 6, 2017 Minutes were deferred to be discussed at the January 26, 2018 meeting.

GROUP VICTORY UPDATE – Stephen Ferrante

- Stephen Ferrante provided a project status briefing on the ChildNet Workforce and Workplace Analysis. Invitations to focus groups were sent to current employees, Board members, contracted providers and partners, and former ChildNet employees. Group Victory conducted five focus groups with 45 staff attending, with two more focus groups scheduled with 12 more employees registered. 41 staff completed the online survey. Nine ChildNet employees participated in one-on-one interviews with 12 more scheduled. Two Board members participated in interviews with two more scheduled. Six former employees participated in interviews with 10 more scheduled. Three partner providers participated in interviews with 7 more scheduled.

Mr. Ferrante stated that it is way too preliminary to go over any findings; however, there are definite themes from all of the groups who participated. Mr. Ferrante stated that the employees who have participated are highly invested employees who are valued partners to this organization. Unfortunately, there is a high level of distress in this organization. Mr. Ferrante encouraged the Board, when he provides his report, to take his report seriously and to put it into action. He stated that if the Board fails to do anything with his report, it will add to the level of stress that exists in this organization. He noted that there is a sense that things are 'reactive' instead of 'proactive'. There are trust issues with the Board as the perception is that the Board is seen as invisible and that the Board only shows up at the worst of times when a major crisis occurs, even when you have been informed for years that things have not been okay.



Mr. Ferrante noted that at the last Town Hall meeting, it was stated that transparency was going to increase. However, he noted that staff found out via Facebook and through people in the community, that a new CFO has been hired. However, staff have not received communication from ChildNet noting that the CFO has been hired. He noted that we need to be consistent and equitable in hiring practices. He also noted that there is much talk that we are 'one' ChildNet, but staff are still struggling with unity and struggling with things being consistent.

Melida Akiti noted that we need to continue to communicate with our staff. The Board needs to understand the hiring process and need to review the policy and procedure. Ms. Akiti noted that this project is a working document that is going to take us a minimum of a year to be able to get a semblance of trust.

Mr. Ferrante noted that the preliminary report is due by 12-31-17 and the final report is due by the end of January 2018.

APPROVAL OF POLICY & PROCEDURE

- CN 015.017 – Child Placement Agreement – It was noted that this policy and procedure replaces CN 003.051 – Prevention and Placement of Child Victims (ALERTS) which has been sunset.

A motion was moved to approve the policy and procedure. A vote was taken. The motion was passed unopposed.

INTRODUCTION OF NEW BOARD MEMBER

- Rosha McCoy – Melida Akiti introduced Dr. McCoy who is the Chief Medical Officer at Joe DiMaggio Children's Hospital in Hollywood. Dr. McCoy is also a licensed foster parent for respite care. Dr. McCoy was also a Guardian ad Litem in Broward County.

FINANCE REPORT – Michael Lepera, Treasurer and Donna Skees, Interim CFO

- Broward – Broward continues to run in a positive. The closing cash balance at the end of November 2017 was \$4.6 million, which reflects an increase of \$4 million from the prior month. Total expenditures for the month were \$6.2 million with \$253,000 less expended this month than in November 2016. The month-end deficit was \$64,000 with a year-to-date surplus of \$190,000. The Daily Spend Rate decreased by \$9,000 compared to November 2016. Discussion was held on the expense of drug screenings. A suggestion was made to do a RFP with drug screening agencies.
- Palm Beach – Palm Beach is running in a slight deficit due to the number of children in care. The Committee will be addressing the rolling deficit with the new CFO when she comes on-board. The closing cash balance at the end of November 2017 was \$1.1 million, which reflects an increase of \$436,000 from the prior month. Total expenditures for the month were \$3.7 million with \$48,000 less expended this month than in November 2016. The month-end budget deficit was \$112,000 with a year-to-date deficit was \$70,000. The Daily Spend Rate decreased by \$2,000 compared to November 2016.
- Board Retreat – Melida Akiti noted that at the Governance/Executive Committee meeting, discussion was had of a possible Board Retreat. Ms. Akiti suggested that the January 2018 Board meeting be a Board Retreat to include budget report. This meeting is to be in-person only with no call-in number set-up. Armando Fana volunteered to organize the Board Retreat Agenda.

COMMITTEE UPDATES

- **Advisory Board Committee**

Larry Rein reported that the Committee met which included new Board Director Rosha McCoy. Mr. Rein noted that he held an all staff meeting in Palm Beach yesterday to update staff about what has transpired, including the status of the new CFO. They will schedule similar meetings with the Palm Beach staff on a quarterly basis.

- **Fundraising Committee – Nichole Anderson, Committee Chair**

Kenneth Brighton, Director of Community Relations, reported the following:

Holiday Donations – Currently, we have received 110 bikes. To date, we have 103 individual donors who are submitting between 1 and 500 gifts each. The number of gifts for children is a 'moving target', as we received the wish lists in October; however, new children come into foster care every day.

- **Governance Committee – Armando Fana, Committee Chair**

Mr. Fana noted that the meeting was brief this week with discussion held on the board retreat and corporate structure as well as the following:

Caseload Plan Update – Deena Ponto reported that as/of the end of November 2017:

Broward's total number of case workers was 151 where 31 are provisionally certified and 120 are certified case workers.

Caseload Range	Total
0 – 10	22
11 – 20	41
21 – 30	77

Caseload Range	Total
31 – 40	11
41 – 45	0

Palm Beach's total number of case workers was 72 where 18 are provisionally certified and 54 are certified.

Caseload Range	Total
0 – 10	6
11 – 20	24
21 – 30	38

Caseload Range	Total
31 – 40	4
41 – 45	0

Membership Recruitment – Currently a candidate is being background screened. Once clearance received, the candidate's application will be discussed at the next Governance/Executive Committee meeting to be presented to the full board.

Scorecard – N/A

- **Program Quality Committee – Kalinthia Dillard, Committee Chair**

No meeting was held in December 2017.



- **Provider Advisory Board Update – Elizabeth Wynter, Chair**

Dr. Wynter noted that she was glad that Group Victory is including provider interviews. She noted that she has resigned from Children's Harbor as Executive Director but still serves as Chair of the Provider Advisory Board and the non-voting member on ChildNet's Board. Within the next three months, however, Jillian Smath, the Provider Advisory Vice Chair, will take over as the Chair.

BOARD CHAIR REPORT – Melida Akiti

- **Legal Counsel** – It was reported that we received the signed severance agreement from Emilio Benitez. Larry Rein is working with legal counsel on the severance agreement for Lourdes Pons.'
- **CEO Panel Interview** – The CEO Panel should include: 3 Providers, Ms. Akiti has already asked Cindy Arenberg Seltzer from Children's Services Council of Broward, 1 ChildNet line-staff member, and 2-3 Board volunteers (Sigrid McCawley, Joe Rogers, Rosha McCoy and Melida Akiti volunteered). Lawrence Plaza, CTO, will facilitate the recruitment. The top two candidates will have a full Board interview to include judicial and BSO staff as well.
- **Board Member Individual Goal Update** – Melida Akiti stated she has met her goal.
- **By-Laws** - Jeff Dwyer requested Larry Rein and appropriate staff to review our By-Laws as to the authority each committee has, and to adhere to the By-Laws. Mr. Dwyer recommended that we put into writing how the CEO selection/interview process will proceed. Catalina Avalos, outside counsel to review. Mr. Dwyer also wanted noted in the Minutes his sincere thank you to Melida Akiti on her ability to lead ChildNet through the past few months. He understands how difficult this has been and he appreciates the time, energy and focus she has put in.

PRESIDENT/CEO REPORT – Larry Rein, Interim

- Mr. Rein reported that Ms. Akiti tasked him to review, assess and evaluate staff above supervisor. The decisions we have made so far is: 1) Go back to the structure of having two Executive Directors (Broward and Palm Beach), and eliminating the COO position. 2) We have hired the new CFO to begin January 8, 2018. He noted that we have already advertised for the Executive Director position in Broward. ChildNet is also in need of a Director of Quality Improvement/Quality Assurance. This position has also been advertised.

Mr. Rein stated that within 24 hours of being given the position of Interim CEO, he reached out to the Chief Judge for Juvenile Affairs, the Director of CPIS, and the Director of Juvenile Division for the AG's office, and all of them stated they are not dissatisfied with our case management, and that there are no major flaws with their staff and ChildNet. DCF has been most supportive of ChildNet.

NEW BUSINESS

- There was no new business to discuss.

OLD BUSINESS

- There was no old business to discuss.

PUBLIC COMMENT

- There was no public comment.

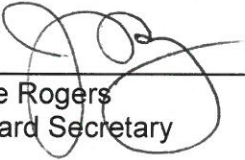


NEXT MEETING DATE

- The next monthly Board meeting is scheduled for Friday, January 26, 2018.

CONCLUSION

- Having no further business, a motion was *moved* to adjourn the meeting. *A vote was taken. The motion was passed unopposed.* The meeting was adjourned at 9:20 a.m.



Joe Rogers
Board Secretary

1/26/2018
Date

(Corporate Seal)