**CDS Board Of Directors Minutes**

January 13, 2022 at 8:30 A.M.

Attending Board Members: Tommy Lane, Richard Mankin, Daniel Crapps, Robert Wilford, Phil Kabler, Frank Williams, Becky Hunt, Bob Page, Reggie Williams

Attending Staff: Jim Pearce, Tracey Ousley, Diana Sanchez

**Agenda/Minutes 12-09-21:**

Motion to accept by Becky Hunt

2nd by Richard Mankin

**Transition/new CEO Update-Tommy**

Phil Kabler recused himself during this announcement.

The search committee voted to hire Phil Kabler as the new CEO.

All in favor.

Opposed – none.

**Frank Williams chaired meeting from this point forward.**

**Finance Report:**

Diana presented the November 2021 Statements with Notes.

Motion to accept by Becky Hunt

2nd by Richard Mankin

**New Shelter Update:**

Bob Page reported – It’s been a good process working with our contractors. We should expect price increases for lumber and other building materials.

**Robert Wilford Announcement:**

He has plans to move to St. Augustine, but would like to continue serving on the Board.

**CEO REPORT:**

**Chief Operations Officer:**

Tracey reported – we placed an internal advertisement. We were pleased that Cindy Starling applied and we made her an offer effective February 1, 2022.

**Hiring/Retention Staff/CINSFINS deliverables**

Tracey reported – Hiring is still a challenge, though there are several currently getting background checks. We increased pay to $11 per hour last February and are offering pay differentials on the weekends of $15 per hour and sign-on bonus. Hiring is a challenge for all of Florida Network’s providers.

The Florida Network is working on a legislative budget request which would, if approved, increase direct care staff up to $20 per hour. This is a state-wide request for all CINS/FINS agencies and totals approximately $7.2 million in recurring funds.

CDS is behind in deliverables in both shelter bed nights and community counseling youth/families served. This is directly related to our staffing issues. The shelters are unable to manage a full house of youth due to lack of staff.

These challenges will begin to affect us financially in December. The Florida Network is unable to continue to pay at 1/12 of contract. CDS is at approximately 55% for shelter bed nights, statewide is 71.5%. For community counseling, CDS is 55.1% while statewide is 112%. This is a critical issue and we are approaching from a hiring stand-point and an outreach-standpoint.

Richard Mankin – has anyone done anything in the Legislature?

Tracey: The Fl. Network has requested and LBR to increase wages but nothing has been approved yet.

Frank Williams – If we had the staff would we be full?

Tracey: Outreach can be done if we have the staff.

Robert Willford – Can we apply for anything under the Infrastructure Bill?

Jim: $7 million will be dedicated to non-profits that will flow through the Community Foundation.

**1218 & 1300 NW 6th Street properties listed with Coldwell Bankers, Craig Carter**

Tracey reported- the 1218 building has been cleared out, we are ripping carpet and fixing the floors. The realtors have been showing the property. We do not have any news on the Day Care’s interest to buy.

**Northwest Quality Improvement review.**

A review was done virtually in December. They failed us on the Training indicator as we did not have all the training topics covered and we received a Limited on Supervision because there were not 2 people on staff as required due to staffing challenges.

Becky Hunt motion to adjourn

Richard Mankin 2nd

Meeting adjourned 9:20