

CDS Board of Directors Minutes

February 19, 2026 at 8:31 AM

Attending Board Members: Frank Williams, Daniel Crapps, Richard Mankin, Gil Levy, Becky Hunt, Veita Jackson-Carter, Yvette Jones, Christy Milligan, Darleen Morgan, Christopher Stokes, Brenda Thornton

Attending Team Members: Philip Kabler, Cindy Starling-Hersey, PJ Minzie

CALL TO ORDER/QUORUM CHECK

A quorum was in attendance with 11 Board Members present.

CONSENT ITEMS

Following motion by B. Hunt, and second by R. Mankin, the following were unanimously approved and ratified: (a) Meeting Agenda; and (b) January 15, 2026 Meeting Minutes and actions.

RESCHEDULED ANNUAL MEETING

Following motion by D. Morgan, second by G. Levy, and discussion among the Board Members, the Board Members and Officers were unanimously elected and for the terms as shown on the attached Board of Directors list.

Chairman F. Williams presented his Annual Report: (a) CDS (and Community Alternative Services Foundation, Inc.) remains in a good posture operationally and fiscally, although both can improve; (b) CDS is in a transitional period due to the recent (i) engagement of new President/CEO PJ Minzie and (ii) Comptroller departure; (c) CDS needs to further engage in fundraising; (d) CDS must always maintain its focus on support of the children, youth, families, and communities we serve; and (e) CDS was well-received during conversations at the recent Greater Gainesville Chamber Annual Meeting.

Vice Chairman D. Crapps welcomed PJ Minzie.

Treasurer G. Levy presented his Annual Report: (a) CDS (and CASF) is fiscally sound; and (b) revenue from multiple sources must be increased to support organizational sustainability.

C. Stokes thanked the departing President/CEO.

Note: Going forward the Annual Meeting and related activities will return to normal schedule and procedure per the Bylaws.

FINANCIAL MATTERS

Report item – Fiscal activities (including accounts receivable/payable, Payroll, FY 25/26 budget update):

In light of the departure of the Comptroller, P. Kabler noted the bank statements and other related fiscal documents were attached to the Meeting materials. Frequent consultations with Chairman Williams and Treasurer Levy will be enhanced beyond their current level.

P. Kabler reported that a 1/12th payment plan is in place to ensure Levy County Prevention Coalition/Tartu Foundation is regularly paid going forward, to be supported by timely invoicing by those independent contractors. The December 2025 compiled invoice (\$106,441.66) was paid with funds from SouthState account *8072 (Operating Reserve [money market]). The amount received from Lutheran Services Florida reserved for anticipated Levy County Prevention Coalition/Tartu Foundation invoices is annotated on the bank statements attached to the Meeting materials.

G. Levy and P. Kabler will reach out to the law firm with which it previously had a conversation about creating an independent non-profit corporation to attend to the Management Investment fund.

The search for a Comptroller has begun with numerous applicants already received. The applicants' resumes are being forwarded to Chairman Williams, Treasurer Levy, incoming President/CEO Minzie, and COO Starling-Hersey.

Following motion by B. Hunt, and second by G. Levy, Tom Porter, CPA's firm (ProActive CPAs) was engaged (at \$1,850 per month) to temporarily address basic comptroller functions during the hiatus period.

The need to plan for upcoming payroll/account payables cycles due to the accounts receivable cycles, and for the large one-time insurance premium anticipated for calendar year Q3, was noted.

Compiled 1/26 SouthState Bank and First Federal Bank statements, updated ERTC tracking spreadsheet, and 2024 CDS and CASF Form 990s were included with the Meeting materials.

DEEP DIVE PRESENTATION

Lindsay Gamboa-Thompson, BRAVE Regional Manager, described BRAVE's background and relationship to the University of Florida, the Marjorie Stoneman Douglas Act, and Putnam and Columbia County school districts. She explained BRAVE's referral, provider referral/coordination (including participant insurance when applicable and available), and legislative reporting process. An extensive question-and-answer/discussion followed: (a) the prospect for Alachua County services; (b) a possible Lake City location; (c) the scope of CDS' services (including SNAP); (d) the requirement for referral providers having licensed therapists; (e) need for enhanced communications; and (f) school intakes and involvements. Chairman Williams invited written questions and comments to be forwarded to Ms. Gamboa-Thompson.

BUSINESS MATTERS

Report item – Program deliverables and monitorings:

Cindy Starling-Hersey presented the attached January Programs Report. She noted: (a) Alachua County Community Counseling deliverables are currently low due to no current Truancy Court activity; (b) the second series of Gainesville and Lake City SNAP sessions have commenced; (c) the new SNAP Youth Justice Program is active; (d) post-holiday season Prevention Services activities have resumed; and (e) the new Mentoring Program has commenced.

Report item – Florida Network upcoming contract re-procurements – SNAP RFP:

P. Kabler reported the SNAP programs Call for Proposal is being finalized for submission.

Report item – Shelter Advocate Program:

Chairman Williams reported two Board Members had contacted him about program involvement prior to the Meeting. During the Meeting, a number of Board Members expressed interest in becoming advocates for the Gainesville and Lake City Interface Youth Shelters.

Report item – Legal matter

P. Kabler reported CDS received a demand letter related to an alleged Gainesville Interface Youth Shelter youth-on-youth matter. Gainesville Police Department reviewed the matter and gave a preliminary verbal report they will close the case without further activity. The matter was referred to insurance, which then assigned a law firm. C. Starling-Hersey has spoken with the assigned attorney. Insurance will be asked for the applicable deductible amount.

COMMITTEE MATTERS

Ad Hoc Leave Balances Policy Review:

D. Morgan reported CDS's current policy should be revised to align with other non-profit organizations. PJ Minzie will inquire about the policies of other agencies. The topic of 'grandfathering' existing employees and adopting a new policy will be addressed after a new Comptroller is engaged.

Standing Nominating:

There was no report for this meeting.

Ad Hoc Committee structure:

There was no report for this meeting.

Standing Development:

There was no report for this meeting.

Ad Hoc Bivens Sale/Renovation/Relocation:

Ad Hoc Baxter's Place Charter School:

There is no report for this meeting.

Following motion by C. Stokes, and second by G. Levy, the meeting was unanimously adjourned at 9:35 AM.

**BOARD OF DIRECTORS - CDS FAMILY & BEHAVIORAL HEALTH SERVICES, INC. &
COMMUNITY ALTERNATIVE SERVICES FOUNDATION, INC.**

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1/17, 2/18,1/20, 5/20, 12/20, 4/21, 2/22, 6/22, 9/22, 10/22, 11/22, 1/23, 4/23, 6/23, 8/23, 9/23, 6/24, 7/24, 9/24, 10/24, 1/25,
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Management

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Programs Report for CDS Board meeting 2/19/26

January CINS/FINS Report:

Our January Florida Network Report Card indicates that we are currently meeting 12 of 13 performance measures, which means we have a 94% overall compliance report card. We continue to struggle with receiving enough Community Counseling referrals and have been unable to reach our monthly goals for intakes. Our Gainesville Community Counseling Director, Jessica Bechtold, and Outreach Specialist, Joy Cullinan, met to discuss additional outreach opportunities and have decided to focus on our rural communities at this time. Numerous issues are impacting our overall Community Counseling intake numbers including the lack of a truancy court in Alachua County. We are also encountering new treatment providers in schools such as Hazel Health in Alachua County and contracted school-based referral systems in two of our school districts. Brave provides a referral-based service and assigns treatment providers in Columbia and Putnam County School Districts. We will have a brief presentation today with Lindsay Thompson who is the Northern Regional Supervisor. Additionally in our Gainesville office, we lost two of our community counselors this fiscal year (one was terminated and one resigned due to seeking an advanced degree). We have successfully hired two new counselors, but the training is quite extensive and must be completed prior to being assigned participants. One counselor has completed training and is now providing counseling services to youth and our newest counselor is still completing training.

The shelters combined had 494 bed days in January 2025. As in past years, we expect to see a significant increase in our shelter intakes beginning March through June 2026.

Our SNAP teams had very successful graduations in December and are now in the process of beginning new 13-week group sessions.

Prevention Programs:

The Investing in Our Youth mentoring program continues to recruit, complete background screenings and train volunteers. The program is now providing mentoring services to youth ages 10-17. Our Prevention programs returned to school in January and are busy providing school-based services as usual.

Staffing Issues: We are currently advertising for youth care staff, one non-residential counselor, two residential supervisor positions and a SNAP case manager.

Scheduled Monitoring Visits: We had our second Quality Improvement audit for our East programs on January 14th and 15th. We received a preliminary score of satisfactory on all indicators except for one which was scored as limited (NIRVANA which is an assessment tool). We are tentatively scheduled for LSF Prevention programs audits in March and Basic Center grant early April.