



**CHILDREN'S
SERVICES COUNCIL MEMBERS:**

*Beam Furr, Chair
Broward County Commission*

*Cathy Donnelly, Vice Chair
Governor Appointee*

*Tom Powers, Secretary
Governor Appointee*

*Emilio Benitez, Immediate Past Chair
Governor Appointee*

*Robin Bartleman
Board Member
Broward County Public Schools*

*Hon. Kenneth L. Gillespie
Judicial Member*

*Vern Melvin
Southeast Regional Managing Director
Department of Children & Families*

*Robert W. Runcie
Superintendent
Broward County Public Schools*

*Maria M. Schneider
Governor Appointee*

*Dr. Paula Thaqi
Director
Broward County Health Department*

*Ana M. Valladares
Governor Appointee*

STAFF

*Cindy J. Arenberg Seltzer
President/CEO*

LEGAL COUNSEL

John Milledge

Garry Johnson

DATE: November 9, 2018
TO: Council Members
FROM: Cindy Arenberg Seltzer, President/CEO
SUBJECT: Information for November 15th Council Meeting

Enclosed is the information packet for the November 15th Council meeting, at 9:30am, at the CSC Office; but **please arrive by 9:00am for a group Council photo for our Annual Report.**

The Council Members' Roundtable features a presentation and discussion on the Family Supports program area and upcoming Request for Proposals (RFP).

Also, don't forget to bring canned goods/non-perishables for CSC's Annual Food Drive. There will be a collection box outside of the Board Room doors.

If you have any questions or need further explanation on any items in this packet, please feel free to email (cseltzer@cscbroward.org) or call me (954-377-1674 or 954-649-8420) if you have any questions.

Broward County Children's Services Council Monthly Meeting

6600 W. Commercial Blvd.

Lauderhill, FL 33319

November 15, 2018

9:30 a.m.

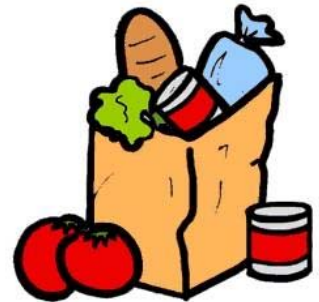
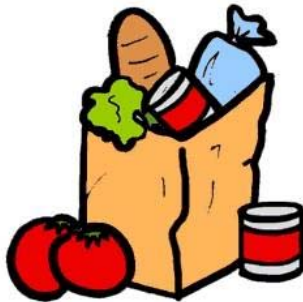
MEETING AGENDA

ONLY THE AGENDA WILL BE AVAILABLE FOR GUESTS AT THE MEETING; YOU MAY VISIT WWW.CSCBROWARD.ORG FOR THE COMPLETE MEETING INFORMATION PACKET

- | | | |
|--------------------------------------------------------------------------------------------------------------------------------------|-----------------|---------------------------------------|
| I. Call to Order | | Beam Furr, Chair |
| II. Roll Call | | Amy Jacques, Special Assistant |
| III. Chair's Comments | | Beam Furr, Chair |
| a. Approve October 18, 2018, Council Minutes | (Tab 1) | |
| b. Gubernatorial Appointees' Process Update | | |
| c. Reminder of Cancellation of December Meeting | | |
| IV. Executive Committee Report | (Tab 2) | Beam Furr, Chair |
| a. Approve Budget Carry Forward for FY 18/19 | (Tab 3) | |
| b. Approve President/CEO Salary Adjustment, Performance Pay, and Contract Term Revisions for FY 18/19 | (Tab 4) | |
| V. President's Report | | Cindy Arenberg Seltzer, President/CEO |
| a. Good of the Order | (Tab 5) | |
| b. Approve Florida Children's Council Public Policy Agenda | (Tab 6) | |
| c. FYI – December Office Schedule | | |
| VI. Chief Programs Officer (CPO) Report | | Maria Juarez, CPO |
| a. Approve Family Support RFP Raters | (Tab 7) | |
| b. Approve Adjustment to Smith Community Mental Health's Maximizing Out-of-School Time (MOST) Special Needs and Youth Force Programs | (Tab 8) | |
| c. FYI – CSC's Role in MSD Community Recovery | (Tab 9) | |
| VII. Chief Innovation Officer (CIO) Report | | Dr. Sue Gallagher, CIO |
| a. Approve Florida Institute for Child Welfare (FICW) Research Grant Application | (Tab 10) | |
| b. FYI – Community Participatory Action Research (CPAR) Report | (Tab 11) | |
| c. FYI – 21 st Century Community Learning Centers (21 st CCLC) Summative Evaluation Report | (Tab 12) | |
| VIII. Chief Communications Officer (CCO) Report | | Andrew Leone, Director |
| a. Approve Debate Tournament Sponsorship | (Tab 13) | |
| b. FYI –Read for the Record 2018 Final Report | (Tab 14) | |

- IX. Chief Operating Officer (COO) Report** Monti Larsen, COO
 - a. Approve Voice & Data Provider **(Tab 15)**
 - b. Approve Preliminary Financial Statements for Fiscal Year End FY 17/18 **(Tab 16)**
 - c. Approve Invoices, P.O.s & Contracts **(Tab 17)**
- X. Public Comment** Beam Furr, Chair
- XI. Council Members' Roundtable** Beam Furr, Chair
 - Family Supports RFP Visioning
- XII. For Your Information** **(Tab 18)**
 - a. Funders' Forum Minutes
 - b. CSB Minutes
 - c. CSC In The News
 - d. Correspondence
 - e. Attendance Report

If you require any auxiliary aids for communication or other special accommodations, please contact Marissa Aquino at (954) 377-1667 or maquino@cscbroward.org at least one week in advance so that proper arrangements can be made.



***BRING CANNED GOODS/NON-PERISHABLES
FOR CSC'S FOOD DRIVE***

(Place in box outside of CSC Board Room)

CHILDREN'S SERVICES COUNCIL OF BROWARD COUNTY

6600 W. Commercial Blvd.

Lauderhill, FL 33319

Minutes

October 18, 2018

9:30 A.M.

Members in Attendance: Governor Appointee Emilio Benitez; Broward County Mayor Beam Furr; Judge Kenneth L. Gillespie; DCF Regional Managing Director Vern Melvin; Governor Appointee Maria Schneider; Health Department Director Paula Thaqi, M.D; Governor Appointee Ana Valladares

Counsel Present: Garry Johnson, Esq.

Council Members Absent: School Board Member Robin Bartleman; Governor Appointee Cathy Donnelly; Governor Appointee Tom Powers; School Superintendent Robert W. Runcie

Staff in Attendance: Cindy Arenberg Seltzer, President/CEO; Monti Larsen; Sandra Bernard-Bastien; Sue Gallagher; Maria Juarez Stouffer; Marlando Christie; Andrew Leone; Adamma DuCille; Akil Edwards; Amy Jacques; Andria Dewson; Angie Buchter; Arnold "JB" Jean-Baptiste; Betty Dominguez; Brooke Sherman; Camila Romero Gil; Cynthia Reynoso; Dion Smith; Erin Byrne; Gloria Putiak; Jennifer Wennberg; Jocelin Eubanks; Jumorrow Johnson; Keisha Grey; Keyonia Lawson; Maddy Jones; Marissa Greif-Hackett; Melissa Soza; Monique Finlay; Nancy Cohn; Odeth O'Meally; Parry Silcox; Robby Holroyd; Silke Angulo; Tameeka Grant; Trisha Dowell

Guests in Attendance: Attached

Agenda:

I. Call to Order:

Chair Beam Furr called the meeting to order at 9:41 A.M.

II. Roll Call:

The roll was called and a quorum was established.

III. Chair's Comments:

Council Members were asked to arrive early for the November meeting in order to take photos for the CSC Annual Report.

- a) Council Meeting Minutes:
- b) TRIM Hearing Minutes:
- c) Cancellation of December Meeting:
- d) 2019 Council Meeting Calendar:

ACTION: Judge Gillespie made a motion to approve all of the action items under the Chair's Comments on the agenda, as presented. Those items included approval of the September 20, 2018, Council meeting minutes; approval of the September 20, 2018, TRIM Hearing minutes; cancellation of the December 20, 2018, Council meeting; and approval of the 2019 Council meeting calendar. The motion was seconded by Mr. Benitez and passed with no opposing votes.

e) President/CEO Performance Evaluation:

Members were asked to complete the 2017/18 CEO Performance Appraisal form behind Tab 20 of their meeting information packet and return it by October 26th. It was noted that the CSC Executive Committee will then meet on October 31st at 8:00 A.M. to review the results. All Members were encouraged to attend if interested.

IV. President's Report:

a) Good of the Order:

Ms. Arenberg Seltzer highlighted upcoming events, including Lights On After School activities this afternoon at Franklin Park and the NSU Day for Children event on Sunday. Members were encouraged to attend.

CSC was a TIL System of Care Hero Honoree at the FLITE Center's Heroes' Luncheon last Friday.

Ms. Arenberg Seltzer participated in Tomorrow's Rainbow's Pony Jail n' Bale, where she was "jailed" with a therapy pony until she raised bail. Funds raised benefitted Tomorrow's Rainbow, which offers grief and loss therapy to children throughout the County.

Ms. Arenberg Seltzer highlighted a visit from the CEO of Jumpstart, the national non-profit that leads Read for the Record. The Jumpstart CEO joined Ms. Arenberg Seltzer, Superintendent Runcie, Mayor Furr, Ms. Renee Jaffe (Early Learning Coalition of Broward), and the local representative from PNC Bank in reading to students at Colbert Museum Magnet Elementary School, followed by a tour of the Gulf Stream Early Learning Center. She was very impressed by the way we have used Read for the Record to support our Campaign for Grade Level Reading.

Members were encouraged to be volunteer readers for the Read for the Record on October 25th.

Ms. Arenberg Seltzer noted that she and CSC staff (Dr. Sue Gallagher and Ms. Adamma DuCille), presented recently on various topics at the National Center for Families Learning Conference held in Fort Lauderdale. She also noted that she was a guest panelist at the recent Jamaican Women of Florida Wellness Seminar, as well as the School Board's Workshop on Mental Health.

Ms. Arenberg Seltzer highlighted the success of a few of the CSC-Funded programs, including the NFTE Startup Summer Camp, where one of the students won a \$5,000 prize at the national level; the YMCA's LEAP High Program, where students participating in the Good Neighbor Store Initiative completed their project posters promoting healthy eating in their community; and the Hispanic Unity of Florida's (HUF) Compass/Unity 4 Teens Program, which was featured in a national publication on promising practices.

Ms. Arenberg Seltzer highlighted the recent episode of CSC's TV program, *Future First: Focus on Broward's Children*, which focused on Broward County Public School's (BCPS) debate initiative. She pointed out that Broward's debate program is the largest in the world. She let Members know that next month they will consider a sponsorship request for a CSC-sponsored tournament for first-time debaters. Ms. Schneider spoke to the initiative's upcoming endeavors, including a fundraising luncheon and the expansion of the debate initiative into elementary schools and juvenile justice programs where youth are serving their dispositions.

Ms. Arenberg Seltzer highlighted the CSC-funded LEAP High afterschool program at the YMCA that partnered with Broward County's Natural Resource Department to create the Jr. Sustainability Stewards Program. The program was recently featured in the Green Schools National Network's *Catalyst Quarterly*. She introduced Ms. Jill Horwitz, Natural Resource Specialist with Broward County, who spoke briefly on the CSC/Broward County partnership that works with 30 students at Dillard High School, teaching them about environmental stewardship, community and environmental justice issues, and possible career pathways.

Ms. Arenberg Seltzer drew Members' attention to the child abuse prevention newsletter contained in the meeting information packet that highlighted water-safety Public Service Announcements (PSAs) that were created in conjunction with CSC Broward. Members were shown the two PSAs.

Ms. Arenberg Seltzer updated the Council on recent efforts to purchase available land adjacent to the CSC Office, noting that the CSC offer was rejected. She explained that as the owner wants double what was offered, and due to the extensive tree and drainage mitigation costs required to develop the land, CSC will not proceed further at this time. Instead, staff will work with the architect to redouble efforts to fix the current office location's drainage and parking issues.

As the CSC Gubernatorial Appointees' terms are co-terminus with the Governor, Ms. Arenberg Seltzer explained that current appointees' terms will end January Jan 31, 2019. She noted that the County plans to have applications available around November 5th. Applications will be available and accepted for about a month after release, with the County scheduled to send the required nominations to the Governor by early January. She pointed out that the Governor then has 45 days to appoint five Members to the Council. She further explained that if the appointments are not made within 45 days, state government attorneys have previously advised that current appointees continue to serve as Members until the new appointments are made.

b) Florida Children's Council (FCC) Update:

Ms. Arenberg Seltzer announced that the FCC hired Mr. Matt Guse as its new CEO, replacing Ms. Brittany Birken, who had accepted a position with the University of Florida Lastinger Center. She pointed out that Mr. Guse's hiring was part of a national search and that he possesses a strong public policy background. As the current FCC Chair, Ms. Seltzer noted that she will be meeting with Mr. Guse and Ms. Birken on November 2nd to assist with the transition.

Ms. Arenberg Seltzer drew Members' attention to the FCC public policy priorities behind Tab 22 in the meeting information packet.

c) Florida Afterschool Network (FAN) Update:

Cindy briefly highlighted FAN's work in the area of the licensing of school-aged afterschool programs, differentiating them from child care regulations with ones more appropriate for the youth population.

d) Federal Antiterrorism and Emergency Assistance Program (AEAP) Grant:

Ms. Arenberg Seltzer highlighted CSC's role in building community resilience and recovery in the aftermath of the MSD tragedy, explaining the Council's role as services for children and youth, and possibly a significant role in the resiliency center. She presented action items for consideration that would broaden the Family Strengthening program area to include a trauma focus, as well as approval for CSC Broward to be a sub-grantee in the Federal AEAP Program.

ACTION: Judge Gillespie made a motion to revise Goal 2.1 to read, "Reduce the incidence and impact of child abuse, neglect, and trauma;" approve the creation of a new Objective 2.1.3 that reads, "Address the negative impacts of trauma and provide resources to allow those impacted to increase protective factors and build resiliency;" and approve CSC's role as a sub-grantee for the Federal AEAP Program Grant, all as presented. The motion was seconded by Mr. Melvin and passed with no opposing votes.

V. Chief Programs Officer (CPO) Report:

Legal Supports Request for Proposal (RFP) Raters:

Ms. Maria Juarez highlighted the need for raters for the Legal Supports RFP and encouraged Members to be raters and/or appoint raters.

ACTION: Ms. Schneider made a motion to approve source experts for the Legal Supports RFP Rating Committee as presented. The motion was seconded by Dr. Thaqi and passed with no opposing votes.

VI. Chief Innovation Officer (CIO) Report:

Racial Equity Institute Training for FY 18/19:

ACTION: Mr. Benitez made a motion to approve accepting revenue and related expenditures for the Racial Equity Institute Training for FY 18/19, as presented. The motion was seconded by Ms. Schneider and passed with no opposing votes.

VII. Chief Communications Officer (CCO) Report:

Ms. Bernard-Bastien highlighted the items under her report.

a) 2018 Back-to-School Extravaganza:

ACTION: Mr. Benitez made a motion to approve revenue and reconciliation of 2018 Back-to-School Extravaganza as presented. The motion was seconded by Ms. Schneider and passed with no opposing votes.

b) 2018 Broward Reads for the Record:

ACTION: Mr. Benitez made a motion to approve an additional allocation for the 2018 Reads for the Record as presented and contingent upon not receiving additional donations. The motion was seconded by Ms. Valladares and passed with no opposing votes.

c) *Telly* Award Presentation:

Mr. Thom Mozloom, M Netowrk, presented the CSC Chair with the *Telly* Award statue for last year's promotional video for Read for the Record.

d) Community Engagement Report:

Ms. Bernard-Bastien briefly highlighted the community engagement report.

VIII. Chief Operating Officer (COO) Report:

Ms. Larsen highlighted the items under her report.

a) Disposal of Fixed Assets:

b) Invoices, P.O.s & Contracts:

ACTION: Dr. Thaqi made a motion to approve disposal of fully depreciated or non-capitalized items, as well as approval of the CSC monthly/annual purchases, both as presented. The motion was seconded by Mr. Benitez and passed with no opposing votes.

IX. Broward Reads Coalition Report:

Mayor Furr highlighted the efforts of the Broward Reads Coalition and referred Members to the Coalition meeting minutes contained in the information packet.

X. Special Needs Advisory Coalition Report:

Member were referred to the most recent Coalition meeting minutes contained in the meeting information packet.

XI. Public Comment:

There were no comments.

XII. Council Members' Roundtable:

CSC staff presented on the Legal Supports program area and the upcoming RFP.

CSC Programs Manager Andria Dewson highlighted legal supports programming and funding history, as well as focus group and client feedback.

CSC Sr. Research & Evaluation Manager Marissa Greif-Hackett shared performance measures for the legal supports program area.

CSC Sr. Planning & Research Manager Gloria Putiak highlighted research in the area of legal supports.

Dr. Thaqi inquired as to current capacity and need, expressing a desire for increased funding in the area of legal representation and early childhood programming. Staff will further explore as the FY 19/20 draft budget is prepared.

Judge Gillespie agreed with Dr. Thaqi on the need for more legal representation.

XIII. Adjournment:

The meeting adjourned at 11:35 A.M.

Tom Powers, Secretary

DRAFT

MEETING ATTENDEES***denotes speaker**

Name	Organization
Therese Sullivan	Pembroke Pines Police Department
Jill Horwitz*	Broward County EPCRD
Colin Murphy	Children's Home Society of Florida
Grace Ramos	The M Network
Thom Mozloom	The M Network

TAB 2

CHILDREN'S SERVICES COUNCIL OF BROWARD COUNTY

Executive Committee Minutes

October 31, 2018; 8:00 A.M.

6600 W. Commercial Blvd, Lauderhill, FL 33319

Members in attendance: County Mayor Beam Furr, Chair; Governor Appointee Cathy Donnelly, Vice Chair; Governor Appointee Tom Powers, Secretary; and Governor Appointee Emilio Benitez, Immediate Past Chair

Staff in Attendance: Cindy Arenberg Seltzer, President/CEO; and Monti Larsen, COO

Mr. Furr called the meeting to order at 8:05 A.M.

I. Carry Forward Budget for FY Ended September 30, 2018:

The Executive Committee reviewed and discussed the Budget Carry Forward items. These Budget Carry Forward items from Fiscal Year 2017/18 into the new fiscal year include: salary lapse to be allocated for staff performance pay in accordance with CSC policy, POs that were not yet completed and a \$2 million Unallocated placeholder from Fund Balance to be used for advances that may be necessary in connection with the AEAP Grant for which CSC is a sub-recipient. Ms. Arenberg Seltzer explained the vision for managing these funds for the resiliency center for families and children impacted by the MSD tragedy. This grant is still in its infancy stage and it is unknown the extent of the need. It is anticipated that CSC will eventually be reimbursed for these expenditures. Once there is more clarity, the money may be available for other items as well.

ACTION: Tom Powers made a motion to approve recommending the budget carry forward for FY ended September 30, 2018, in the General Fund to the full Council, as presented. The motion was seconded by Cathy Donnelly and passed with no opposing votes.

II. Review President/CEO:

The Executive Committee reviewed the evaluation results that had been submitted. The Committee all stated that Ms. Arenberg Seltzer had done an excellent job again this past year and acknowledged her outstanding accomplishments. They were all very complementary of her leadership skills.

Mr. Powers raised the issue of performance pay for discussion. Mr. Benitez stated that Ms. Arenberg Seltzer had done an excellent job this past year in managing the CSC and that he was in favor of giving her the full amount of performance pay as detailed in her contract despite his low scores. Additional conversation ensued about the concept of performance pay and balancing fair compensation with public perception. It was noted that the Compensation Study was due to be updated next year and that would be a good time to review the CEO compensation package. It was noted that Ms. Arenberg Seltzer's contract may need to be amended to allow opening it up for discussion during the year.

The Committee discussed and is recommending: 1) the 3% COLA retroactive to October 1st (the same as staff received in October); 2) performance pay at the full amount of \$15,000; and 3) extending the President/CEO contract one year in order to maintain a 5-year term and inserting a new clause allowing either party to open contract discussion at any time.

ACTION: Cathy Donnelly made a motion to approve recommending salary adjustment, performance pay and contract term revisions for President/CEO for FY 18/19 to the full Council, as presented. The motion was seconded by Tom Powers and passed with no opposing votes.

III. Adjournment:

The meeting adjourned at 9:30 A.M.

DRAFT

TAB 3



For Council Meeting

As Recommended by the
Executive Committee
October 31, 2018

November 15, 2018

Issue:	Budget Carry Forward for FY Ended September 30, 2018 in General and Special Revenue Funds.
Action:	Approve Budget Carry Forward for FY Ended September 30, 2018 in the General Fund.
Budget Impact:	\$3,277,029 Additional Budget in Various Line Items for FY 2018/19.

Background: Each year there are Purchase Orders ("PO") and contracts where the work may not have been completed during the fiscal year or the contract spans fiscal years. These POs and related budget amounts are "carried forward" into the new fiscal year. Additionally, there may be underutilized budget that is carried forward into the subsequent year for continuation of various initiatives or one-time expenses.

Current Status: Attached is a schedule detailing the requested carry forward items for FY 2018/19. All of these POs and contracts were presented to the Council and approved at various times during fiscal year 2017/18. When Provider is TBD, the expenditures will be brought back to the Council for approval as vendors are determined. Staff presented to the Executive Committee and they are recommending to the full Council carrying forward \$2M in Unallocated as a placeholder for FY18/19 for expenditures related to the AEAP award. CSC has been designated as one of the Sub-grantee's and it is anticipated that these costs will be reimbursed, but the actual grant has not yet been finalized with an uncertainty in the total amount needed. This \$2M estimate should carry the initiative through until the grant is actually implemented. As is CSC's practice, once the providers and related expenditures are identified, they will be brought forward for full Council approval.

In the Administrative area, there was over \$650,000 of salary and fringe that lapsed due to position vacancies and lower than anticipated benefits costs. As has been done in the past, staff is recommending \$336,968 rollover for various personnel related items such as: one-time staff performance pay during the 2018/19 fiscal year and which may be earned in accordance with the Council's employee evaluation system; an intern to help in RAP; and overtime, as applicable. The lapse dollars are the direct result of administrative efficiencies and conscientious accountability. These are not new tax dollars and will not increase the Administrative rate over the Council's threshold of 5%.

In addition, there are administrative, technology and facility related items staff would like to carry forward. Most of the administrative items on the list are due to timing of ordering goods/supplies/services that were unable to be delivered until after the cutoff date. This section also includes the roll-over for the three new offices that are in process of being built out. The Technology reserve is for capital expenditures that are needed this upcoming year to maintain and improve the technologies/network. Finally, any underutilized facility related expenses are carried forward to build our reserves for replacement and/or repairs for the building.

The current estimated Unassigned Fund Balance is \$10 million, which is greater than the projections estimated in May/June. Thus, the total of \$3.6 million (includes previously approved budget carry forward of \$388, 624) plus the \$3.2 million previously approved for programs would still leave an Unassigned Fund Balance of \$3.2 million for future years.

Recommended Action: Approve Budget Carry Forward for FY Ended September 30, 2018 in the General Fund.

Children's Services Council of Broward
Budget Carry Forward from FY 17/18 to FY 18/19
General Fund

Goal	GOAL NAME	PROVIDER	DESCRIPTION	Requested CF Amount
<u>Service Goals:</u>				
1.1.1	Agency Capacity	Ronik Radlauer ToB Consulting Webauthor	Leadership Academy Leadership Training Enhancements	\$ 4,800.00 \$ 375.00 \$ 2,271.00
1.1.3	Fiscal Support	TBD Based on new RFP's	To be used for Fiscal Support	\$ 19,016.00
2.1.1	Family Strengthening	Broward Behavioral Health	BYRC Grant Match - Program starts April 2019	\$ 20,000.00
3.1.1	Youth Force	Motivational Edge	Program approved in FY 17/18; Begins FY 18/19	\$ 50,000.00
5.1.1	Early Education	ELC- Vulnerable Pop	Carryforward for Slots / Program Support for Slots	\$ 178,000.00
5.1.2	Increase Literacy Skills	Lise Fox - USF Consultant	Carryforward for PBIS trainings	\$ 10,000.00
<u>System Goals:</u>				
1.2.1	Strategic Plan	Q & Q Research Alan Hecht	SN assessment Final P3 evaluation	\$ 35,600.00 \$ 3,000.00
1.2.2	Reporting Application Software Dev	Webauthor CSC-Palm Beach	SAMIS Contract Module Development Broward Only SAMIS Enhancements	\$ 50,000.00 \$ 35,000.00
1.2.4	Collab w/ Comm Partners for IDS	Webauthor Webauthor	Enhancements to platforms as needed Contract Module	\$ 30,000.00 \$ 50,000.00
	Unallocated	Unallocated	Primarily to Be used for AEAP Grant - Goal 2.1.3	\$2,000,000.00
		Total Goals		<u>\$2,488,062.00</u>
<u>Administration: Purchase Orders that Span FY</u>				
	Salary / Fringe		PT employee RAP	\$ 10,000.00
	Salary / Fringe	Performance pay for employees Administrative Overtime	Total lapse was \$656,113	\$ 311,968.00 \$ 15,000.00
				<u>\$ 336,968.00</u>
		American Eagle CDWG	Fire sprinkler repairs KVM Consoles for Server Racks	\$ 1,455.00 \$ 3,100.00
				<u>\$ 4,555.00</u>
<u>Capital Outlay:</u>				
		Roy Construction, City of Lauderhill and JC White, TBD	Bldg Plans (\$30K.) permits (\$6K) and assorted misc furniture (\$16K) for Bld out of offices Reserve for future Technology projects	\$ 52,000.00 \$ 217,168.00
				<u>\$ 269,168.00</u>
<u>Facilities Related:</u>				
		TBD	Facilities Reserves (Accumulation of unspent Facilities Budget from 9 past years)	\$ 178,276.00 \$ 178,276.00
				<u>\$ 788,967.00</u>
		Total Administration, Capital Outlay & Facility Related		<u>\$3,277,029.00</u>

TAB 4



For Council Meeting

As Recommended by the
Executive Committee
October 31, 2018

November 15, 2018

Issue: CEO Performance Evaluation Results and Consider Salary Adjustment, Performance Pay and Contract Term Revisions.

Action: Approve Salary Adjustment, Performance Pay and Contract Term Revisions for President/CEO for FY 18/19.

Budget Impact: \$6,332 from Available Salary Budget line for FY18/19.
\$15,000 from Carryforward for FY 18/19.

Background: The performance evaluation for the President/CEO is due each November. At this same time, the President/CEO's contract is reviewed, performance pay, and salary adjustments are considered, and new goals are set.

Last year, the Council approved adjusting the President/CEO's salary by 3%, the same as staff, to \$211,056 and due to her excellent performance review last year, the Council approved \$15,000 performance pay in accordance with her contract. Finally, the contract term was extended one year to October 31, 2022 in order to maintain the rolling 5-year term.

Current Status: In June, the Council approved a 3% COLA for staff and mentioned their appreciation for all staff accomplishments. It has been the practice of the President/CEO to request the same salary increase as staff and nothing more.

The following items were approved by the Executive Committee for recommendation to the full Council:

- a. Approve a 3% COLA, retroactive to October 1, 2018 bringing her annual salary to \$217,388. Staff received a 3% COLA as of 10/1/18. This would put her total compensation (salary and performance pay) at midpoint based on the Salary Survey conducted in December 2016.
- b. Approve performance pay for Mrs. Seltzer. The contract states she is eligible for up to \$15,000 which she received last year. The budget for this action would come from rolling over unspent salary and fringe from FY 17/18 as a result of cost containment strategies, in the Carry Forward Issue Paper.
- c. Approve revised contract term to maintain a 5-year contract term through October 31, 2023. The Executive Committee discussed adding language that would allow either party to open the contract for further negotiations, but upon further review, that language currently exists.

Recommended Action: Approve Salary Adjustment, Performance Pay and Contract Term Revisions for President/CEO for FY 18/19 to the Full Council.

**Children's Services Council of Broward County
 President/CEO Evaluation for Fiscal Year 2017-2018**

	Robin Bartleman	Emilio Benitez	Cathy Donnelly	Beam Furr	Kenneth Gillespie	Vern Melvin	Tom Powers	Robert Runcie	Maria Schneider	Paula Thaqi	Ana Valladares	Total	Ave Score
I. PERFORMANCE COMPETENCIES													
Communication	5.0	2.0	4.0	5.0	5.0	5.0		4.0	5.0	5.0	5.0	45.0	4.5
Fiscal Responsibility	5.0	5.0	4.0	4.5	5.0	5.0		4.0	5.0	5.0	5.0	47.5	4.8
Consensus & Team Building	5.0	3.0	5.0	5.0	5.0	5.0		4.0	5.0	5.0	5.0	47.0	4.7
Diversity Commitment	5.0	5.0	5.0	5.0	5.0	5.0		5.0	5.0	5.0	5.0	50.0	5.0
Job Knowledge	5.0	4.0	5.0	5.0	5.0	5.0		4.0	5.0	5.0	5.0	48.0	4.8
Leadership	5.0	3.0	5.0	5.0	5.0	5.0		5.0	5.0	5.0	5.0	48.0	4.8
Judgment	5.0	3.0	4.0	5.0	5.0	5.0		4.0	5.0	5.0	5.0	46.0	4.6
Planning & Organization	5.0	5.0	4.0	4.5	5.0	5.0		4.0	5.0	5.0	5.0	47.5	4.8
Business Ethics	5.0	3.0	5.0	5.0	5.0	5.0		5.0	5.0	5.0	5.0	48.0	4.8
Community Relations	5.0	3.0	5.0	5.0	5.0	5.0		5.0	5.0	5.0	5.0	48.0	4.8
Board Interaction	5.0	3.0	4.0	4.8	5.0	5.0		4.0	5.0	5.0	5.0	45.8	4.6
Total	55.0	39.0	50.0	53.8	55.0	55.0	0.0	48.0	55.0	55.0	55.0	520.8	52.1

Managing People (Pass/Fail)	P	P	P	P	P	P		P	P	P	P		
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COMPETENCIES:

Communication

- I was impressed with the increased use of the Executive Committee by Cindy this year when managing challenging situations. *[Cathy Donnelly]*
- Effective written and verbal communication. *[Paula Thaqi]*
- To communicate effectively, one must have the ability to talk and, at the same time, have the ability to hear. In essence, communication is a combination of talking, hearing, and understanding. Mrs. Arenberg Seltzer is a mixture of those three things and she does it well. *[Judge Kenneth Gillespie]*
- Cindy is a great communicator both in terms of clarity, subject matter mastery and tact. *[Maria Schneider]*
- Cindy has always been a great communicator. *[Ana Valladares]*

Fiscal Responsibility

- I am confident that the funds we allocate into the community are being leveraged and maximized to the best of our abilities. I was pleased to see extra consideration being given to smaller providers and additional management being applied to those who were not performing on par. *[Cathy Donnelly]*
- Budget packet based on RBA. Also, administrative rate remains very low for non-profit and as compared to other CSCs. The FY 16/17 audit earned an unqualified opinion with no findings – the highest level of accountability. Received GFOA Certificate of Excellence in Financial Reporting for the CAFR for the 16th year in a row. *[Paula Thaqi]*
- Notably, you cannot have fiscal responsibility without accountability. Accountability means being held answerable for accomplishing a goal or assignment. In this regard, Mrs. Arenberg Seltzer has exceeded expectations as evidence by the Council's extraordinary execution of its FY 2017-2018 budget consistent with the Council's mission. *[Judge Kenneth Gillespie]*
- Cindy has always been and continues to be fiscally conservative yet innovative in both the manner and scope in which the Council's funds are optimized. *[Maria Schneider]*
- Our funds are being well distributed in the community with accountability. We have received the GFOA certificate for the 16th year. *[Ana Valladares]*

Consensus & Team Building

- Very impressed with the overall improvement in this area. Round Tables, Executive Committee involvement, and the improved "Board Participation" we continue to see speaks clearly to the commitment in this area. *[Cathy Donnelly]*
- Has been successful in consensus building with a Board with a diverse set of interests and expertise. *[Paula Thaqi]*

- Mrs. Arenberg Seltzer has demonstrated excellent consensus and team building skills. She consistently looks for common ground and encourages collaboration among team members. She has a talent for building consensus through shared decision making and fosters a sense of shared accountability and group responsibility. *[Judge Kenneth Gillespie]*
- Being a strong and decisive leader sometimes creates conflict and can tend to alienate those whose ideas are not embraced. This is one of the areas where I have seen some of the most significant improvement in Cindy's leadership skills. She has mastered the ability to engage others and appreciate input even if not acted upon. *[Maria Schneider]*
- Cindy has a talent for building consensus. *[Ana Valladares]*

Diversity Commitment

- CSC is a true leader in this area. I believe we have set the bar for others and our continued commitment to Racial Equity Trainings allows the community an opportunity to also follow our lead. Cindy is to be commended for her Brave leadership on this challenging topic. *[Cathy Donnelly]*
- Diversity of Board, providers, staff and clients reflects the community. CSC continued to provide co-leadership to build racial equity in health, education, and economic conditions in Broward County caused by the historical and structural racism that exists in the county. CSC partnered with Broward County (Human Services Department) to provide 11 two-day Racial Equity Institute, Inc., trainings in FY 17/18. Over 1,000 community partners, provider staff and law enforcement officers, and community members have been trained since 2106. *[Paula Thaqi]*
- Mrs. Arenberg Seltzer continues to exhibit leadership in our community by confronting the issues of racial equity and disparities head-on. CSC, under Mrs. Arenberg Seltzer's leadership, has organized and participated in a host of racial equity workshops over the past year alone. *[Judge Kenneth Gillespie]*
- The Council is one of the most diverse and inclusive organizations I have ever had the pleasure of participating in and Cindy's leadership has been instrumental in fostering that environment. *[Maria Schneider]*
- Cindy has been a leader in the community by taking the lead with the Racial Equity Trainings. Diversity is shared across the organizations, the providers and community that we service. *[Ana Valladares]*

Job Knowledge

- 100% to all the above [job knowledge criteria listed on form]! *[Cathy Donnelly]*
- Excellent knowledge of CEO and staff re: evidence based interventions, provider outcomes, etc. *[Paula Thaqi]*
- Mrs. Arenberg Seltzer's knowledge of the job is beyond reproach, as evidence by her years of experience dedicated to the children's service system. Clearly, she is abreast of the changes in the field and is always seeking ways to apply new knowledge in her position as CEO. *[Judge Kenneth Gillespie]*

- Cindy's intellect and curiosity are great assets. She is knowledgeable and efficient and always informed. *[Maria Schneider]*
- Cindy is extremely competent in her field as a CEO and with Children's Services. *[Ana Valladares]*

Leadership

- Cindy's leadership has been on full display over the past few years. Through reauthorization and breaking ground with the controversial Racial Equity Trainings and then the MSD tragedy, Cindy has been a pillar of strength when the community needed it most. CSC is on the minds of all our providers when they need assistance. Strong leadership from Cindy is evidenced by the trickle-down effect we see in her outstanding team and the outreach from our community partners when they need help. *[Cathy Donnelly]*
- CSC has been a leader in assisting the community recovery from the MSD tragedy. *[Paula Thaqi]*
- Mrs. Arenberg Seltzer's leadership is sound. She provides structure, direction, and collaboration to ensure a high level of organizational performance. Additionally, she recognizes proper delegation, communication, priority setting of goals and outcomes while maintaining a positive inclusive work environment. *[Judge Kenneth Gillespie]*
- My previous comments speak to her leadership qualities. *[Maria Schneider]*
- Cindy has taken many leadership roles in this community over the years; this year with the MSD tragedy, she has been extremely helpful with the recovery efforts. *[Ana Valladares]*

Judgment

- Improvement has been noted in this area. Well vetted recommendations have been brought to Executive on delicate topics, which has improved the Council's ability to make accurate decisions during monthly meetings. *[Cathy Donnelly]*
- Makes decisions based on data and good situational awareness. *[Paula Thaqi]*
- Mrs. Arenberg Seltzer exhibits sound judgment, level-headedness, and confidence when making the most appropriate decisions. Further, she exhibits impartial judgment when faced with problems and offers appropriate solutions to resolve same. *[Judge Kenneth Gillespie]*
- Cindy has always been decisive and inclusive which are skills difficult to balance. She does that remarkably well. *[Maria Schneider]*
- Exceeds my expectations. *[Ana Valladares]*

Planning & Organization

- Cindy is strong in this area. *[Cathy Donnelly]*
- Continued the leadership of the Children's Strategic Plan. *[Paula Thaqi]*

- Mrs. Arenberg Seltzer exceeds tremendously in this category. She consistently demonstrates good organizational and planning skills as evidence by CSC's FY 2017-2018 performance standards. *[Judge Kenneth Gillespie]*
- Excellent skills. *[Ana Valladares]*

Business Ethics

- Cindy is outstanding in this area. *[Cathy Donnelly]*
- The FY 16/17 audit earned an unqualified opinion with no findings – the highest level of fiscal accountability. Financial transparency as demonstrated by GFOA Certificate of Excellence in Financial Reporting for the CAFR for the 16 year in a row. *[Paula Thaqi]*
- Mrs. Arenberg Seltzer has the highest standards of ethics, is regarded for her integrity both within and outside of the Council, and is truly an embodiment of professionalism. *[Judge Kenneth Gillespie]*
- Cindy has high standards in this area. *[Ana Valladares]*

Community Relations

- Again, outstanding. *[Cathy Donnelly]*
- CSC again led the Broward Reads Coalition in “Broward Reads for the Record.” Member of the Sun-Sentinel’s South Florida 100 Forum. Member of the Miami Herald’s Influencers. Served on various committees, boards, and networks. Hosted Future First: Focus on Broward’s Children. Actively participated in the Florida Children’s Council Advocacy work. *[Paula Thaqi]*
- Mrs. Arenberg Seltzer is highly effective in engaging various stakeholders, and has demonstrated extraordinary skills in effectively collaborating with these stakeholders by showing a willingness to share best practice models. *[Judge Kenneth Gillespie]*
- In a community as diverse as ours and with as many competing needs it is difficult to please all the people all of the time. Cindy has, over the years, been able to prioritize needs but due to the longevity of her leadership role has been able to accommodate the most pressing needs to the community and brought harmony to often competing sectors. *[Maria Schneider]*
- Cindy exceeds expectations in this area. *[Ana Valladares]*

Board Interaction

- This is always a challenging issue to accommodate so many personalities. Cindy does a great job. *[Cathy Donnelly]*
- Keeps Board members informed. *[Paula Thaqi]*
- Mrs. Arenberg Seltzer’s interaction and professional relationship with the board could serve as a model for other entities. Her leadership encourages all board members to make a contribution and share their respective experiences and ideas. Among her greatest asset in this category is her ability to digest information and package that information to the board

in a clear, concise, and effective manner – her skill set in this respect is simply amazing to see. *[Judge Kenneth Gillespie]*

- Keeps Board members informed. *[Ana Valladares]*

Managing People

- Continues to recruit, develop and retain excellent dedicated CSC staff. *[Paula Thaqi]*
- Mrs. Arenberg Seltzer continues to provide clear and decisive direction. She provides consistent, valuable performance feedback, and does it with such an infectious positive personality. *[Judge Kenneth Gillespie]*

Strengths/Special Achievements:

- Cindy has done an outstanding job in maintaining morale during a very trying year for her team. I commend her on leading not only CSC staff, but our community provider staff to mental health professionals and other services when and where needed and offering to broker community solutions for all during a time of crisis. *[Cathy Donnelly]*
- Cindy is high energy, thorough, and always appears to be “on top of her game!” *[Vern Melvin]*
- Cindy played a pivotal role during the Parkland aftermath and was helpful in keeping the group on track. *[Beam Furr]*
- Community engagement; performance management on investments; protecting the CSC brand. *[Robert Runcie]*
- Understanding of the community’s needs and willingness to help. *[Maria Schneider]*
- Cindy has played a very important role in bringing together all stake holders during the Parkland aftermath. *[Ana Valladares]*

Future Performance Goals/Objectives:

- I would like to ask Cindy to keep in mind our homeless families and our families at risk for Human Trafficking as she plans for the next 12 months. I know that these issues are already top of mind, but as they are constantly linked to affecting our children, I want to be sure we are addressing the need adequately. *[Cathy Donnelly]*
- I would also like to ask Cindy to continue her efforts to acquire the land next to our existing building. I believe the need already exists to support this acquisition, and with CSC becoming more known by our residents, I believe having more space will allow us to better serve them in the future. I would also be interested to consider sharing the space with a strong community partner. 2-1-1 comes to mind. Could be a helpful connection for the community and our staff at CSC as we work so closely with the population in Broward County. *[Cathy Donnelly]*
- Child abuse prevention and early delinquency intervention should continue to be priorities, as well as racial equity. *[Vern Melvin]*
- This year I would like to see a concerted effort toward getting more child care centers working toward accreditation. *[Beam Furr]*

- Expansion of mental health services to Broward's youth. *[Robert Runcie]*
- Continue to expand the role of the Council. *[Maria Schneider]*

Career Development Goals/Strategy:

- I fully support any self/career development opportunities Cindy would like to participate in. *[Cathy Donnelly]*
- Continue to network with sister agencies across the state. *[Robert Runcie]*

Strategy for Performance Improvement:

- It is my observation that Cindy can be over vigilant to the cause and can, at times, overlook her personal health because of it. I highly encourage Cindy to take full advantage of the time off she has and compensate herself for hours worked over and above appropriately thus improving performance. *[Cathy Donnelly]*
- Pace yourself! *[Beam Furr]*
- Continue to develop relevant KPIs for program investments. *[Robert Runcie]*

General Comments:

- Cindy, it was a challenging year. Your leadership was appreciated by your team, your board, and our community. We thank you. *[Cathy Donnelly]*
- On February 14, 2018, our lives were changed forever. Seventeen innocent lives were lost and the lives of our MSD students, teachers, employees, and our community were altered forever. Cindy provided tremendous leadership during this tumultuous time. I am forever grateful to Cindy and the CSC staff for bridging the gaps, pulling our community resources together and providing trauma services to our students and community. *[Robin Bartleman]*
- During the few months I have been on the Council, I have found Cindy and her staff to be knowledgeable about all areas that are priorities for the Council and the community at large. Cindy and her staff are passionate about making the lives of the children and families in Broward County better. To that end, they are creative and very focused! *[Vern Melvin]*
- Excellent across the board. Throughout this year, CSC has found itself in the middle of major issues. Cindy has found a way to be up to speed on every single one of them and has found a way for this organization to be helpful. *[Beam Furr]*
- Cindy your leadership has been outstanding during a very difficult time in our community and we appreciate everything you are doing. *[Ana Valladares]*

EMPLOYMENT AGREEMENT

EMPLOYEE: Cindy J. Arenberg Seltzer **TERM:** Nov. 1, 2018 – Oct. 31, 2023
Nov. 1, 2017 – Oct. 31, 2022

OFFICE: President / CEO

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and adequacy of which is hereby acknowledged, **THE CHILDREN'S SERVICES COUNCIL OF BROWARD COUNTY** ("CSC"), Fort Lauderdale, Florida does hereby employ and retain **CINDY J. ARENBERG SELTZER** ("EMPLOYEE"), and EMPLOYEE does hereby accept employment, all upon the following terms and conditions:

EMPLOYMENT: EMPLOYEE will serve in the office(s) set forth above for CSC and will perform such services in such capacity as may be requested by CSC from time to time. EMPLOYEE shall devote her full time, attention and energy to the business of CSC at all times, and not serve as a paid consultant to any other person or agency or accept any outside remuneration without the written approval of CSC. EMPLOYEE shall devote her full time, skill, labor and attention to this appointment as President/CEO of CSC, will faithfully comply with the present and future special and general laws applicable to CSC and will faithfully perform all duties and responsibilities lawfully assigned to her by CSC.

TERM: EMPLOYEE will be employed from November 1, 2018 – October 31, 2023
November 1, 2017 – October 31, 2022 subject to termination in accordance with the terms hereof.

SALARY: EMPLOYEE will be paid an annual salary of \$217,388 ~~\$211,056~~, payable semi-monthly in arrears. All salary will be earned in full upon the last day of each pay period, unless the employment of EMPLOYEE has been terminated prior to such date as set forth herein, in which case, such salary will be earned and payable only upon a pro rata basis through the date of such termination, or in accordance with the termination provisions of this Employment Agreement.

PERFORMANCE

PAY: EMPLOYEE will participate in any performance pay plan of CSC, as such plan may exist from time to time for CSC employees at the officer level and will receive performance pay in amounts and upon terms and with vesting rights to be established by the Board of Directors from time to time. Such performance pay shall not exceed \$15,000. Any such performance pay plan may be implemented, amended, terminated or canceled by the Board of Directors at any time. On or about November 1, 2018, November 1, 2019, November 1, 2020, November 1, 2021, and November 1, 2022, CSC shall review the performance of EMPLOYEE and shall pay a bonus to EMPLOYEE up to \$15,000.00 in CSC's sole discretion.

BENEFIT

PLANS: EMPLOYEE may participate in any health, life, disability, dental, or vision insurance, cafeteria, pension, 457 or other benefit plan available to CSC

employees at the officer level, as any such plans may exist from time to time, and will receive benefits hereunder at prices and upon terms and with vesting rights to be determined by the Board of Directors in accordance with such plan. EMPLOYEE shall be included in the Florida Retirement System and designated as Senior Management. Any benefit plans may be implemented, amended, terminated or canceled by the Board of Directors at any time.

VACATION: EMPLOYEE will be entitled to vacation, personal time and holidays in accordance with the Vacation, Personal Time and Holiday policies available to CSC employees at the officer level, as any such policies may exist from time to time. Any such policies may be implemented, amended, terminated or canceled by the Board of Directors at any time.

EXPENSES: EMPLOYEE will be reimbursed reasonable expenses incurred by EMPLOYEE in the performance of services hereunder in accordance with the Expense Reimbursement policies applicable to CSC employees at the officer level, as any such policies may exist from time to time. Any such policies may be implemented, amended, terminated or canceled by the Board of Directors at any time. In lieu of reimbursement for local travel, employee will receive \$350 semi-monthly as a car allowance.

RENEWAL: The CSC shall give Employee at least 3 months written notice of the CSC's intent not to seek a renewal of this Agreement.

WORK PRODUCT: EMPLOYEE hereby acknowledges and agrees that any and all products, designs, works, discoveries, inventions, improvements, intellectual property, video materials, audio materials, graphic materials, electronically produced or stored material or information, and any other information received by EMPLOYEE as a result of EMPLOYEE'S employment (including, without limitation, any and all ideas, routines, object and source code, specifications, flow charts, licenses, copyrights, trademarks, patents, scripts, film, video, music and other materials and documentation) together with all information data and know-how, alterations, corrections, improvements and upgrades thereto (collectively, "Work Product") which is conceived, designed, developed or contributed by EMPLOYEE in EMPLOYEE'S capacity as an employee (1) is deemed to be within the scope of EMPLOYEE'S employment, (2) is deemed to be "works made for hire" under the United States Copyright Act or other applicable laws, and (3) is deemed to be specifically ordered and commissioned by CSC, and EMPLOYEE hereby assigns, transfers and conveys to CSC any and all worldwide right, title and interest which they may have in and to the Work Product, including, without limitation, any right, title and interest therein arising under trade secret, copyright, mask work patent or any other laws. EMPLOYEE will execute such further instruments and documents and take such further action as may be requested by CSC to effectuate the ownership of CSC and the purposes hereof.

TERMINATION: This Agreement may only be terminated and EMPLOYEE'S employment by the Council concluded in accordance with the procedures set forth in this Section:

- A. Without cause – The Council may , at any time, terminate this Agreement and conclude EMPLOYEE'S employment with the Council, at its pleasure and without cause, provided that: (1) the Council provides EMPLOYEE with written notice of its intent to do so , and (2) EMPLOYEE may be permitted by Council to remain employed by the Council for sixty (60) days after said notice is provided and (3) the Council pays EMPLOYEE a sum equivalent to twelve months' salary, as

and for severance pay, at the conclusion of her employment.

EMPLOYEE shall provide Council with sixty (60) days prior written notice of intent to terminate the Agreement without cause. The Council, at its option, may elect to have EMPLOYEE'S employment cease at an earlier date subject to EMPLOYEE'S being paid the unpaid balance of her salary for time actually worked, plus accrued leave balances as provided for by the same terms and conditions applied to other employees of the Council.

- B. For cause – The Council may, at any time, terminate this Agreement and conclude EMPLOYEE'S employment with the Council for cause. "For cause" shall mean (1) willfully disobeying any lawful written direct order of the Council, or willfully violating any lawful written policy of the Council (including, but not limited to, minutes of Council meetings), or (2) conviction of a felony or misdemeanor relating to her official duties or involving moral turpitude. If the "cause" is as specified in (1) above, then EMPLOYEE shall have the right to appear before the Council, with an advisor or counsel of her choosing to assist or represent EMPLOYEE (at EMPLOYEE'S cost), at a meeting of the Council to rebut, refute, or otherwise to explain the charges brought against EMPLOYEE by the Council. At said meeting the Council may question EMPLOYEE regarding said charges. The Council shall then decide whether to terminate this Agreement and to conclude EMPLOYEE'S employment.

If the Council decides to terminate this Agreement "for cause" (for the reasons specified in either (1) or (2) above) the Council shall have no obligation to pay EMPLOYEE any monies other than the unpaid balance of her salary for time actually worked, and accrued leave balances as provided for by the same terms and conditions applies to other employees of the Council.

- C. For referendum purposes – In the event CSC is dissolved pursuant to Florida Statutes, Section 125.901(4) (2012), this Agreement and EMPLOYEE'S employment with the Council shall be automatically terminated simultaneously with the dissolution of CSC thereunder. In the event of any such dissolution of CSC and termination of this Agreement, the Council shall have no obligation to pay EMPLOYEE any monies other than the unpaid balance of her salary for time actually worked, and accrued leave balances as provided for by the same terms and conditions applies to other employees of the Council.

NOTICES:

All notices and communications hereunder will be deemed given upon receipt by personal delivery, overnight courier, or telefax or upon the 3rd day following mailing by registered or certified mail, return receipt requested, and either delivered or addressed as set forth on the first page hereof. The parties may, by notice hereunder, designate any further or different addresses to which subsequent notices or communications will be sent.

ENTIRE AGREEMENT:

This Employment Agreement constitutes the entire agreement between the parties and supersedes any prior understandings or agreements, written or verbal, between the parties. This Employment Agreement may be amended, supplemented, modified or discharged only upon an agreement in writing executed by all of the parties hereto. In the event any provision of this Employment Agreement shall be held invalid or unenforceable for any reason, such holding shall not invalidate or render unenforceable any other provision hereof. This Employment Agreement may not be assigned by

either party without the prior written consent of the other, which consent will not be unreasonably withheld. This agreement supersedes any and all prior written or verbal agreements on the matters contained herein between CSC and EMPLOYEE.

**COUNCIL
POLICIES:**

All existing Council Policies & Procedures and all Policies & Procedures of the Council adopted subsequent to the execution of this Agreement, relating to vacation and sick leave, or retirement and pension system contributions, holidays, fringe benefits, and working conditions of its employees, except to the extent specifically set forth in this contract, shall apply to EMPLOYEE as they would to other employees of the Council.

**APPLICABLE
LAWS:**

This Employment Agreement will be governed by and construed in accordance with the laws of the State of Florida and venue and jurisdiction will lie only in Broward County, Florida.

IN WITNESS HEREOF, the parties have caused this Employment Agreement to be executed and delivered on their behalf as of _____, **2018**.

EMPLOYEE

**THE CHILDREN’S SERVICES COUNCIL OF
BROWARD COUNTY**

By: _____
Cindy J. Arenberg Seltzer,
President/CEO

By: _____
Beam Furr,
Chair

Approved As To Form And Legal Sufficiency:

Garry Johnson, Esq.
Attorney for Children’s Services Council
of Broward County

Date

TAB 5



GOVERNMENT FINANCE OFFICERS ASSOCIATION
NEWS RELEASE

FOR IMMEDIATE RELEASE

09/24/2018

For more information contact:
Michele Mark Levine, Director/TSC
Phone: (312) 977-9700
Fax: (312) 977-4806
E-mail: mlevine@gfoa.org

(Chicago, Illinois)--The Certificate of Achievement for Excellence in Financial Reporting has been awarded to **Children's Services Council of Broward County** by Government Finance Officers Association of the United States and Canada (GFOA) for its comprehensive annual financial report (CAFR). The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting, and its attainment represents a significant accomplishment by a government and its management.

An Award of Financial Reporting Achievement has been awarded to the individual(s) or department designated by the government as primarily responsible for preparing the award-winning CAFR.

The CAFR has been judged by an impartial panel to meet the high standards of the program, which includes demonstrating a constructive "spirit of full disclosure" to clearly communicate its financial story and motivate potential users and user groups to read the CAFR.

Government Finance Officers Association is a major professional association servicing the needs of nearly 19,000 appointed and elected local, state, and provincial-level government officials and other finance practitioners. It provides top quality publications, training programs, services, and products designed to enhance the skills and performance of those responsible for government finance policy and management. The association is headquartered in Chicago, Illinois, with offices in Washington, D.C.



Government Finance Officers Association

**Certificate of
Achievement
for Excellence
in Financial
Reporting**

Presented to

**Children's Services Council
of Broward County, Florida**

For its Comprehensive Annual
Financial Report
for the Fiscal Year Ended

September 30, 2017

Christopher P. Morrill

Executive Director/CEO

Subject: RE: Formal Withdrawal of 21st CCLC Funds - CSC of Broward (12A-2449B-9PCC2)

Hi Carl and Melissa,

I know the team has been in communication with you, but I did want to take the time to personally reach out and say that I am saddened that the program will not continue. Your project is one of the few that served high school students very well. You will be missed from the 21st CCLC community.

Kim

Kimberly Scriven Berry
Director, 21st CCLC and BFCO Grants
Bureau of Family and Community Outreach
Florida Department of Education

TAB 6



2019 FLORIDA CHILDREN'S COUNCIL PUBLIC POLICY AGENDA

Effective Public Policies Benefiting Children, Youth and Families

GOAL: The Florida Children's Council supports effective prevention and early intervention policies and investments that minimize families' long-term dependence on government services.

TWO-GENERATIONAL STRATEGIES FOR CHILDREN AND FAMILIES

Develop more effective policies for families with young children in poverty by aligning targeted social services that support children's development with workforce development services to increase family economic self-sufficiency.

Eliminate fiscal cliffs that exist in subsidized child care and children's health insurance programs by establishing graduated phase-outs with increasing fee scales for the recipients aligning with increases in household income.

Integrate Section 8 Housing Choice Voucher programing and other housing initiatives with CareerSource Florida's workforce development programs to increase accessibility of affordable housing for families with young children in poverty.

Develop Summer Youth Employment Programs to assist youth in obtaining on-the-job experiences to better prepare them for full employment.

EARLY LEARNING PROGRAMS

Align increased investments in Florida's Voluntary Prekindergarten Education Program for four-year-olds to quality benchmarks to improve kindergarten readiness and later school success.

Develop parameters for procurement of a VPK pre/post and Kindergarten Readiness assessment that adequately assesses a child's preparedness for Kindergarten across appropriate domains.

Include differential-rate School Readiness contracts with high quality early learning programs in high-poverty areas to increase family access to quality early learning programs.

Increase access for families to community resources through Help Me Grow to support the healthy development of young children.

OUT OF SCHOOL TIME PROGRAMS

Maximize out-of-school time investments for K-12 students to foster grade promotion, graduation, and college and career preparedness.

Ensure all providers of school-age childcare are monitored for compliance with basic health and safety standards (general cleanliness, elimination of fire or electrical hazards, safe playground equipment, etc.) and clarify definitions of school-age childcare and exemptions (open-access programs, age-based exceptions to dismissal requirements, etc.).

Streamline duplicative background screenings for personnel subject to public school and clearinghouse requirements.

HEALTHY DEVELOPMENT

Reduce infant mortality and disparities in birth outcomes by increasing the capacity of Healthy Start to serve families at highest risk, including those experiencing perinatal depression, substance use and intimate partner violence.

Support the healthy development of infants and young children by making trauma-informed care services accessible as needed, including services for substance-exposed newborns, and supports related to maternal/paternal depression, and substance abuse.

Develop policy and sustainable resources to support community action teams, mobile crisis teams, and provide mental health support services.

Revise the eligibility requirements and parent fee structure in Florida KidCare to ensure continued access to preventative health care services.

Align state law with federal policies to allow federal reimbursement for access to school-based health services for all students eligible for Medicaid.

CHILDREN WITH UNIQUE ABILITIES

Maximize the impact of intervention services by managing caseloads and adequately serving infants and toddlers with significant delays or with pre-existing conditions in the Early Steps program which will reduce the need for more costly treatments as the children get older.

Support the prohibition of the use of seclusion and restraint rooms in school-settings.

Implement universal developmental screening and improve the process for referrals to the Florida Diagnostic and Learning Resources System (FDLRS) for comprehensive assessment and access to appropriate interventions to optimize investments supporting children's healthy development.

Streamline the transition between Part C and Part B services to ensure families can navigate the changes between infant and toddler services offered through the Department of Health and preschool services offered through the Department of Education.

CHILD PROTECTION

Support the state's implementation of child welfare funding in the post-IV-E waiver environment focusing on provisions contained within the Families First Preservation Act passed by the federal government to increase prevention services including in-home parenting skills, adoption preservation, and substance abuse/mental health therapies.

Develop a network of high quality early learning programs with practitioners trained in trauma informed care for children in foster care with dedicated revenue for services.

Support young adults who are leaving foster care and are transitioning to independence.

Ensure that children who have been abused and/or neglected are provided with safe, stable and permanent homes.

Support the establishment and expansion of evidence-based programs that promote early intervention and safe, but expedited, permanency for the child such as Early Childhood Court.

JUVENILE JUSTICE

Maximize investments in youth through evidence-based prevention and diversion programs including those for Juvenile Assessment Centers (JACs) in areas of high utilization, Children in Need of Services/Families in Need of Services (CINS/FINS), multi-dimensional and functional family therapy, and effective girls' and boys' programs.

Reduce the number of children held in detention through increased access to evidence-based diversion programs and promote increased opportunities for career and technical education in the juvenile justice system.

Reduce the direct file of youth into Florida's adult prison system, especially for youth who commit non-violent crimes.

Permit state attorney discretion on filing charges against juveniles who receive concurrent civil citations rather than mandatory filing requirements.

Maximize investments for evidence-based youth mentoring programs to improve youth outcomes and ultimately reduce youth violence.

Support the state's pilots for in-home services as an alternative to detention for youth in the child welfare system who are involved in the juvenile justice system.

GUIDING PRINCIPLES

Maintain the ability for local communities to determine the best use of resources to develop, implement and administer programs that address the needs of children and families.

Support evidence-based policies and programs to ensure healthy, educated children, stable families, and safe and supportive communities.

Ensure equitable funding for programs affecting children and families that are adequate and respect regional economic differences.

Maximize all available revenue streams for strategies that support child development and economic stabilization.

Support programs that promote family engagement.

Ensure the health, safety and well-being of children in all publicly funded programs.

Support programs that promote the ability for families to continue toward economic self-sufficiency without losing access to services that support children's development.

TAB 7

Service Goal:	2.1 Reduce the incidence and impact of child abuse, neglect, and trauma. 9.1 Ensure a continuum of maternal and child health services for at-risk families.
Objective:	2.1.1 Provide effective family strengthening services to prevent child maltreatment. 2.1.3 Address the negative impacts of trauma and provide resources to allow those impacted to increase protective factors and build resiliency. 9.1.2 Provide treatment and support for mothers with maternal depression to promote positive development for infants and children. 9.1.3 Provide resources to improve fetal/infant/young child mortality rates in collaboration with community partners.
Issue:	Family Support Procurement (Family Strengthening, MOMS, Safe Sleep) Source Experts
Action:	Approve Source Experts for Family Support Procurement Rating Committees.
Budget Impact:	N/A

Background: The Family Support Procurement encompasses three (3) service categories: (1) Family Strengthening, designed to reduce risk factors and increase protective factors associated with child abuse and neglect; (2) Supporting Mothers Overcoming Maternal Stress (MOMS), designed to target maternal depression and anxiety and increase bonding between mothers and their children; and (3) Safe Sleep (formally Cribs for Kids) designed to address unsafe infant sleep by providing low-income families with free pack 'n plays, educating parents and community members about safe sleep practices, and bringing community awareness to this important issue. The CSC has been funding Family Strengthening programs since 2001. Supporting MOMS programs and Safe Sleep have been funded since 2008.

Current Status: The current Family Support programs will sunset on September 30, 2019. A new Family Support Procurement is scheduled to be released in January, 2019, and close in early March, 2019. The Safe Sleep initiative will be added as an RLI under the Family Support RFP as the program has grown from funding pack 'n play distribution to a comprehensive Safe Sleep program. Applicant interviews are scheduled for April, 2019. In accordance with Council policy, Council members may serve as raters, appoint designee raters to serve on their behalf, and approve community source experts to serve on evaluation committees. Committee members will review, rate and recommend awards to the full Council at the May 16, 2019 Business Meeting. As always, the Council has full and final authority on all programs recommended for funding.

Recommended Action: Approve Source Experts for Family Support Procurement Rating Committees.

SOURCE EXPERT RATERS (or Designee)		
NAME	TITLE	ORGANIZATION
Angela Blizzard	Research & Evaluation Analyst	The Children's Trust
Anissa Yarbrough	Child Protective Investigations Mgr.	Broward Sheriff's Office
Beverly Sanders	Director of Human Services	Hallandale Beach, City of
Bevone Richie	Sr. Program Manager	The Children's Trust
Courtnee Biscardi	Sr. Vice President of Operations & Strategy	Urban League of Broward County
Danielle Doss	Financial Stability and Community Partnerships	United Way of Broward County
Dawn Liberta	Circuit Community Development Administrator	Department of Children & Families
Deena Ponto	Program Officer of Case Management & Youth Services	ChildNet
Evan Goldman	Vice President, Community Planning	Jewish Federation of Broward County
Grettel Suarez	Research & Evaluation Analyst	The Children's Trust
James Walker	Retired	N/A
Janine Ribeiro Chow-Quan	Director of Health Initiatives and Substance Abuse Network Management	United Way of Broward County
Jaqui Lashbrook	Youth Services Supervisor, Community Justice Program	Broward Sheriff's Office Juvenile Assessment Center
Jasset Tharp Smith	Clinical Psychologist	Authentic Self Psychotherapeutic Services, LLC
Jessica Abou	Help Me Grow Community Outreach Specialist	211 First Call For Help, Inc.
Jodi Samson	School Social Work Team Leader	School Board of Broward County Lauderdale Manors Early Learning & Family Resource Center
Kasandra Phillips	Circuit Director	17th Judicial Circuit Florida Guardian ad Litem
Kathleen Dexter	Contract Administrator	The Children's Trust
Khalil Zeinieh	Grants Research & Compliance Officer	The Jim Moran Foundation
Kraig Keller	Child Protective Investigations QA & Training Coordinator	Broward Sheriff's Office, Child Protective Investigations Section
Dr. Maria A. Mejia	Counselor	Ross University (formerly with the PRIDE Center)
Mark Holsaphel	SE Region Manager	Department of Children & Families Family Safety Program
Marsha Christie	Retired	N/A
Nan Busjit Bhalai	Coordinator, Foster Care Services / Dependency Courts Liaison	Broward County Public Schools, Student Services Department

Patricia Leal	Contract Manager	The Children's Trust
Rachel Spector	Senior Program Manager	The Children's Trust
Sarah Liccardi	Substance Abuse Coordinator	Florida Dept of Children & Families, Office of Substance Abuse & Mental Health
Sharetta Remikie	Director of Maternal Child Health	March of Dimes
Dr. Shelley Grief	Sr. Registered Nurse Supervisor	Children's Medical Services
Skye Cleek	Family CPR Project Director	Behavioral Health Coalition
Stephanie Scott	Director of Research & Evaluation	United Way of Broward County
William Green	Administrator	Health Care Services Section
Yaritza Navarro	Assistant Director, Child Protective Investigations	Broward Sheriff's Office
Yvette Dubose	Executive Director	Heart Gallery of Broward

TAB 8



**For Council Meeting
November 15, 2018**

Service Goals:	3.1 Reduce risk factors associated with delinquency, teen pregnancy and other risky behaviors. 7.1 Improve the ability and quality of out-of-school time programs to promote school success of economically disadvantage children.
Objectives:	3.1.1 Provide youth development programs that engage middle school students attending high-need schools to promote school and community attachment. 7.1.2 Provide quality out of school programs to support school success for economically disadvantaged children.
Issue:	Rising Professional Liability Insurance Costs for Serving Children and Youth with Special Needs.
Action:	Approve allocation increase for Smith Community Mental Health's MOST Special Needs and Youth Force programs.
Budget Impact:	\$23,554 of \$50,000 Available in Goal 10.1.3 For FY 18/19.

Background: Smith Community Mental Health Center (SCMH) has been providing out-of-school time services to children and youth with special needs since 2002 (MOST program) and 2008 (Youth Force program). SCMH serves a population of children and youth with significant behavioral health issues who have not been successful in other out-of-school time programs. Many of them lack impulse control, exhibit a significant level of aggression, and have a history of “running” from the program. SCMH’s programs are often a last resort for families who need after-school programming for their children so that parents can work. Smith rarely has “expelled” anyone from their programs as long as the families have been willing to work with them.

Beginning in the 2015-2016 insurance policy year, SCMH began to experience insurance claims related to their professional liability insurance. In three years they have had a total of three claims related to aggressive youth. SCMH has over \$200,000 in insurance claims that have been reserved and are expected to be paid. Their general liability, professional liability, and auto insurance until this new policy year was \$27,665 and this year their total insurance premiums are \$95,543.

Current Status: SCMH’s insurance broker assessed numerous insurance carriers for the professional liability policy and the best price that they have been able to negotiate is \$45,070, of which \$35,155 pertains to programs funded by CSC. The insurance broker explained that the insurance market in Broward has become very problematic due to a significant increase in lawsuits, requiring insurance companies to significantly raise their rates in response.

Smith requested that CSC assist them in mitigating the professional liability insurance increase. Staff recommends covering 2/3 of the increase for a total of \$23,554. Other types of insurance such as general liability and automobile insurance have increased dramatically as well, and are included in the 10% administrative costs. While Smith has rarely expelled youth from their programs, they are currently assessing the highest-risk youth in their MOST and Youth Force programs to determine if they can continue to provide services to these youth.

The increasing insurance costs are not unique to SCMh, as Staff have recently heard similar concerns from ARC and YMCA. These providers serve youth with special needs and / or behavioral health challenges, but are much larger agencies than SCMh and thus are more able to absorb these costs through their economies of scale. These agencies expressed the need for CSC to continue to support agencies that are willing to work with high risk youth with special and/or behavioral health needs so that these youth and families can be stabilized.

The rising costs of professional liability insurance is an issue that may require further discussion to determine the costs that the Council is willing to assume to assist providers working with youth with special needs and/or behavioral challenges, keeping in mind that without these programs, some of these youth will have no place to go. This issue will also be explored further by the SNAC.

In the interim, staff recommends an allocation increase for FY 18/19 to SCMh's MOST SN and Youth Force programs of \$23,554 to be proportionately shared between each program in order to assist them in absorbing the significant increase in their professional liability insurance.

Recommended Action: Approve allocation increase for SCMh's MOST SN and Youth Force programs.

TAB 9

Service Goal:	2.1 Reduce the incidence and impact of child abuse, neglect, and trauma.
Objective:	2.1.3 Address the negative impacts of trauma and provide resources to allow those impacted to increase protective factors and build resiliency.
Issue:	CSC's On-going role in building community resilience and recovery in the wake of the MSD tragedy.
Action:	FYI
Budget Impact:	N/A

Background: In response to the Marjory Stoneman Douglas (MSD) tragedy on February 14, 2018, CSC has provided leadership by working in the community to “connect the dots”—bringing disparate groups together (i.e. School Board of Broward County, Broward Behavioral Health Coalition, Broward County Human Services Department, private foundations, community members, others funders, and service providers) to determine what services exist and to maximize and utilize existing resources. Because of CSC’s leadership role in the aftermath of the tragedy, staff were approached by the Federal Office for Victims of Crime under the U.S. Department of Justice (DOJ) regarding the Antiterrorism and Emergency Assistance Program for Crime Victim Compensation and Assistance Non-competitive Grant (AEAP), and invited to be one of three sub grantees, along with the SBBC and the United Way. The Council approved CSC’s role as a sub-grantee at the October, 2018 meeting. Our community is eligible for up to \$8 million dollars over a three-year period (with the option to reapply after that time) to provide needed services to the victims. The grant application is expected to be completed by December, 2018, and funding is expected to be available in March, 2019. It is anticipated that expenses incurred prior to the availability of funding will be reimbursed retroactively by the grant.

Current Status: Krista Flannigan from the Federal Office for Victims of Crime is creating the grant and, in consultation with the three sub-grantees, has been working on identifying each sub-grantee’s role. Part of the ongoing discussions have included identifying which sub-grantee will oversee the operations of the MSD Wellness and Resiliency Center. CSC staff have continued to play a leadership role in the aftermath of this tragedy, have forged strong and trusting relationships with the community and the community leaders, and have continued to take the lead role in coordinating services. As a result, community members have requested for CSC to oversee the operations of the MSD Wellness and Resiliency Center. Due to the extensive and ongoing work required for this important initiative, a CSC employee has been assigned to oversee this project. As such, Staff will convene work groups with other sub-grantees, MSD youth, parents of students, school staff, first responders, and community members to obtain input regarding the types of services which will be offered at the MSD Wellness and Resiliency Center, the qualifications of the potential provider, and also to explore additional creative marketing methods needed to educate youth, parents and other community members about the current array of therapeutic services available.

In order to continue moving forward on this initiative during the December break, an Executive Committee meeting may need to be convened before the January Council meeting to approve the

provider who will administer and manage the services at the MSD Wellness and Resiliency Center and related expenses. Both the Federal AEAP Grant and CSC's revenue maximization policy allow, with Council approval, a sole source to be identified. Any action approved by the Executive Committee would be ratified by the full Council in January, 2019.

Recommended Action: FYI

TAB 10

System Goal:	SYS 1.2 Research and Evaluate Systems of Care.
Objective:	SYS 1.2.3 Collaborate with community partnerships to promote child and family research initiatives.
Issue:	Florida Institute for Child Welfare (FICW) Research Grant
Action:	Approve FICW Grant Application
Budget Impact:	None.

Background: The Children's Services Council has been an active member of the Urban League Task Force on Racial Disproportionality in Child Welfare Removals in 33313 and 33311 for the last several years. The Task Force has been working with youth and families and community partners to identify and implement strategies to reduce disproportionality including focusing on protective factors, guiding principles for decision making, developing a supervisor values-based assessment and creating a family advisory board.

Current Status: As a result of the successful CSC CPAR pilot in 2018 and the collaboration of the Urban League Task Force, CSC staff would like to apply to the Florida Institute for Child Welfare (FICW) Research Grant at Florida State University. FICW is inviting proposals for researching biases that result in disparity within the child welfare system as well as promising practices to address the disproportionality. The grant award is \$50,000 and is due January 15, 2019. The grant would start July 1, 2019 and run for one year. In addition to the financial award, FICW's Post-Doctoral Research Fellow and Graduate Assistants can be utilized as part of the accepted proposal's research team to offset additional costs. FICW is very interested in research that is actionable and CPAR generates actionable data.

Task Force members have provided input into the research questions for the CPAR research proposal. Specifically, the CPAR research would engage families who have had their child(ren) removed and older youth who were removed as co-researchers. Tentatively, the research would explore (1) what was it that helped them complete the requirements and reunify their families, (2) what was missing in the service array; and (3) what barriers did they encounter? Up to 10 family members and/or youth aging out of foster care would be invited to be co-researchers and receive a stipend. A CPAR consultant to provide training will be procured. Staff from ChildNet, Broward Sheriff's Office Child Protection Investigation Section, State Attorney's Office and service providers will also participate. CSC Research staff will provide internal support for the grant. Attached is the proposed budget for grant.

Recommended Action: Approve FICW Grant Application

DRAFT

Broward FICW Budget

Item	Number	Cost	Total Cost	Comments
Co-Researcher Stipends for CPAR Training	10 co-researchers	\$100/day workshop X 4 days	\$4,000	These 10 co-researchers are non-professional adults and youth
Co-Researcher Stipends	10 co-researchers	\$15/hour X \$10 hours X 7 months	\$10,500	Stipends for non-professionals
Research Incentives	Survey 100 participants	\$20 pp	\$2,000	Incentives are for non-professionals
Research Incentives	Focus groups with up to 50 participants	\$30 pp	\$1,500	Incentives are for non-professionals
Consultant to Provide CPAR Training	4 Day Workshop (3 begin, 1 end)		\$20,000	
Production of Research / Education Products	Minimum of two		\$3,500	Products are a result of the CPAR research
Food	4 workshop days	\$750/day for 20 participants	\$3,000	
Food	Focus Groups		\$500	
CSC Admin			\$5,000	
Total			\$50,000	



For Council Meeting

November 15, 2018

Service Goal:	3.1 Reduce risk factors associated with delinquency, teen pregnancy and other risky behaviors. 1.1 Support provider agency efforts to enhance their infrastructure and service delivery effectiveness.
Objective:	3.1.6 Support youth leadership, voice and advocacy on local, state and national issues 1.1.2 Provide funding to support organizational and program quality improvement initiatives.
Issue:	Community Participatory Action Research (CPAR) Pilot Results and follow up actions.
Action:	For Your Information
Budget Impact:	None.

Background: In January 2018, the Council approved expenditures for the Community Participatory Action Research (CPAR) Pilot. Previously, the Council approved the City University of New York's (CUNY) Public Science Project as the Consultant to provide training and capacity building on CPAR to be used in conjunction with the integrated data system. In March 2018, two faculty members from CUNY provided a four-day workshop on CPAR with the goal of identifying and designing research projects related to child welfare, juvenile justice and behavioral health services. The faculty members returned in July 2018 to provide technical assistance on the progress of the research projects and additional training and capacity building on listening to youth and community voice, using the evidence to inform and advocate for policy and practice change, and the sustainability of CPAR in Broward.

Current Status: From March 2018 to November 2018, over 10 adults and 6 youth completed CPAR projects related to the child welfare, juvenile justice and behavioral health systems. Each youth/adult partnership designed a project, collected and analyzed data and generated both system and program improvement suggestions as well as educational materials for relevant stakeholders (i.e., group home staff, youth and families involved in the juvenile justice system and youth with behavioral health needs). CPAR was a process that not only generated data and lived experience driven solutions but also shared power in youth/adult relationships, built the research, leadership and advocacy skills of young people and inspired adults in the system to think and act more holistically. Specifically, actions were taken to improve the quality of group homes in foster care, the Failure to Appear process and access to behavioral health services. Educational materials (i.e., youth letter to group home staff, brochure for youth and families about the consequences of not making a court date, a video about diversity in behavioral health) were created by the youth/adult partnerships. CSC staff will be following up on the impact of the actions. The CPAR Executive Summary is attached and the full CPAR report is available upon request.

Recommended Action: For Your Information.

Community Participatory Action Research Pilot (CPAR) Policy Brief Dr. Maritza Concha

Introduction

As part of Children's Services Council (CSC) Broward's racial equity work, community participatory action research (CPAR) was selected as a strategy to integrate equitable processes into the Broward Data Collaborative and the local integrated data system initiative. In March 2018, CSC Broward launched its initiative to pilot the CPAR research approach to further inform pathways to improving outcomes for children and families. This brief highlights the process, findings, lessons learned and recommendations for replicating CPAR.

Approach

What is CPAR and how was it used?

Community participatory action research gives key insights about systems of care by involving its participants in the development, implementation, and analysis of their lived experiences. CSC Broward was interested in applying this research method to improving outcomes in Child Welfare, Behavioral Health, and Juvenile Justice Systems. CSC Broward was interested in learning from the youth their insights on racial and ethnic disparities, as well as barriers and injustices they experienced across these systems. The hope in using this approach was to humanize the data that administrators, government officials, and the community use so that the youth are seen more holistically.

How did this process work?

In March 2018, CPAR experts from the Public Science Project in New York City provided a four-day training to introduce the principles of CPAR, promote collaboration, and build participatory relationships between service providers (adults) and youth across systems for three CPAR projects. The participants started by exploring recurrent challenges faced by youth in Broward County and then worked together to identify solutions. These exercises planted the seeds for CPAR and allowed service providers the opportunity to acknowledge that youth would be the driving force for this action research, while empowering youth to be active participants in the process. Formal adult-youth partnerships were then formed for each system and data was collected from April to June 2018. These partnerships then reconvened in July to work on data analysis and create products to disseminate their project findings.

Summary

Children's Services Council (CSC) of Broward in partnership with Covian Consulting implemented a community participatory action research (CPAR) pilot. The pilot resulted in youth-adult partnerships that addressed:

- Child Welfare
- Juvenile Justice
- Behavioral Health

Each partnership designed project, collected data through focus groups and/or interviews to identify major themes in their participants' lived experiences. Through the analysis process, several products were created and disseminated to improve systems or programs in the three systems.

Overall, the pilot highlighted the value of incorporating CPAR in data systems.

The CPAR process highlighted the critical need for adults and youth to form a partnership. These partnerships ensured there was ongoing collaboration, communication, equal participation, and trust. Later in the process, participation from adults and youth dropped in face- to-face and telephone meetings due to work-related commitments, though many participants found other ways to participate. For instance, adults would secure focus group locations or provide food. In the end, each group successfully implemented their project and developed key findings. These findings were then used to create educational products and system recommendations, such as a video to be developed over social media by the Behavioral Health partnership.

What data was collected by the youth-adult partnerships?

Each program did a series of interviews and/or focus groups in selected target populations in order to collect their data:

- *Child Welfare*: Five focus groups, with participants aged 18 to 22 for a total of 30 participants. Four of these focus groups targeted the youth living in group homes, while the last focus group targeted 6 Child Protective Investigators who investigate child abuse reports in group home. All focus groups were co-facilitated by youth and adults in the partnership.
- *Juvenile Justice*: Five interviews with participants aged 17 to 19. Two interviewees failed to appear in court, while the other three were able to appear in court. All interviews were done only by the youth in this partnership.
- *Behavioral Health*: Three focus groups, with participants aged 14 to 17 years for a total of 25 participants. Each group targeted youth in the system as well as youth who have never received behavioral health services. All focus groups were co-facilitated by youth and adults in the partnership.

The CPAR process allowed CSC Broward to identify themes in the youth’s experiences in each partnership:

Child Welfare

- Need developmentally appropriate supports
- Stigma of living in group home
- Environmental conditions
- Relationships with staff/peers

Juvenile Justice

- Failure to Appear Program Challenges (Scheduling, Communication and Transportation)
- Youth and police interaction - Incident does not equal response

Behavioral Health

- Understanding behavioral health, mental health, and substance abuse
- Reasons to seek help
- Barriers to getting services

These themes subsequently prompted each partnership to make recommendations to each of these areas. Below are key points from each list:

Child Welfare

- Provide trauma-informed training to group home staff
- Have potential staff interviewed by current group home kids
- Increased monitoring of group homes

Juvenile Justice

- Treat youth with dignity and respect
- Give youth a second chance
- Work with children, not against them, to have more positive outcomes

Behavioral Health

- The advertisements should match youth culture
- Bring services to the people, such as a van or bus with specialists to provide youth services
- Use term “free services” to describe those provided

Research Products

In addition to the system and program recommendations, each partnership developed educational products to be shared with community members and service providers, as follows:

Child Welfare Partnership

This partnership developed two products, each to be distributed to group home staff and youth to start conversations and lead to structural and organizational changes in the group homes of Broward County. The first was an open letter. Below is an excerpt from the letter:

“We are in the group home in the first place because we have been taken away from our family or they passed away. And when we get treated badly, talked down to and not seen or heard, that makes our trauma worse and puts healing further out of reach.”

The second product this partnership produced was a bookmark with quotes directly from the focus groups to increase sensitivity about youth experiences in a group home. Included on each bookmark was also the face of one of the youth in the system. They read:

“Do you hear my cry? / I’m so hurt inside / But do you hear my cry? / When my caseworkers are not even on my side / Do you hear my cry? / When I am getting bullied and abandoned / Do you hear my cry? / Every time I tell you I am hurting, you think it’s a lie / You never hear my cry.”

Juvenile Justice Partnership

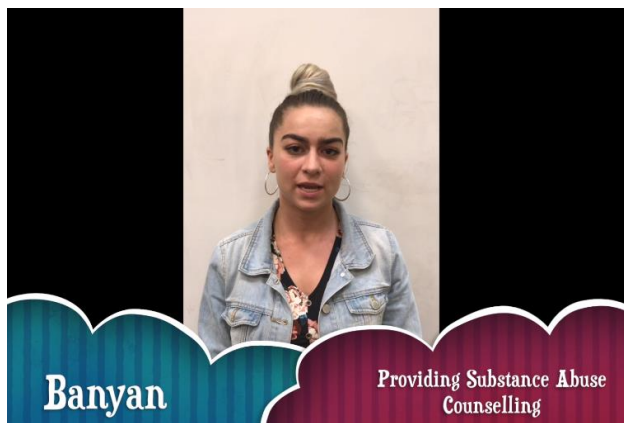
This partnership produced a flyer to be handed out to arrested youth and their parents. It was designed to encourage arrested youth and their parents to attend scheduled court dates and lay out the consequences if they miss their assigned court date the opportunity to include the CSC law-line phone number for additional questions is being vetted. Three common questions are answered:

- If arrested, am I guilty?
- Why should I go to court?
- How should I prepare for court?

In addition, the flyer is printed in English, Spanish, and Haitian-Creole to make it more accessible to the diverse populations the partnership hopes to reach.

Behavioral Health Partnership

This partnership decided to produce an educational video to be disseminated to different social media platforms to increase access to behavioral health services:



Implications and Recommendation for Replication

The CPAR approach to data use included the voices of youth whose data is in the system, built youth leadership and advocacy capacity and provided holistic perspectives from the youth's lived experiences for adults. Moving forward, CPAR findings and products are valuable tools to further the integrated data system of Broward County in the form of "youth-driven community data." Funding should be allocated to CPAR training and other research methods so youth and community adults can continue to be leaders in informing and changing systems and policies.

When replicating this process, adults and youth participants must be carefully selected to insure their ability to fully participate and ensure stipends/incentives are available to youth to promote retention. Youth and other community members in existing funded programs with established relationships with staff are excellent candidates.

When doing CPAR with adult-youth partnerships, it is also critical to build equitable relationships to encourage equal participation among both groups. A facilitator who is well trained can address power struggles. Additionally, youth are the "lived experience" experts and the inclusion of their input in every stage of the CPAR process is essential.

Conclusion

CPAR was an enlightening process for those involved. For the adults, this pilot empowered them to be more accountable in improving the system. It reminded them how "abnormal" the experiences of these youth are and that there is value in centering the voices of the youth. The youth were likewise empowered to ensure that other young people have more comfortable, safe experiences. CPAR created a team of people determined to address the barriers and injustices they discovered.

TAB 12

Service Goal:	3.1 Reduce risk factors associated with delinquency, teen pregnancy and other risky behaviors.
Objective:	3.1.2 Provide 21st Century Community Learning Centers in Title 1 eligible high schools to improve academic and social outcomes, in collaboration with State and local partners.
Issue:	Summative Evaluation Report for FDOE for the last year of the 21 st Century Community Learning Center Grant.
Action:	For Information Only.
Budget Impact:	None.

Background: For the past eleven years, the School District and CSC have been partners in Florida Department of Education (FDOE) grants for 21st Century Community Learning Centers (21st CCLC) at low performing High Schools. The CSC's 21st CCLC programs served youth qualifying for Free and Reduced Lunch that were at risk for not graduating high school on time because they performed below the 40th percentile on standardized tests, were credit deficient, read below grade level, and/or had documented behavioral problems. The FDOE funding was a five-year commitment and was reduced by 20% after the 2nd grant year and fully sunset after the 5th year. In September of 2018, the Council approved ending CSC's five-year funding cycle early due to the sunset of the federal Performance Pilot Partnership grant's administrative waiver allowing CSC to subcontract our 21st CCLC services to the YMCA of South Florida. This summative evaluation covers performance in year four of the four year 21st CCLC grant cycle.

Current Status: The Research and Planning (RAP) Department is responsible for conducting the required summative evaluation for the 21st CCLC high school programs. The summative evaluation reports include an evaluation of attendance, program delivery, student and parent satisfaction, and performance measures. The results are confirmed by an external independent evaluator.

School Year 17/18 attendance at Piper (93.2%), McArthur (85.8%) and Plantation (74.8%) High schools were below FDOE's mandate 95% attendance requirement. The chart on the following page summarizes the 21st CCLC performance measures. CSC's 21st CCLC program was assessed on student and adult objectives that include academic gains, improved attendance, course credit recovery, and family engagement. The program successfully *exceeded the benchmark* for three (3) of the objectives – credit recovery, reducing truancy and family member participation; is *approaching the benchmark* for two (2) objectives – improve reading grads and adult knowledge gains; *made meaningful progress* on one (1) objective – improve science grades; and *made some progress* on one (1) objective – improve math grades. The determination of success is provided directly by FDOE's online evaluation worksheet that automatically calculates the proportionate difference between the benchmark and the actual percentage of participants who were successful.

There are no recommendations for program improvement because the grant has ended. The Executive Summary is attached for reference and the full report is available on the CSC website or upon request.

Percentage of Students Meeting Objective				
Objective	Program	Piper	Plantation	McArthur
50% of regular attendees improved Day School Attendance	80%	76%	92%	73%
75% of regular attendees improved reading grades or maintained B or higher	70%	70%	70%	71%
85% of regular attendees improved science grades or maintained B or higher	64%	60%	60%	73%
65% of regular attendees improved math grades or maintained B or higher	41%	41%	37%	42%
85% of youth enrolled in Credit Recovery passed their courses	96%	92%	N/A	100%
85% of parents will improve knowledge of their child's education needs	95%	Not measured by center.		
20% of regularly attending students' parents will attend a parent event	17%	8%	23%	17%

Recommended Action: For Information Only.



Summative Evaluation Report: Executive Summary

21st Century Community Learning Centers (21st CCLC)

Program Evaluator: Carl M. Dasse Ph.D.

October 2018

Project Numbers: 12A-2448B-7PCC2

Piper High School, Plantation High School, and McArthur High School

1. Community and Evaluation Overview

The Children's Services Council of Broward (CSC), at the request of and in joint partnership with, the School Board of Broward County, operated 21st Century Community Learning Center (21st CCLC) programs at eleven (11) of the District's highest need High Schools. The CSC and District sought and received FDOE 21st CCLC funding in 2015 for Piper, Plantation, and McArthur high schools. This 21st CCLC program became the Best Opportunities to Shine and Succeed (BOSS) program with the additional Performance Pilot Partnership (P3) dollars in March of 2016. The 21st CCLC BOSS program includes: federal 21st CCLC funds passed through the FDOE used to support all of the part time salaries and full time Project Director; CSC dollars that provide incentives, administrative costs, the full time Parent Engagement Coordinator; BCPS dollars for afterschool and summer transportation and meals; Workforce Innovation and Opportunity Act funds from Career Source Broward to support full time Case Managers at all three schools; and federal P3 funds that paid for the Network For Teaching Entrepreneurship program offered during the summers of 2016 and 2017. CSC funding for the program has increased each year to offset the annual funding de-escalation/budget reduction caused by FDOE's funding formula. The 21st CCLC program at Piper, Plantation and McArthur relied upon a federal P3 waiver allowing CSC to subcontract our 21st CCLC services to the YMCA of South Florida. Due to the sunset of the federal P3 award CSC no longer provides the 21st CCLC program at the three schools and this evaluation analyzes CSC fourth and final year of 21st CCLC funding. As required by the FDOE, the CSC's Research Department evaluates the success of this 21st CCLC program each year, and has the analysis certified by an external independent evaluator.

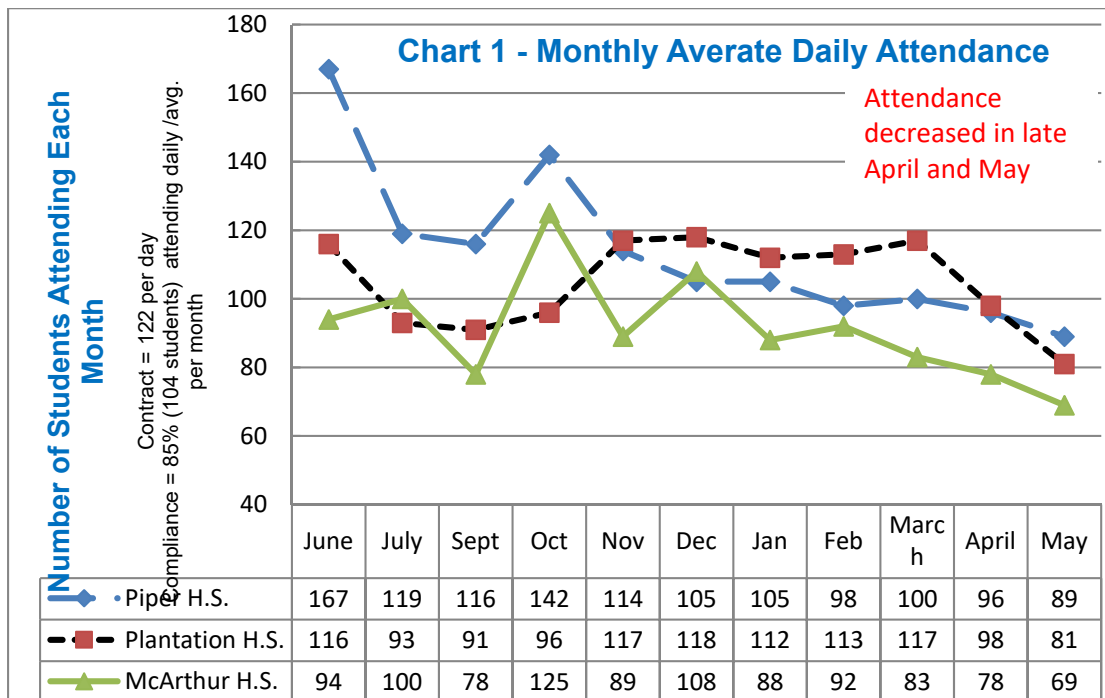
The three (3) High Schools were identified due to the community risk factors (poverty, juvenile crime rates and number of English Language Learning parents). Many students are high risk for not graduating on time because they read below grade level, perform below the 40th percentile on standardized tests, are in need of course credit recovery or have documented behavioral challenges. The goals are to improve academic performance, provide credit recovery services, decrease day school truancy, and enhance youth behavior while increasing parental involvement by utilizing best practices known to improve the likelihood of students graduating on time. The data and information analyzed in the Summative Evaluation report includes summer 2018 and school year 2017/2018.

2. Program Operation

The principals from Piper, Plantation and McArthur selected the CSC service provider (YMCA) and designed the program to served 122 (366 youth total) high risk students at each site during the school year and the summer. The sites operate Monday - Thursday during the school year and summer. The program operates 10 hours per week afterschool and 24 hours per week during the summer. The principals designed the activities and schedule to meet their schools' needs while honoring FDOE's 21st CCLC Project Based Learning focus and requirement for core academic, personal enrichment and family literacy services.

3. Student Attendance

During the school year, 494 students attended thirty (30) or more days qualifying them as regular attendees. On a typical day, 310 youth attended the 21st CCLC program which is below the required number of 366 youth per day. As a result, the overall average daily attendance (ADA) rate calculated by FDOE was 84.6%, which is below the 95% threshold which results in mandated funding reduction. FDOE calculates the ADA by school site, and a closer examination of the attendance shows that McArthur (ADA 85.8%), Piper (ADA 93.22%) and Plantation (ADA 74.8%) were all eligible for a funding reduction. However, this is the final year of programming and these sites will be merged with the YMCA of South Florida's fully sustained LEAP High program. Due to the sunsetting of the FDOE funds, the CSC will fully sustain the 21st CCLC programming at these schools as part of the YMCA's existing LEAP High programming for the upcoming year. Working collaboratively with the YMCA, staff adjusted the programming at the three schools to achieve the targeted ADA used by CSC (i.e. 85%) to calculate the LEAP High Unit Cost reimbursement rate.



4. Objective Assessment

The program at the three sites was assessed on seven (7) objectives that included: academic gains, improved attendance and course credit recovery, and family engagement. The chart on the following page summarizes the success of the 21st CCLC students at meeting their performance measures. The program successfully *exceeded the benchmark* for three (3) of the objectives – credit recovery, reducing truancy and family member participation; is *approaching the benchmark* for two (2) objectives – improve reading grads and adult knowledge gains; *made meaningful progress* on one (1) objective – improve science grades; and *made some progress* on one (1) objective – improve math grades.

Percentage of Students Meeting Objective				
Objective	Program	Piper	Plantation	McArthur
50% of regular attendees improved Day School Attendance	80%	76%	92%	73%
75% of regular attendees improved reading grades or maintained B or higher	70%	70%	70%	71%
85% of regular attendees improved science grades or maintained B or higher	64%	60%	60%	73%
65% of regular attendees improved math grades or maintained B or higher	41%	41%	37%	42%
85% of youth enrolled in Credit Recovery passed their courses	96%	92%	N/A	100%
85% of parents will improve knowledge of their child's education needs	95%	Not measured by center.		
20% of regularly attending students' parents will attend a parent event	17%	8%	23%	17%

5. Recommendations

There are no program recommendations because the 21st CCLC funding sunset on August 30, 2018.

TAB 13

System Goal:	SYS 2.1 Educate the public about the availability of community resources and advocacy efforts on behalf of children and families.
Objective:	SYS 2.1.1 Support community projects which empower children or families through event sponsorships to promote public awareness and education.
Issue:	Sponsorship of a Debate Tournament
Action:	Approve Sponsorship of Debate Tournament
Budget Impact:	\$5,000 of \$15,000 Available in SYS 2.1.1 For FY 18/19.

Background: The Broward County Public Schools Debate Initiative, colloquially known as Debate Broward, was initiated in 2012 when debate courses and extracurricular debate teams were implemented in every traditional public high school in the County. Since then, Debate Broward has grown to include every middle school, over 70 elementary schools, and two youth treatment centers, reaching approximately, 15,000 students and providing them with public speaking, critical thinking, presentation, conflict resolution, and research skills that will support students' current and future success. Students who participate in Debate, see an average increase in their literacy scores of 25% and an overall 10% increase in their GPAs. 98% of participating students graduate high school and 95% go on to attend a four-year college.

Current Status: In addition to developing and implementing plans to incorporate debate at the rest of the elementary schools in the County, Debate Broward conducts separate monthly after-school competitions for high, middle, and elementary debate teams. These tournaments culminate in a championship tournament at the end of the school year for each level. Debate Broward is currently seeking sponsors for the Broward Novice Championship (high school) at Fort Lauderdale High School on May 11, 2019, the Broward Middle School Championship at Western High School on May 4, 2019, and the Broward Elementary Championship at Nova High School on May 11, 2019. Staff is proposing that Children's Services Council sponsor the Broward Novice Championship for high schoolers at Fort Lauderdale High School. While these students will have had to participate in an after-school debate, many will not have had the opportunity to participate in a traditional weekend tournament. The Broward Novice Championship provides that opportunity, in hopes to encourage students to continue into more advanced classes and competitions. As a sponsor, the Children's Services Council will have Presentation Naming Rights for the tournament, (the tournament will be branded as the "Broward Novice Debate Championship powered by the Children's Services Council") and the CSC logo will be engraved on the trophy name plates. A budget for the tournament is attached.

Recommended Action: Approve Sponsorship of a Debate Tournament

**The budget for Broward Novice Debate Championship
Presented by the Children's Services Council**

1)	Security for Tournament	\$1,500
2)	Custodial Services	\$1,000
3)	Tournament Software	\$500
4)	Extemporaneous Speaking Questions	\$500
5)	Tournament Trophies & Scholarships for Winners	\$1,500
	Total	\$5,000

TAB 14

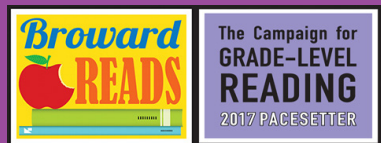
Service Goal:	5.1 Improve the educational success for young children.
Objective:	5.1.3 Provide leadership and support for the Community-wide Grade Level Reading Campaign including literacy and early education support (PreK through 3rd grade) and other resources for children, parents, teachers.
Issue:	Broward Read for the Record 2018 Final Report
Action:	None - FYI
Budget Impact:	\$ 73,510 of \$ 84,000 Available in Goal 5.1.3 For FY 17/18 <u>\$ 54,290</u> Confirmed Donations to CSC as of November 2018 \$127,800 Total CSC Revenue and Expenditures

Background: 2018 was the fifth year that the Council provided a challenge grant to fund Broward Read for the Record which includes Broward County as a valued partner in the national Jumpstart Read for the Record campaign. CSC was the lead sponsor for this exciting day which was led in partnership with Broward County Schools. Jumpstart selected the book "Maybe Something Beautiful" – a book about how everyone can be part of community transformation through art.

Status: This year the event was held on October 25th, 2018. On that day, over 1,200 volunteer readers fanned out across the county reading the book to over 40,000 students from 191 Public schools, 320 community Early Childhood providers, one Broward County park through the Arts & Cultural Division of Broward County, One Wildlife Sanctuary (Flamingo Gardens), three museums (Young At Art Museum, Discovery of Science and The Frank), 27 Public libraries and 2 hospitals and supporting clinics (Memorial and Holy Cross). Then the students received their own copy of the book "Maybe Something Beautiful" to take home, with a note in each, encouraging parents to read to their children.

School Board staff and management, City Commissioners, BSO, Sports groups and visiting dignitaries all contributed to making this another successful year for this event. Monetary support to purchase books was received from the Jim Moran Foundation, PNC Bank, Reading Pays More, the Castle Group and the United Way. The School Board of Broward County purchased books directly for Head Start, Pre-K and ESOL classes and Early Learning Coalition of Broward County purchased books for childcare centers. The event was promoted on billboards and in print, radio and television ads in four languages. Traditional and Social media coverage were excellent, with news stories on CBS 4, WSFL (CW), WPBT and in the Sun-Sentinel. Feedback from the volunteer readers, schools and child care centers was overwhelmingly positive.

Recommended Action: None – FYI



Broward: Read For The Record 2018



Celebrate Literacy And The Power Of Reading By Volunteering For Broward Reads For The Record

October 16, 2018 at 3:26 pm

Filed Under: [Broward Reads for the Record](#), [Children's Services Council of Broward County](#), [CSC Broward](#),

Sponsored

Sponsored By Children's Services Council of Broward County



This will be the sixth year that the **Children's Services Council** of Broward County (CSC) will be the lead sponsor of *Broward Reads for the Record*, to be held on Thursday, October 25th. This year's chosen book is "Maybe Something Beautiful," by F. Isabel Campoy and Theresa Howell and illustrated by Rafael López, based on the true story of how art transformed a neighborhood and how even the smallest artists can accomplish something big.

Sponsored nationally by Jumpstart, an early education organization working toward the day every child in America enters kindergarten prepared to succeed,

CBS Miami 10.16.18

<https://miami.cbslocal.com/2018/10/16/broward-reads-for-the-record-2018/>

Read for the Record brings together millions of people each year in classrooms, libraries, community centers, and homes across the USA to highlight the importance of building early literacy and language skills for every child, so that all children have the opportunity to enter kindergarten prepared to succeed.

Here in Broward, CSC and our partners are ensuring that all four and five-year-olds receive a copy of the book to take home. 40,000 copies of the book have been purchased and now it's time to recruit the hundreds of volunteers needed to read and distribute them in classrooms all over the county on the same day. As in years past, many of the Broward Reads Coalition/Campaign for Grade Level Reading community partners have joined CSC to support this endeavor: Broward County Government, Broward County Public Schools, the Jim Moran Foundation, United Way, Castle Group, the Early Learning Coalition, PNC Bank, Castle Group and community activist Georgia Robinson are among those sponsoring the effort.

You and your friends are invited to be volunteer readers to sit with the children and share your love of reading. If you have done this in the past, you know how much fun it is. If you haven't participated in the past, you will definitely want to this year. The book is beautiful! You will even be provided with tips on reading to young children. Sign up to be part of "Something Beautiful" at <https://cscbroward.org/browardreads>. Follow the "Register Now" link. If you prefer a particular school or general area, make sure you indicate the location.

About the Children's Services Council of Broward County

The Children's Services Council of Broward County is an independent taxing authority which was established by a public referendum on September 5, 2000, and was reauthorized on November 4, 2014, which, through Public Act, Chapter 2000-461 of the laws of Florida, authorized the Council to levy up to 0.5 mills of property taxes. The role of the Council is to provide the leadership, advocacy and resources necessary to enhance children's lives and empower them to become responsible, productive adults through collaborative planning and funding of a continuum of quality care.

To learn more about the Children's Services Council, please call (954) 377-1000 or visit our website. Follow us on Twitter and on Facebook.

Above content provided by Children's Services Council of Broward County.

Rats Roundup: Cats Head to Finland

by Jameson Olive / @JamesonCoop / FloridaPanthers.com

October 26th, 2018

We teamed up with JetBlue and Children's Services Council of Broward County to Read for the Record.



bcpsteach
@browardk12teach



Thanks @StanleyCPanther and the wives of the @FlaPanthers for visiting @browardschools @MorrowElem today and help #ReadForTheRecord

11:15 AM - Oct 25, 2018

♡ 13 👤 See bcpsteach's other Tweets



Florida Panthers ✓
@FlaPanthers



We teamed up with @JetBlue and @CSCBroward to Read for the Record at Swaggrass Elementary and Morrow Elementary today as part of #BrowardReads!

11:13 AM - Oct 25, 2018



36



See Florida Panthers's other Tweets

TAB 15

Issue: Contract Award for Voice & Data Communication System

Action: Approve Century Link to provide Voice & Data Services.

Budget Impact: \$41,046.72 of \$63,000 available in Telecommunications for FY 18/19.

Background: In June 2018, Hotwire won the bid solicitation for Voice and Data services, during the negotiation phase it was brought to CSC's attention that they were unable to deliver services to QTS the colo facility. The Council then approved staff to begin negotiations with the second bidder which was Comcast. Under advice from CSC's legal counsel, a request was made for Comcast to remove or reduce the early terminal penalty and they were not willing to do so.

Current Status: In October staff released a request for quotes and received responses from Comcast (they actually increase their price from the original bid), CenturyLink and Crown Castle Fiber. After careful deliberation and consultation with the vendors, staff is recommending Century Link, which is the most viable organization to provide the most stable and reliable network solution. Build out for the voice and data, and installation of the fiber to the building will take approximately 90 to 180 days to complete. Services are estimated to begin in March 2019.

Recommended Action: Approve CenturyLink to provide Voice & Data Services.

TAB 16

Issue:	Preliminary Financial Statements for FY ended September 30, 2018
Action:	Approve Preliminary Financial Statements for FYE September 30, 2018
Budget Impact:	None

Background: The Preliminary Year-end Financial Statements through September 30, 2018 are attached for your review and approval. These statements are the basis for the Comprehensive Annual Financial Report (CAFR) for the fiscal year ending September 30, 2018. There should only be minor changes (if any at all) during the audit and the preparation of the CAFR.

Current Status: A summary of the major financial highlights of the fiscal year include:

- CSC ended the year with a \$18.4 million total Fund Balance, an increase of \$2,238,947 from the prior year. This increase of Fund Balance is primarily due to program under-utilization due to multiple factors including staff vacancies and reduced summer programming. The days of summer programming were shortened, due to a change in the School District's calendar. However, the roll-over of Fund Balance allows CSC to budget it for next year and helps to keep the millage rates lower. When analyzing Fund Balance, it is easier to break it out in various categories that the Council is used to considering. While not Generally Accepted Accounting Principles (GAAP), the Interim Financial Statements can be classified as follows for Management's consideration:
 - Minimum Fund Balance for FY18/19 will be \$9.2 million (calculated at 10% of the Operating Budget),
 - The Council approved using \$3.2 million of Fund Balance in May/June for program services in FY 18/19,
 - Staff is recommending \$3,615,653 in Budget Carry Forward as approved by the Executive Committee and pending full Council approval. These Purchase Orders and other Budget Carry Forward would roll over into fiscal year 18/19. (*See Tab 3 for details*)
- Total Tax Revenue was \$128,140 less than budgeted. However, we expect that the remaining balance will be remitted in the subsequent year.
- Interest earned on Investments during the fiscal year was \$757,632 more than budgeted and was due mainly to funds invested with the Florida Education Investment Trust Fund (FEITF) and the Florida Prime during the year.
- Total Program Services/Support Expenditures increased by \$6.5 million or 9% from the prior year. This was expected since the corresponding budget was \$6.1 million or 8% higher than the prior year. Final program utilization was 93 % overall.
- General Administration came in well under budget with the total actual administrative rate of 3%. Philosophically, while budgeted amounts need to be set slightly higher to allow for unforeseen events during the year, it is a testament to prudent financial management when the actual expenditures repeatedly come in under budget.

Additional financial analysis, including charts and graphs of Fiscal Year 17/18, will be provided when the CAFR is completed in February.

Recommended Action: Approve Preliminary Financial Statements for FYE September 30, 2018.



**PRELIMINARY FINANCIAL STATEMENTS
For The Twelve Month Period Ended
September 30, 2018**

Submitted to Council Meeting November 15, 2018



**BUDGET AMENDMENTS
For September, 2018**

Submitted to Council Meeting November 15, 2018



**Children's Services Council of Broward County
Budget Amendments
For September 2018**

Budget Amendments reflected in the financial statements:	Beginning Budget Annualized	Total Amendments	Ending Budget Annualized	Comments
Revenues:				
Grade Level Reading Campaign 5.1.3	\$ 350,601.00	\$ 54,557.00	\$ 405,158.00	Additional funds received for Broward Reads for the Records - CA 06.21.18 & 10.18.18
MOST Elementary 7.1.2	\$ 111,008.00	\$ 48,032.00	\$ 159,040.00	Additional funds received for Back to School Extravaganza - CA 10.18.18



Children's Services Council of Broward County
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September 30, 2018

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Children's Services Council of Broward County
Balance Sheet
September 30, 2018

	<u>General Fund</u> <u>September 30, 2018</u>	<u>Special Revenue</u> <u>Fund</u> <u>September 30, 2018</u>	<u>Prior Year</u> <u>General Fund</u> <u>September 30,</u> <u>2017</u>
ASSETS			
Current Assets:			
Cash	\$ 1,681,682.05	\$ 51,638.89	\$ 4,719,724.69
Investments (Note 3)	24,603,387.72	-	19,786,028.26
Accounts & Interest Receivable	132,032.68	-	166,753.77
Salaries & Wages Receivable	-	-	14,929.54
Due from Other Governments	161,754.65	262,616.56	141,350.14
Due from Other Funds	300,000.00	-	300,000.00
Prepaid Expenses	225,776.89	-	187,406.88
Total Current Assets	<u>\$ 27,104,633.99</u>	<u>\$ 314,255.45</u>	<u>\$ 25,316,193.28</u>
LIABILITIES and FUND EQUITY			
Liabilities:			
Accounts Payable	8,367,074.39	14,255.45	8,875,629.66
Salaries & Wages Payable	278,817.89	-	248,459.06
Due to Other Funds	-	300,000.00	-
Deferred Revenue	28,320.00	-	630.00
Total Liabilities	<u>8,674,212.28</u>	<u>314,255.45</u>	<u>9,124,718.72</u>
Fund Equity:			
Committed for Carry forward FY 18/19 (Note #4)	3,615,653.00	-	2,202,308.00
Committed Fund Balance for FY 18/19 (Note #5)	3,200,000.00	-	3,200,000.00
Unassigned Fund Balance: Minimum Fund Balance	8,383,946.70	-	7,960,975.00
Unassigned Fund Balance (Note #9)	3,230,822.01	-	2,828,191.56
Total Fund Equity	<u>18,430,421.71</u>	<u>-</u>	<u>16,191,474.56</u>
Total Liabilities and Fund Equity	<u>\$ 27,104,633.99</u>	<u>\$ 314,255.45</u>	<u>\$ 25,316,193.28</u>

Notes to the Financial Statements are an integral part of this statement



Children's Services Council of Broward County
Statement of Revenues, Expenditures and
Changes In Fund Balance
For October 2017 through September 2018

	General Fund		Special Revenue Fund		FY 2017 Prior YTD Actual (GF)
	September 2018 Actual	FY 2018 YTD Actual	September 2018 Actual	FY 2018 YTD Actual	
Revenues:					
Local Sources:					
Ad Valorem Taxes	\$ 30,923.37	\$ 82,432,099.32	-	-	\$ 75,990,468.29
Interest on Investments	136,048.35	857,632.80	-	-	419,042.43
Federal Direct	-	-	22,747.35	438,370.33	-
Federal through State	45,331.90	253,590.98	-	674,007.06	189,655.29
Local Foundation(s)/Grant	25,888.59	911,567.05	-	-	915,646.49
Local Collab. Events & Resources	154,840.24	356,118.68	-	-	270,117.02
Training	2,080.00	20,420.00	-	-	14,145.00
Total Revenue	<u>395,112.45</u>	<u>84,831,428.83</u>	<u>22,747.35</u>	<u>1,112,377.39</u>	<u>77,799,074.52</u>
Expenditures:					
Total Program Services/Support (Reflects Svc thru September)	6,378,896.99	76,566,253.94	22,747.35	1,112,377.39	70,062,492.04
Total General Administration	261,998.83	2,843,659.49	-	-	2,644,427.43
Total Non-Operating	-	3,015,748.98	-	-	2,782,039.08
Total Capital Outlay	13,999.83	166,819.27	-	-	218,861.34
Total Expenditures	<u>6,654,895.65</u>	<u>82,592,481.68</u>	<u>22,747.35</u>	<u>1,112,377.39</u>	<u>75,707,819.89</u>
Excess of Revenues over Expenditures	<u>\$ (6,259,783.20)</u>	2,238,947.15	<u>\$ -</u>	-	2,091,254.63
Beginning Fund Balance		<u>16,191,474.56</u>		-	<u>14,100,219.93</u>
Ending Fund Balance		<u>\$ 18,430,421.71</u>		<u>\$ -</u>	<u>\$ 16,191,474.56</u>

Notes to the Financial Statements are an integral part of this statement



**Children's Services Council of Broward County
Budget to Actual (Budgetary Basis)
Annualized - Fiscal Year Ended September 30, 2018**

	FY 2018 Annual Budget	FY 2018 YTD Actual	Budget to Actual Variance	% of Actual Exp. of Budget
Revenues:				
Local Sources:				
Ad Valorem Taxes	\$ 82,560,240.00	\$ 82,432,099.32	\$ (128,140.68)	99.84%
Interest on Investments	100,000.00	857,632.80	757,632.80	857.63%
Federal Through State	156,000.00	253,590.98	97,590.98	162.56%
Local Foundation(s)/Grant(s)	921,582.00	911,567.05	(10,014.95)	98.91%
Local Collab. Events & Resources	348,242.00	356,118.68	7,876.68	102.26%
Training	10,000.00	20,420.00	10,420.00	204.20%
Fund Balance	5,325,704.00	-	-	0.00%
Total Revenue	89,421,768.00	84,831,428.83	735,364.83	94.87%
Expenditures:				
Program Services:				
Direct Programs	76,341,086.00	71,235,250.49	5,105,835.51	93.31%
Monitoring	66,000.00	61,574.50	4,425.50	93.29%
Outcome Materials	20,000.00	12,206.00	7,794.00	61.03%
Total Program Services	76,427,086.00	71,309,030.99	5,118,055.01	93.30%
Program Support:				
Employee Salaries (Note #6)	3,939,103.00	3,844,060.41	95,042.59	97.59%
Employee Benefits (Note #6)	1,665,257.00	1,295,239.65	370,017.35	77.78%
Consulting	28,000.00	-	28,000.00	0.00%
Travel (Note #10)	40,178.00	35,999.60	4,178.40	89.60%
Software Maintenance	60,032.00	23,080.10	36,951.90	38.45%
Telephone	23,812.00	13,698.10	10,113.90	57.53%
Postage	3,000.00	2,374.03	625.97	79.13%
Advertising/Printing/Other	29,391.00	24,957.43	4,433.57	84.92%
Material and Supplies	7,770.00	1,597.35	6,172.65	20.56%
Dues and Fees	38,290.00	16,216.28	22,073.72	42.35%
Total Program Support	5,834,833.00	5,257,222.95	577,610.05	90.10%
Total Program Services/Support	82,261,919.00	76,566,253.94	5,695,665.06	93.08%

	FY 2018 Annual Budget	FY 2018 YTD Actual	Budget to Actual Variance	% of Actual Exp. of Budget
General Administration:				
Employee Salaries	1,729,541.00	1,649,091.22	80,449.78	95.35%
Employee Benefits	704,429.00	583,874.58	120,554.42	82.89%
Legal Fees	38,964.00	38,961.00	3.00	99.99%
Auditors	33,600.00	33,600.00	-	100.00%
Other Consultants	56,936.00	23,260.74	33,675.26	40.85%
Insurance	56,047.00	48,018.01	8,028.99	85.67%
Telecommunications	30,486.00	20,805.69	9,680.31	68.25%
Internet	32,514.00	17,823.85	14,690.15	54.82%
Rental - Equipment	29,724.00	18,146.15	11,577.85	61.05%
Building Operations				
Facilities Management	165,448.00	133,008.37	32,439.63	80.39%
Utilities	74,028.00	59,031.43	14,996.57	79.74%
Other (Reserves)	145,021.00	14,180.96	130,840.04	9.78%
Equip/Software/Repair Maint	152,899.00	49,512.29	103,386.71	32.38%
Repairs & Maintenance	34,262.00	20,248.13	14,013.87	59.10%
Travel	20,000.00	12,174.12	7,825.88	60.87%
Postage	8,000.00	4,135.61	3,864.39	51.70%
Advertising	9,396.00	1,951.50	7,444.50	20.77%
Printing	9,575.00	7,001.20	2,573.80	73.12%
Other Purchased Svc	83,789.00	71,903.04	11,885.96	85.81%
Materials and Supplies	51,020.00	26,028.55	24,991.45	51.02%
Dues and Fees	31,455.00	10,903.05	20,551.95	34.66%
Total General Administration	3,497,134.00	2,843,659.49	653,474.51	81.31%
Non-Operating				
Comm. Redevelop Agency (Note #7)	2,709,127.00	2,498,632.80	210,494.20	92.23%
Property Appraiser Fees	517,600.00	517,116.18	483.82	99.91%
Total Non-Operating	3,226,727.00	3,015,748.98	210,978.02	93.46%
Capital Outlay:				
Computer Equip/Software	368,074.00	150,907.79	217,166.21	41.00%
Furniture/ Equipment	37,189.00	15,911.48	21,277.52	42.79%
Remodeling & Renovations	30,725.00	-	30,725.00	0.00%
Total Capital Outlay	435,988.00	166,819.27	269,168.73	38.26%
Total Expenditures	\$ 89,421,768.00	\$ 82,592,481.68	\$ 6,829,286.32	92.36%

Notes to the Financial Statements are an integral part of this statement



Children's Services Council of Broward County
Program Expenditure By Goals
Budget to Actual (Budgetary Basis)
For the Twelve Month Period Ended September 30, 2018

	Program Invoice		Fiscal Year 2017-2018			% of Budget	Comments
	September Budget	September Actual	Annualized Budget	YTD Actual Expenditures	Remaining Budget		
Services Goals:							
1.1-1 Training/Tech Assistance							
Trainers	5,947.00	5,570.77	137,754.00	128,283.77	9,470.23	93.13%	
Black Tie of South Florida	-	-	5,000.00	2,600.00	2,400.00	52.00%	Contract ended.
Leadership Training	4,725.00	4,725.00	56,880.00	40,700.00	16,180.00	71.55%	
Total Training/Tech Assist	10,672.00	10,295.77	199,634.00	171,583.77	28,050.23	85.95%	Carryforward to FY19 for various trainings- \$7,446
1.1-2 Support Organization/Program Quality							
Mini Grants & SBDC Consulting	37,608.00	37,607.50	149,792.00	119,527.00	30,265.00	79.80%	
Capacity	6,550.00	6,550.00	71,120.00	50,119.00	21,001.00	70.47%	
Boot Camp	-	-	25,000.00	23,989.07	1,010.93	95.96%	
Total Support/Prog. Quality	44,158.00	44,157.50	245,912.00	193,635.07	52,276.93	78.74%	
1.1-3 Fiscal Support Fees							
Comm Based Connection FS Alex Rebb-Fam St	733.00	733.16	8,798.00	8,798.00	-	100.00%	
Comm Based Connection FS Alex Rebb-New Day	456.00	456.00	5,472.00	5,472.00	-	100.00%	
Comm Based Connection FS Alex Rebb-LT	894.00	894.16	10,730.00	10,729.92	0.08	100.00%	
Ctr for Hearing FS KIDS-Fam St	367.00	367.75	4,413.00	4,413.00	-	100.00%	
Ctr for Hearing FS KIDS-Yth Force	566.00	565.75	6,789.00	6,789.00	-	100.00%	
Ctr for Hearing FS KIDS-MOST SN	534.00	534.42	6,413.00	6,413.00	-	100.00%	
Ctr for Hearing FS KIDS-STEP	615.00	615.41	7,385.00	7,385.00	-	100.00%	
Ft Laud Comm Ctr FS Urban League-LT	1,458.00	1,458.33	17,500.00	16,041.63	1,458.37	91.67%	
Men2Boys FS FLITE -Learning Together	1,458.00	1,458.33	17,500.00	17,499.96	0.04	100.00%	
New Mirawood FS KIDS- MOST	1,509.00	1,509.00	18,108.00	18,108.00	-	100.00%	
Unallocated	-	-	48,521.00	-	48,521.00	0.00%	Carryforward to FY19 for fiscal support fees \$19,016
Total Fiscal Support Fees	8,590.00	8,592.31	151,629.00	101,649.51	49,979.49	67.04%	
1.1-4 Volunteers							
HandsOn Broward.	19,571.00	21,211.47	234,853.00	234,784.62	68.38	99.97%	
Total Volunteers	19,571.00	21,211.47	234,853.00	234,784.62	68.38	99.97%	
1 Total Agency Capacity Bldg.	82,991.00	84,257.05	832,028.00	701,652.97	130,375.03	84.33%	
2.1-1 Reduce Abuse & Neglect/Family Strengthening							
ARC, INC - PAT	50,838.00	43,590.96	608,890.00	594,099.27	14,790.73	97.57%	
Boys & Girls Club	20,167.00	-	242,000.00	225,253.86	16,746.14	93.08%	
Broward Behavioral Health Coalition	-	-	20,000.00	-	20,000.00	0.00%	Program will begin in April 2019. Carryforward to FY19
Broward Children's Center	9,643.00	10,953.39	115,710.00	103,579.97	12,130.03	89.52%	Staff vacancies during the final month of the contract year.
Camelot Community Care -FFT	19,378.00	12,551.99	232,549.00	165,263.21	67,285.79	71.07%	Staff vacancy throughout fiscal year.
Center for Hear/FS KIDS	12,885.00	13,410.34	156,000.00	142,489.00	13,511.00	91.34%	
Children's Harbor	37,303.00	39,818.35	447,633.00	447,611.53	21.47	100.00%	
Children's Home Society	66,666.00	25,673.37	800,000.00	454,221.48	345,778.52	56.78%	Staff vacancy throughout fiscal year.
Comm Based Connections/ FS Alex Rebb	16,809.00	18,487.91	205,000.00	183,462.42	21,537.58	89.49%	Low referrals, early in year, led to underutilization.
Family Central - Nurturing	31,979.00	30,625.82	383,754.00	383,751.57	2.43	100.00%	
Father Flanagan's Boys Town	36,183.00	19,154.36	434,191.00	270,488.16	163,702.84	62.30%	Staff vacancies throughout fiscal year.
Juliana Gerena / Gate	21,765.00	23,579.90	263,550.00	233,855.92	29,694.08	88.73%	Low referrals, early in year, led to underutilization.
Gulf Coast CC	45,105.00	51,241.40	541,275.00	541,211.43	63.57	99.99%	
Healthy Mothers/Babies-Teens	38,541.00	24,658.93	462,500.00	333,511.43	128,988.57	72.11%	Staff vacancies throughout the fiscal year.

	September Budget	September Actual	Annualized Budget	YTD Actual Expenditures	Remaining Budget	% of Budget	Comments
Healthy Mothers/Babies-Fatherhood	23,190.00	28,459.50	279,588.00	251,800.91	27,787.09	90.06%	Staff vacancies earlier in FY led to underutilization .
Henderson - HOMEBUILDERS	1,333.00	58,830.40	500,336.00	493,750.45	6,585.55	98.68%	
Henderson - MST	60,008.00	67,000.25	653,431.00	651,724.01	1,706.99	99.74%	
Hispanic Unity	17,916.00	25,483.28	215,000.00	214,940.64	59.36	99.97%	
JAFCO - MST	42,026.00	54,624.58	498,200.00	498,200.00	-	100.00%	
KIDS in Distress, HOMEBUILDERS	12,342.00	39,994.87	489,768.00	443,593.14	46,174.86	90.57%	Staff vacancy.
KIDS - KID FIRST & SAFE	97,554.00	105,313.30	1,170,654.00	1,098,067.22	72,586.78	93.80%	
Memorial Healthcare Sys - SFBT	57,855.00	70,153.33	694,260.00	694,260.00	-	100.00%	
Smith Community MH - CBT	34,278.00	43,089.73	411,365.00	402,906.47	8,458.53	97.94%	
Training	-	-	56,695.00	56,695.00	-	100.00%	
Total Reduce Abuse & Neglect	753,764.00	806,695.96	9,882,350.00	8,884,737.09	997,612.91	89.91%	
2.1-2 Kinship/Non-Relative Care							
Kids in Distress	45,448.00	45,815.37	545,378.00	481,175.87	64,202.13	88.23%	Staff vacancies earlier of in FY led to underutilization .
Harmony	12,403.00	11,610.00	148,850.00	146,014.77	2,835.23	98.10%	
Legal Aid of Broward County, Inc	29,245.00	32,110.89	333,607.00	333,567.84	39.16	99.99%	
Mental Health Assoc	11,451.00	12,805.44	137,400.00	135,589.37	1,810.63	98.68%	
Unallocated	-	-	17,328.00	-	17,328.00	0.00%	Carryforward to FY19 for Legal Aid Services. CA May 2018
Total Kinship/Non-Relative Care	98,547.00	102,341.70	1,182,563.00	1,096,347.85	86,215.15	92.71%	
2.1 Total Service Goal 2.1	852,311.00	909,037.66	11,064,913.00	9,981,084.94	1,083,828.06	90.20%	
2.2-1 Prosperity							
EITC							
Hispanic Unity	26,250.00	15,237.32	315,000.00	312,078.69	2,921.31	99.07%	
CCB-SE FL Common Eligibility Unit	-	-	21,904.00	10,000.00	11,904.00	45.65%	Common Eligibility project ended.
Hunger							
Brow County FA for BWBC	-	-	20,000.00	20,000.00	-	100.00%	
Florida Impact (Thru April)	-	-	28,994.00	28,993.22	0.78	100.00%	
Florida Impact	6,200.00	1,927.24	31,000.00	20,084.86	10,915.14	64.79%	Late start, new leadership and staff hiring & transition.
Harvest Drive	-	-	20,000.00	20,000.00	-	100.00%	
LifeNet4Families - Hunger	8,250.00	11,521.21	33,000.00	33,000.00	-	100.00%	
So FL Hunger: Breakspot	8,290.00	10,130.83	58,000.00	58,000.00	-	100.00%	
So FL Hunger: School Pantry	3,500.00	5,561.60	42,000.00	41,659.90	340.10	99.19%	
Unallocated	-	-	6.00	-	6.00	0.00%	
Total Prosperity EITC/Hunger	52,490.00	44,378.20	569,904.00	543,816.67	26,087.33	95.42%	
2 Total Family Strengthening	904,801.00	953,415.86	11,634,817.00	10,524,901.61	1,109,915.39	90.46%	
3.1-1 Youth Force							
ASP, Inc	50,142.00	48,369.75	559,255.00	544,977.06	14,277.94	97.45%	
Ctr for Hearing FS KIDS	33,138.00	31,811.07	243,861.00	225,695.60	18,165.40	92.55%	
Community Access Center, Inc	17,208.00	4,976.40	139,895.00	114,894.08	25,000.92	82.13%	Staff turnover negatively impacted utilization
Community Reconstruction Housing- North	15,552.00	11,988.29	150,000.00	149,863.40	136.60	99.91%	
Community Reconstruction Housing- South	24,930.00	14,556.92	199,898.00	170,545.56	29,352.44	85.32%	Low youth attendance during the summer
Crockett Foundation, Inc	19,104.00	8,434.75	200,000.00	199,988.72	11.28	99.99%	
HANDY	31,908.00	29,393.25	402,068.00	398,299.91	3,768.09	99.06%	
Hanley Center Foundation	2,482.00	2,481.33	7,445.00	7,445.00	-	100.00%	
Harmony Development Center, Inc.	42,141.00	34,646.70	413,900.00	396,591.92	17,308.08	95.82%	
Hispanic Unity	91,527.00	36,107.06	1,055,296.00	1,051,013.38	4,282.62	99.59%	
Memorial Healthcare System	39,778.00	37,232.84	520,739.00	514,217.52	6,521.48	98.75%	
Motivational Edge	-	-	50,000.00	-	50,000.00	0.00%	New program. Carryforward to FY19
Opportunities Ind Ctr (OIC)	14,915.00	18,421.90	207,740.00	204,946.57	2,793.43	98.66%	
Smith Community MH Foundation	43,548.00	24,118.90	477,016.00	470,755.79	6,260.21	98.69%	
Urban League of Broward County, Inc.	18,949.00	3,149.51	180,449.00	179,419.30	1,029.70	99.43%	
West Park, City of	24,009.00	48,673.88	200,000.00	191,941.20	8,058.80	95.97%	
Wyman TOP Training	-	-	9,000.00	7,000.00	2,000.00	77.78%	Change in annual fee structure.
YMCA of S FL.	71,073.00	43,183.03	740,050.00	728,513.81	11,536.19	98.44%	
Unallocated	-	-	22,555.00	-	22,555.00	0.00%	
Total Youth Force	540,404.00	397,545.58	5,779,167.00	5,556,108.82	223,058.18	96.14%	

	September Budget	September Actual	Annualized Budget	YTD Actual Expenditures	Remaining Budget	% of Budget	Comments
3.1-2 21st Century/BOSS							
21st CCLC/BOSS Match							
YMCA (17-2307) 2 schools-10 mth	77,427.00	20,651.66	540,738.00	488,296.17	52,441.83	90.30%	
Hispanic Unity 16-17 (16-2516) P3	17,494.00	15,025.63	209,931.00	204,549.59	5,381.41	97.44%	
21st CCLC/BOSS Match							
YMCA (18-2302) 3 schools -10 mth	83,008.00	24,694.23	500,025.00	440,494.39	59,530.61	88.09%	Staff turnover at one site.
Support	50.00	20.00	20,507.00	4,496.95	16,010.05	21.93%	
Integrated Data System (IDS)-Webauthor	18,500.00	18,500.00	26,850.00	26,850.00	-	100.00%	
SFERA Consultants	-	-	9,633.00	-	9,633.00	0.00%	Match not needed.
United Way - Sponsorship	-	-	3,000.00	1,166.98	1,833.02	38.90%	
United Way 21st CCL Web Site	200.00	200.00	2,400.00	2,400.00	-	100.00%	
Unallocated	-	-	47,000.00	-	47,000.00	0.00%	
Sub-Total 21st Century	196,679.00	79,091.52	1,360,084.00	1,168,254.08	191,829.92	85.90%	
Grand Total 21st Century	196,679.00	79,091.52	1,360,084.00	1,168,254.08	191,829.92	85.90%	
3.1-3 LEAP High (Sustained High Schools)							
Hispanic Unity	17,331.00	379.60	168,138.00	152,322.79	15,815.21	90.59%	TA for recruitment and retention
Hispanic Unity-Leverage COMPASS	14,550.00	11,478.91	122,845.00	42,421.78	80,423.22	34.53%	New contract; units adjusted for FY19
YMCA	72,688.00	10,861.00	700,560.00	700,558.56	1.44	100.00%	
Grand total LEAP	104,569.00	22,719.51	991,543.00	895,303.13	96,239.87	90.29%	
3.1-4 Summer Youth Employment							
CareerSource	450,929.00	237,714.17	1,787,012.00	1,771,411.50	15,600.50	99.13%	
NFTE	5,750.00	2,312.53	25,000.00	24,699.63	300.37	98.80%	
Unallocated	-	-	2.00	-	2.00	0.00%	
Total Summer Yth Employment	456,679.00	240,026.70	1,812,014.00	1,796,111.13	15,902.87	99.12%	
3.1-5 Learning Together							
Crockett Foundation, Inc	20,833.00	13,068.62	250,000.00	189,332.20	60,667.80	75.73%	First year program. TA for staff recruitment.
Community Based Connection FS Alex Rebb	20,833.00	17,282.58	250,000.00	229,467.43	20,532.57	91.79%	
Ft Laud Comm Ctr FS Urban League	20,833.00	20,349.55	250,000.00	197,544.13	52,455.87	79.02%	First year program. Program not renewed.
Men2Boys FS FLITE	20,833.00	17,979.01	250,000.00	198,265.95	51,734.05	79.31%	First year program. TA for staff recruitment.
Total Learning Together	83,332.00	68,679.76	1,000,000.00	814,609.71	185,390.29	81.46%	
3.1-6 Youth Leadership Development							
Broward Youth Shine	400.00	600.00	6,700.00	6,700.00	-	100.00%	
FCAN Consultant Jana Ertachter	-	-	29,800.00	28,462.76	1,337.24	95.51%	
YMCA of SFL (Good Neighbor Store)	929.00	833.08	11,143.00	11,046.23	96.77	99.13%	
Other Purchased Services- CPAR Stipends.	500.00	450.00	8,000.00	3,200.00	4,800.00	40.00%	
Rally in Tally	-	-	2,000.00	2,000.00	-	100.00%	
Unallocated	-	-	19,057.00	-	19,057.00	0.00%	
Total Youth Leadership Development	1,829.00	1,883.08	76,700.00	51,408.99	25,291.01	67.03%	
3.1 Total Service Goal 3.1	1,383,492.00	809,946.15	11,019,508.00	10,281,795.86	737,712.14	93.31%	
3.2-1 Diversion Programs							
New Day :							
Broward Sheriff's Office	67,109.00	50,634.43	805,307.00	771,404.58	33,902.42	95.79%	
Camelot CC	26,240.00	32,254.42	330,624.00	330,622.79	1.21	100.00%	
Comm Based Connections/FS Alex Rebb	10,625.00	11,089.29	127,500.00	104,541.69	22,958.31	81.99%	Low referrals. Program sunsetting.
Harmony Development Ctr	13,032.00	19,977.45	156,390.00	156,100.56	289.44	99.81%	
Henderson BH	29,352.00	29,368.44	349,935.00	348,377.03	1,557.97	99.55%	
Julianna Gerena & Assoc	29,421.00	39,989.11	353,045.00	348,086.71	4,958.29	98.60%	
Memorial Healthcare Sys	40,173.00	12,067.38	482,099.00	482,094.02	4.98	100.00%	
PACE Center for Girls	11,566.00	14,789.84	138,790.00	137,332.30	1,457.70	98.95%	
Urban League of Broward	17,084.00	11,646.75	205,000.00	173,183.51	31,816.49	84.48%	Staff vacancy recently resolved.
Restorative Justice Training	-	-	25,000.00	5,683.33	19,316.67	22.73%	Additional coaching sessions have been scheduled.
Youth Procurement Raters	-	-	450.00	-	450.00	0.00%	NEW DAY RFP - No Volunteer Youth Raters
Total Diversion Programs	244,602.00	221,817.11	2,974,140.00	2,857,426.52	116,713.48	96.08%	

	September Budget	September Actual	Annualized Budget	YTD Actual Expenditures	Remaining Budget	% of Budget	Comments
3.2-2 Juvenile Assessment Center							
Broward Sheriff's Office-JAC	29,896.00	25,888.44	358,750.00	318,959.34	39,790.66	88.91%	Extended staff vacancy recently resolved.
Total JAC	29,896.00	25,888.44	358,750.00	318,959.34	39,790.66	88.91%	
3.2 Total Service Goal 3.2	274,498.00	247,705.55	3,332,890.00	3,176,385.86	156,504.14	95.30%	
3 Total Delinquency Prev & Div	1,657,990.00	1,057,651.70	14,352,398.00	13,458,181.72	894,216.28	93.77%	
4.1-1 Healthy Youth Transitions (HYT)							
Camelot CC	31,686.00	34,350.57	384,735.00	367,264.84	17,470.16	95.46%	
FLITE	14,333.00	16,371.01	172,000.00	160,442.68	11,557.32	93.28%	
Gulf Coast	36,773.00	40,507.69	441,280.00	414,855.43	26,424.57	94.01%	
HANDY	55,674.00	63,621.68	668,084.00	667,879.27	204.73	99.97%	
Henderson BH-Wilson Grdns	18,506.00	15,392.57	222,078.00	201,331.38	20,746.62	90.66%	
Housing Opp Mort Assist (HOMES)	8,333.00	17,975.12	100,000.00	99,668.06	331.94	99.67%	
Memorial Healthcare	51,971.00	60,301.28	623,670.00	623,668.83	1.17	100.00%	
Museum of Discovery & Science	8,000.00	-	96,000.00	95,999.94	0.06	100.00%	
PACE Ctr for Girls	21,090.00	26,550.81	253,081.00	247,550.48	5,530.52	97.81%	
SunServe	27,838.00	23,681.32	343,070.00	342,962.45	107.55	99.97%	
Urban League of Broward County	23,641.00	23,470.33	283,680.00	243,750.35	39,929.65	85.92%	Low enrollment early in the year.
Total Healthy Youth Transitions (HYT)	297,845.00	322,222.38	3,587,678.00	3,465,373.71	122,304.29	96.59%	
4 Total Healthy Youth Transitions	297,845.00	322,222.38	3,587,678.00	3,465,373.71	122,304.29	96.59%	
5.1-1 Subsidized Childcare							
Early Learning Coalition	466,070.00	637,462.38	5,592,850.00	5,590,138.55	2,711.45	99.95%	
Early Learning Coalition-Vol Pop	196,476.00	193,096.13	2,357,722.00	2,179,539.06	178,182.94	92.44%	Carryforward to FY19 for program slots.
Total Subsidized Childcare	662,546.00	830,558.51	7,950,572.00	7,769,677.61	180,894.39	97.72%	
5.1-2 Preschool Training							
Family Central (PBS)	71,583.00	71,133.52	859,000.00	839,027.69	19,972.31	97.67%	Carryforward to FY19 for USF Consultant trainings- \$10,000
Total Preschool Training	71,583.00	71,133.52	859,000.00	839,027.69	19,972.31	97.67%	
5.1-3 Grade Level Reading Campaign							
KidVision/WPBT and Word A Day	-	-	76,000.00	76,000.00	-	100.00%	
Broward Reads - Training Supplies / Sponsorship.	-	-	128,557.00	44,129.69	84,427.31	34.33%	Multiple initiatives TBD
Countdown to Kindergarten	-	-	9,000.00	7,328.80	1,671.20	81.43%	
Broward Reads for the Record - Supplies	-	-	128,000.00	127,867.98	132.02	99.90%	
Family Central HIPPY	4,362.00	9,772.99	52,343.00	52,273.69	69.31	99.87%	
Sponsorship	3,000.00	3,000.00	6,500.00	6,500.00	-	100.00%	
Unallocated	-	-	4,758.00	-	4,758.00	0.00%	
Total Grade Level Reading Campaign	7,362.00	12,772.99	405,158.00	314,100.16	91,057.84	77.53%	
5.1-4 Child Care Accreditation							
Unallocated	-	-	276,296.00	-	276,296.00	0.00%	Still in planning w/ELC. Carryforward to FY19
Total Child Care Accreditation	-	-	276,296.00	-	276,296.00	0.00%	
5 Total Early Care & Education	741,491.00	914,465.02	9,491,026.00	8,922,805.46	568,220.54	94.01%	
6.1-1 Adoption Campaign/Foster Parent Recruitment							
Gialogic -Forever Families	14,323.00	14,322.91	171,875.00	171,874.92	0.08	100.00%	
Heart Gallery	2,916.00	2,916.00	35,000.00	34,992.00	8.00	99.98%	
Total Adoption Campaign/Foster Parent Recruitment	17,239.00	17,238.91	206,875.00	206,866.92	8.08	100.00%	
6.1-2 Legal Assistance/ Child Welfare / Recruitment							
Legal Aid of Broward County - LEGAL REP.	59,583.00	62,553.00	715,000.00	714,995.00	5.00	100.00%	
Legal Aid of Broward County - LAW	26,612.00	81,332.95	319,349.00	319,348.70	0.30	100.00%	
Legal Aid of Broward County - LAW LINE	6,833.00	6,959.02	82,000.00	82,000.00	-	100.00%	
Total Legal Assistance/Child Welfare/ Recruitment	93,028.00	150,844.97	1,116,349.00	1,116,343.70	5.30	100.00%	

	September Budget	September Actual	Annualized Budget	YTD Actual Expenditures	Remaining Budget	% of Budget	Comments
6.1-3 Early Child Court							
Henderson BH	7,499.00	9,740.65	60,000.00	47,675.29	12,324.71	79.46%	New program- delayed start
Total Child Court	7,499.00	9,740.65	60,000.00	47,675.29	12,324.71	79.46%	
6 Total Child Welfare System Support	117,766.00	177,824.53	1,383,224.00	1,370,885.91	12,338.09	99.11%	
7.1-1 Leadership/Quality for Out-of-School Programs							
FLCSC/Mott-Lev	-	-	15,000.00	15,000.00	-	100.00%	
Total Leadership/Quality MOST	-	-	15,000.00	15,000.00	-	100.00%	
7.1-2 Maximizing Out of School Time: Elementary (MOST)							
Advocacy Network for Disabilities	8,981.00	8,947.81	100,000.00	78,008.67	21,991.33	78.01%	New program, slow to recruit afterschool sites.
After School Programs	388,817.00	184,443.89	4,153,433.00	3,629,320.71	524,112.29	87.38%	Days of summer programming shortened
Boys & Girls Clubs	254,221.00	131,657.52	1,215,625.00	1,103,324.03	112,300.97	90.76%	Lower than contracted enrollment.
City of Hallandale Beach	27,700.00	8,115.79	155,778.00	153,779.71	1,998.29	98.72%	
City of Hollywood	128,169.00	81,638.32	555,890.00	493,138.43	62,751.57	88.71%	Lower than contracted enrollment at one site.
Community After School	67,072.00	47,879.52	396,024.00	376,999.28	19,024.72	95.20%	
Community After School w/Margate CRA	60,809.00	26,544.80	354,280.00	347,111.03	7,168.97	97.98%	
Hallandale - CRA	-	-	459,520.00	458,854.00	666.00	99.86%	
Hollywood Beach - CRA	-	-	228,665.00	228,665.00	-	100.00%	
Kids in Distress	26,070.00	36,678.45	187,000.00	178,523.39	8,476.61	95.47%	
City of Miramar	24,301.00	10,026.91	151,192.00	127,490.40	23,701.60	84.32%	High parent fees collected \$21,479 - offsetting utilization.
New Mirawood Academy w/ KIDS as FS	28,406.00	22,039.43	263,119.00	263,117.17	1.83	100.00%	
Russell Life Skills	16,558.00	7,732.44	140,701.00	104,331.56	36,369.44	74.15%	Lower than expected enrollment at new site.
Soref JCC	32,961.00	13,876.89	321,956.00	314,829.63	7,126.37	97.79%	
Sunshine After School	162,968.00	113,938.32	1,434,972.00	1,201,481.23	233,490.77	83.73%	Days of summer programming shortened.
YMCA of S FL.	300,212.00	224,821.10	3,211,511.00	3,112,406.81	99,104.19	96.91%	
YMCA of S FL.-with Deerfield CRA	46,965.00	18,584.39	298,066.00	277,468.67	20,597.33	93.09%	
YMCA of S FL. -SPARK Fidelity	1,708.00	1,708.00	41,000.00	41,000.00	-	100.00%	
Back to School - Supplies	720.00	719.94	159,040.00	159,039.94	0.06	100.00%	
Training	5,400.00	5,400.00	66,200.00	60,950.00	5,250.00	92.07%	
Lights on Afterschool	-	-	10,000.00	2,200.00	7,800.00	22.00%	Event canceled due to hurricane
Unallocated	-	-	4,935.00	-	4,935.00	0.00%	
Sub-Total MOST: Elementary	1,582,038.00	944,753.52	13,908,907.00	12,712,039.66	1,196,867.34	91.39%	
7.1-3 Summer Only Programs: Elementary (MOST)							
Lauderdale Lakes	7,805.00	15,320.37	111,828.00	103,394.76	8,433.24	92.46%	
West Park	9,065.00	10,395.30	68,648.00	62,524.17	6,123.83	91.08%	
New Hope World Outreach	2,322.00	6,283.38	96,617.00	90,133.40	6,483.60	93.29%	
Urban League of Broward County	24,937.16	8,910.23	132,308.00	89,679.23	42,628.77	67.78%	Under-enrollment. Right sizing upon renewal
Total Summer Only Programs: Elementary (MOST)	44,129.16	40,909.28	409,401.00	345,731.56	63,669.44	84.45%	
7 Total Out of School Time	1,626,167.16	985,662.80	14,333,308.00	13,072,771.22	1,260,536.78	91.21%	
8.1-1 School Based Health Care							
Sierra w / Coral Springs CRA	-	7,980.00	103,740.00	103,740.00	-	100.00%	
Sierra Lifecare, Inc.	7,760.00	119,700.00	1,348,685.00	1,347,765.00	920.00	99.93%	
Total School Based Health Care	7,760.00	127,680.00	1,452,425.00	1,451,505.00	920.00	99.94%	

	September Budget	September Actual	Annualized Budget	YTD Actual Expenditures	Remaining Budget	% of Budget	Comments
8.1-2 Water Safety							
Swim Central/Broward County	58,333.00	29,184.00	700,000.00	613,971.20	86,028.80	87.71%	Low summer attendance in swim lessons.
Brow Health-Prevent Drowning	16,835.00	25,827.76	202,010.00	200,852.64	1,157.36	99.43%	
Total Water Safety	75,168.00	55,011.76	902,010.00	814,823.84	87,186.16	90.33%	
8.1-3 Kid Care Insurance Outreach							
Kid Care Outreach/BC Health Dept.	35,417.00	45,775.38	425,000.00	421,457.07	3,542.93	99.17%	
Unallocated	-	-	23,053.00	-	23,053.00	0.00%	
Total Kid Care Insurance	35,417.00	45,775.38	448,053.00	421,457.07	26,595.93	94.06%	
8 Total Physical Health	118,345.00	228,467.14	2,802,488.00	2,687,785.91	114,702.09	95.91%	
9.1-1 Home Visiting							
BRHPC-Healthy Families	166,630.00	230,527.35	1,999,570.00	1,920,298.78	79,271.22	96.04%	
Total Home Visiting	166,630.00	230,527.35	1,999,570.00	1,920,298.78	79,271.22	96.04%	
9.1-2 Support Maternal Child Health							
Healthy Mothers/HB	37,604.00	40,311.23	451,247.00	417,825.82	33,421.18	92.59%	
Memorial Healthcare System	33,607.00	36,639.37	403,289.00	403,286.82	2.18	100.00%	
Total Maternal Child Health	71,211.00	76,950.60	854,536.00	821,112.64	33,423.36	96.09%	
9.1-3 Explore Fetal/Infant Mortality Factors							
Healthy Mothers/Healthy Babies SAFE SLEEP	14,146.00	13,078.17	169,750.00	154,391.40	15,358.60	90.95%	
Total Infant Mortality Factors	14,146.00	13,078.17	169,750.00	154,391.40	15,358.60	90.95%	
9 Total Maternal & Child Health	251,987.00	320,556.12	3,023,856.00	2,895,802.82	128,053.18	95.77%	
10.1-1 Physical Development- MOST SN After School							
After School Programs/Quest	92,650.00	25,326.49	702,174.00	401,723.40	300,450.60	57.21%	Low enrollment, program has been reduced for FY19.
Ann Storck Center	29,582.00	20,704.58	276,237.00	254,169.26	22,067.74	92.01%	
ARC	198,405.00	152,772.08	1,558,232.00	1,558,229.73	2.27	100.00%	
Broward Children's Center	106,365.00	88,810.42	701,583.00	685,192.23	16,390.77	97.66%	
Ctr for Hearing/FS KIDS	50,724.00	18,503.83	245,943.00	237,697.64	8,245.36	96.65%	
Smith Community MH (BH)	113,962.00	58,246.91	836,680.00	834,414.14	2,265.86	99.73%	
United Cerebral Palsy	82,528.00	52,044.64	688,627.00	656,498.34	32,128.66	95.33%	
YMCA of S FL	517,093.00	335,496.02	4,636,201.00	4,603,304.58	32,896.42	99.29%	
Unallocated	-	-	5,817.00	-	5,817.00		
Total SN After School Programs	1,191,309.00	751,904.97	9,651,494.00	9,231,229.32	420,264.68	95.65%	
10.1-1 Summer Only Programs SN - MOST RFP							
JAFCO	23,748.00	709.04	263,726.00	263,726.00	-	100.00%	
City of Pembroke Pines (Summer Only)	5,231.00	4,985.50	101,287.00	99,967.40	1,319.60	98.70%	
Total SN Summer Programs	28,979.00	5,694.54	365,013.00	363,693.40	1,319.60	99.64%	
Total SN MOST Programs	1,220,288.00	757,599.51	10,016,507.00	9,594,922.72	421,584.28	95.79%	
10.1-2 STEP SN							
Abilities	7,458.00	9,534.48	89,500.00	87,093.51	2,406.49	97.31%	
ARC	46,135.00	5,916.78	378,604.00	378,591.65	12.35	100.00%	
Ctr for Hearing/FS KIDS	37,928.00	9,489.59	249,805.00	247,333.68	2,471.32	99.01%	
Smith Community Mental Health	32,926.00	16,089.45	275,457.00	267,066.63	8,390.37	96.95%	
United Cerebral Palsy	67,061.00	13,938.78	475,489.00	475,233.81	255.19	99.95%	
YMCA of S FL	76,368.00	9,987.65	552,415.00	549,867.75	2,547.25	99.54%	
Sub-Total STEP SN	267,876.00	64,956.73	2,021,270.00	2,005,187.03	16,082.97	99.20%	
10.1-3 Information/Referral Network SN							
First Call for Help - SN	41,290.00	43,890.33	495,483.00	478,285.89	17,197.11	96.53%	
Total Inform/Referral Network SN	41,290.00	43,890.33	495,483.00	478,285.89	17,197.11	96.53%	

	September Budget	September Actual	Annualized Budget	YTD Actual Expenditures	Remaining Budget	% of Budget	Comments
10.1-4 Respite Services- BREAK							
Memorial Healthcare System(BH)	6,675.00	7,813.18	81,610.00	80,833.61	776.39	99.05%	
Smith Community MH (BH)	6,868.00	9,038.48	83,916.00	83,594.51	321.49	99.62%	
Total Respite Services-BREAK	13,543.00	16,851.66	165,526.00	164,428.12	1,097.88	99.34%	
10.1-5 SN Parent Training							
Supplies	-	-	3,700.00	-	3,700.00	0.00%	Used as needed
SN Parent Training/Interpreters	2,340.00	2,340.00	14,000.00	10,400.00	3,600.00	74.29%	Used as needed
Unallocated	-	-	16,000.00	-	16,000.00	0.00%	Summit cancelled
Total SN Parent Training	2,340.00	2,340.00	33,700.00	10,400.00	23,300.00	30.86%	
10.1 Total Service Goal 10.1	1,545,337.00	885,638.23	12,732,486.00	12,253,223.76	479,262.24	96.24%	
11.1-1 Safety/Anti-Bullying							
United Way- Choose Peace	2,708.00	2,102.20	32,500.00	32,500.00	-	100.00%	
Total Safety/Anti-Bullying	2,708.00	2,102.20	32,500.00	32,500.00	-	100.00%	
11 Total Child Safety	2,708.00	2,102.20	32,500.00	32,500.00	-	100.00%	
Grand Total Service Goals	7,347,428.16	5,932,263.03	74,205,809.00	69,385,885.09	4,819,923.91	93.50%	
Systems Goals:							
1.1-2 Single Point of Entry							
First Call for Help	26,395.00	38,359.61	364,413.00	349,348.49	15,064.51	95.87%	
Total Single Point of Entry	26,395.00	38,359.61	364,413.00	349,348.49	15,064.51	95.87%	
1.1 Total System Goal 1.1	26,395.00	38,359.61	364,413.00	349,348.49	15,064.51		
1.2-1 Leadership/Resources/Community Strategic Plan							
Children's Strategic Plan - Website	982.00	982.00	4,462.00	4,462.50	(0.50)	100.01%	
Consultants -Undoing Racism, FSN,etc.	41,200.00	41,200.00	230,765.00	224,300.00	6,465.00	97.20%	
SN Assessment	-	-	50,000.00	14,400.00	35,600.00	28.80%	Project spans fiscal years. Carryforward to FY19
CPAR Workshop OPS	-	-	5,000.00	3,108.15	1,891.85	62.16%	
Consultant OPS	5,800.00	5,799.18	31,412.00	31,402.98	9.02	99.97%	
Unallocated	-	-	18,596.00	-	18,596.00	0.00%	Carryforward to FY19 for final P3 evaluation- \$3,000
Total Leadership/Resources/Community Strategic	47,982.00	47,981.18	340,235.00	277,673.63	62,561.37	81.61%	
1.2-2 Improve Provider Reporting							
SAMIS Maintenance/Enhancement	8,000.00	8,000.00	155,492.00	155,492.00	-	100.00%	
STAR	-	-	12,500.00	11,745.00	755.00	93.96%	
STAR web portal	-	-	2,472.00	-	2,472.00	0.00%	
Unallocated	-	-	11,227.00	-	11,227.00	0.00%	
Total Improve Provider Reporting	8,000.00	8,000.00	181,691.00	167,237.00	14,454.00	92.04%	
1.2-4 Integrated Data Collaboration							
Consultant	-	-	42,000.00	42,000.00	-	100.00%	
Consultant-IDS	-	-	5,000.00	2,571.50	2,428.50	51.43%	
IDS	-	-	89,850.00	12,532.00	77,318.00	13.95%	Enhancements; used as needed. Carryforward to FY19-\$30k
Unallocated	-	-	53,000.00	-	53,000.00	0.00%	Reserved for Contract Module. Carryforward to FY19- \$50k
Total Integrated Data Collaboration	-	-	189,850.00	57,103.50	132,746.50	30.08%	
1.2 Total System Goal 1.2	55,982.00	55,981.18	711,776.00	502,014.13	209,761.87	70.53%	
101 Total Seamless System of Care	82,377.00	94,340.79	1,076,189.00	851,362.62	224,826.38	79.11%	
2.1-1 Public Awareness - Sponsorships							
Sponsorships	-	-	50,000.00	46,025.00	3,975.00	92.05%	
Total Sponsorships	-	-	50,000.00	46,025.00	3,975.00	92.05%	

	September Budget	September Actual	Annualized Budget	YTD Actual Expenditures	Remaining Budget	% of Budget	Comments
2.1-2 Public Awareness - Educate Taxpayers							
Marketing	38,813.00	38,812.04	418,630.00	413,430.91	5,199.09	98.76%	
Outreach Materials	-	-	38,300.00	38,045.00	255.00	99.33%	
Printing	2,473.00	2,473.00	6,500.00	5,648.79	851.21	86.90%	
Sponsorship-Resource Guides	-	-	128,700.00	128,700.00	-	100.00%	
BECON - Future First	200.00	-	31,600.00	27,030.00	4,570.00	85.54%	
M Network- Website Consulting	3,332.00	3,331.90	60,000.00	60,000.00	-	100.00%	
Nova - Day for Children	-	-	7,500.00	7,500.00	-	100.00%	
Taoti Creative-Website Development	-	-	171,720.00	171,720.00	-	100.00%	
Unallocated	-	-	100.00	-	100.00	0.00%	
Total Educate Taxpayers	44,818.00	44,616.94	863,050.00	852,074.70	10,975.30	98.73%	
2.1-3 Public Awareness - Outreach							
Business Plan-FLCSC	-	-	98,538.00	84,126.00	14,412.00	85.37%	Dues frozen at 15/16 levels as grants rec'd.
Travel	920.00	919.92	16,972.00	15,392.08	1,579.92	90.69%	
Dues & Fees	-	-	528.00	385.00	143.00	72.92%	
Total Outreach	920.00	919.92	116,038.00	99,903.08	16,134.92	86.10%	
201 Total Public Awareness & Advocacy	45,738.00	45,536.86	1,029,088.00	998,002.78	31,085.22	96.98%	
3.1-1 Leveraging Resources							
Unallocated	-	-	30,000.00	-	30,000.00	0.00%	To be used as needed
301 Total Leveraging Resources	-	-	30,000.00	-	30,000.00	0.00%	
Grand Total System Goals	128,115.00	139,877.65	2,135,277.00	1,849,365.40	285,911.60	86.61%	
Unallocated	-	-	-	-	-	-	
Program Goals Grand Total	\$ 7,475,543.16	\$ 6,072,140.68	\$ 76,341,086.00	\$ 71,235,250.49	\$ 5,105,835.51	93.31%	
Special Revenue Fund Program Services Detail							
Florida Department of Education (FDOE)							
3.1-2 21st Century/BOSS -FDOE Cohort 2:							
YMCA of South Florida -Contract #18-2302	17,672.00	-	460,201.00	441,650.11	18,550.89	95.97%	Grant funding ended 7.31.2018
Consultant	2,000.00	-	30,500.00	30,500.00	-	100.00%	Grant funding ended 7.31.2018
CSC Support	-	-	38,835.00	38,226.89	608.11	98.43%	Grant funding ended 7.31.2018
Total FDOE Expenditures	19,672.00	-	529,536.00	510,377.00	19,159.00	96%	
US Department Of Education Performance Partnership Pilot (P3) Funds							
3.1-2 21st Century/BOSS							
YMCA of South Florida	3,839.00	-	45,980.00	45,765.85	214.15	99.53%	Grant funding ended 9.30.2018
Hispanic Unity of Florida	7,544.00	7,948.23	90,440.00	82,223.09	8,216.91	90.91%	Grant funding ended 9.30.2018
SFERA	18,609.00	5,550.00	75,721.00	65,151.00	10,570.00	86.04%	Grant funding ended 9.30.2018
IDS Consultant	-	-	145,618.00	145,618.00	-	100.00%	Grant funding ended 9.30.2018
CSC Support	23,226.00	9,249.12	117,746.00	99,612.39	18,133.61	84.60%	Grant funding ended 9.30.2018
Total US DOE (P3) Expenditures	53,218.00	22,747.35	475,505.00	438,370.33	37,134.67	92.19%	
Career Source Broward US Department of Labor/WIOA Funds							
3.1-2 21st Century/BOSS							
YMCA of South Florida #17-2307/#18-2307	-	-	75,000.00	61,704.32	13,295.68	82.27%	Grant funding ended 6.30.2018
YMCA of South Florida #18-2302	-	-	112,500.00	101,925.74	10,574.26	90.60%	Grant funding ended 6.30.2018
Total WIOA Expenditures	-	-	187,500.00	163,630.06	23,869.94	87.27%	
Grand Total Expenditures SR Fund	\$ 72,890.00	\$ 22,747.35	\$ 1,192,541.00	\$ 1,112,377.39	\$ 80,163.61	93%	



Children's Services Council of Broward County
Notes to the Financial Statements
September 30, 2018

- (1) The Children's Services Council of Broward County ("CSC") budgets, as revenue, 95% of the property taxes levied, as allowed by state statute.
- (2) The modified accrual basis of accounting is utilized by CSC. Under the modified accrual basis, revenues are recognized in the accounting period in which they become available and measurable. Expenditures are recognized in the accounting period in which the liability is incurred, if measurable.
- (3) Funds invested in the SBA, Wells Fargo Advantage Funds, and Florida Education Investment Trust Fund accommodate pool participants with readily available cash. The pool follows GASB Statement No. 31 which outlines two options for accounting and reporting for money market investment pools as either "2a-7 like fund" or fluctuation of the net asset value ("NAV"). CSC accounts for investments funds using the first method.
- (4) Carry forward budget (scheduled to take place in Fiscal Year 2018-2019)
- (5) Fund balance committed to Fiscal Year 2018-2019 programs.
- (6) Salary, Fringe and Travel budget and expenditures are included for the SAMIS Director Position for when CSC serves as the Salary Agent. The revenue and related expenditures are considered Pass Through Funds and do not have an impact on CSC Broward's financial statements.
- (7) The City of Hollywood rebated \$205,095 as a one- time refund of TIF for Fiscal Year 2017-2018.

TAB 17



For Council Meeting

November 15, 2018

Issue:	CSC Monthly Purchases for Administrative Operations
Action:	Approve CSC Monthly/Annual Purchases
Budget Impact:	See attached Report

Background: The State Statute creating and governing the CSC, Chapter 2000-461, as amended, states:

Section 6: No funds of the council shall be expended except by check as aforesaid, except the expenditure of petty cash or the issuance of checks made payable for sums no greater than \$5,000, shall be expended without prior approval of the council, in addition to the budgeting thereof.

The Council's procurement policies and procedures stipulate that expenditures are approved by the Council prior to being expended. As such, the financial system requires a Council Approval (CA) date at multiple points throughout the system including all processed payments. Internal controls for tracking expenditures in accordance with the statute are validated by auditors every year and there have been no significant deviations since the inception of the Council.

Since 2004 at the Council's direction, staff was instructed to only provide back-up material for purchases when the item is over \$10,000. As always, back-up for purchases below \$10,000 are available upon request.

Current Status: In accordance with policy, please find attached the Invoices, Travel, Purchase Orders, Sponsorships, etc. for the month of November, 2018. This month you will see the CRA invoices to be paid before December 31st in order not to incur late fees. While these amounts are much greater than the \$10,000 back-up limitation, staff did not include anything in the packet since the amounts are prescribed by the State and based on the CRA property values and CSC's milage rate. To facilitate reviewing the various purchases, staff has segregated the items into various categories. All purchases listed are with the budget approved by the Council at TRIM as amended from time to time.

Please note that items over \$10,000 have a specific Issue Paper or copy of the related back-up attached to further explain the expenditure. Additional information for any expenditure is available upon request.

Recommended Action: Approve CSC Monthly/Annual Purchases

Budget Impact: See attached Report



**List of Invoices, Travel, Purchase Orders, Sponsorships, etc.
Submitted to the Children's Services Council
November 15, 2018**

Vendor		Amount	Comment
			Back-up documentation is available upon request.
<u>Purchase Orders (greater than \$10,000): Back-up documentation is attached:</u>			
A	Various Insurance Carriers	Employee Insurance for FY 18/19 incl - Health, Life, LTD, Dental etc. \$789,102.00	See Issue Paper for details
<u>Community Redevelopment Tax: To be paid once tax revenue is received but prior to Dec. 31, 2018</u>			
	Coral Springs	CRA Tax Increment 18/19	\$29,315.00 Will rebate for School Health
	Davie	Est. CRA Tax Increment 18/19	\$184,409.00
	Fort Lauderdale (both CRAs)	CRA Tax Increment 18/19	\$916,255.00
	Hallandale Beach	Est. CRA Tax Increment 18/19	\$501,295.00 CRA will use for Children's Services
	Hollywood, Beach	CRA Tax Increment 18/19	\$1,303,510.17 CRA will use \$228,665 for Children's services; Anticipated rebate
	Hollywood, Downtown	CRA Tax Increment 18/19	\$281,560.47
	Lauderdale Lakes	Est. CRA Tax Increment 18/19	\$83,180.00
	Plantation	CRA Tax Increment 18/19	\$65,247.00
	Pompano NW	Est. CRA Tax Increment 18/19	\$370,694.00
<u>Purchase Orders (less than \$10,000):</u>			
	Budget Notary Services	2 ea. Notary renewal	\$176.00
	CDWG	Surface computer (2 @ \$ 814 ea); Desktop (8 @\$ 814.96 ea)	\$7,847.68
	Dell	Dell Latitude 5590 laptop computer	\$1,925.00
	JC White	3 rising desks and chairs and 2 display cases (est)	\$7,500.00
	On Time Telecom	Emergency response system	\$350.00 Bank of 5,000 texts for employee emergency situations
	Plotter Technology	Plotter ink cartridges	\$2,475.00
	TBD -Various	CSC Staff retreat	\$1,250.00
	Tycarbal	Courier services	\$1,200.00
	Verizon	New cell phone for CEO	\$750.00
<u>Program Related Purchases:</u>			
	Makeup by Paulette	Future First	\$1,800.00 System Goal 2.1.2 - Change of vendor
	Coda Link	Interpreter services for training	\$5,000.00
<u>Facilities Operations:</u>			
	K2 Summit LLC	Building roof repairs	\$785.00
	PCI or Shenandoah (collecting quotes)	Extensive storm drain cleaning & catch basins (est)	\$5,000.00
	Synalovski Romanik Saye, LLC	Drainage issue proposal to fix flooding	\$8,000.00
	TBD/CPMG/Sparkle Tem	Interior deep cleaning of floors, carpets, etc.	\$5,000.00 To be completed over December break
<u>Employee Travel and Training:</u>			
	Cindy Arenberg Seltzer	FAN Qtly Mtg; 10/05/18; Orlando	\$118.00
	Michelle Hagues	Broward Victim's rights - Annual Training; 10/26/18; Davie	\$20.00
	Monti Larsen	Annual Govt GAAP Update Webinar; 11/01/18	\$135.00
	Maria Juarez	Medical Errors Training; 11/09/18; Pompano	\$55.00
	Monique Finlay	Proj Mgmt. Workshop; 11/15/18; West Palm	\$199.00



**List of Invoices, Travel, Purchase Orders, Sponsorships, etc.
Submitted to the Children's Services Council
November 15, 2018**

Vendor		Amount	Comment
<u>Trainers/Materials (Service Goal 1.1.X) (Provider names and courses may be subject to change):</u>			<i>Instructor Led Unless Otherwise Indicated</i>
CE Broker	Renewal fee	\$200.00	Allows CSC to offer Ceu's
Converge & Assoc Consulting	Culturally Competent Training (Train the Trainer)	\$1,300.00	
Explorations in Consulting	Cultural Competence	\$1,500.00	
Ronik Radlauer	Myers Briggs Training	\$1,000.00	For new employees - pd from General Admin
SBDC	TIL Manuals - Youth rental manuals	\$9,000.00	Capacity Bldg budget - Final Manual title TBD
Tomorrow's Rainbow	Childhood Grief & Loss	\$650.00	
<u>Sponsorship</u>			
Bella's Kinship Group	Holiday Party; December 15, 2018, Ft Laud	\$1,000.00	Annual Holiday party for children being raised by Grandparents or other relatives.
City of West Park	Kids Holiday Event; Dec 18, 2018. West Park	\$1,000.00	Create an atmosphere of educational excellence, family involvement and cultural diversity for the children and families of the City.
Cleft of the Rock	Conversations on Parenting; Jan 6, 2019, Deerfield	\$400.00	To provide parent education, support and accountability w/ childcare
Community Reinvestment Alliance of S FL	Summit 2019; Feb 28, 2019, Davie	\$1,000.00	Provide training and technical assistance to community based organizations and financial institutions accessing affordable housing.
The Dennis Project	Game Changers Service Proj; Jan 12, 2019; Ft Laud	\$1,000.00	Enrich, empower and engage under-served youth in programs that promote science, technology, engineering & MATH to better equip young people to become the next generation of successful leaders.
Dr. Martin Luther King, Jr. Celebration Committee	2019 MLK Holiday Celebration; Jan 18, 2019; Ft Laud	\$1,000.00	Bring awareness of Dr King, his vision and to promote "non-violence as a problem solving strategy very early in life".
Gifts from Jada Foundation	4th Annual Heal Yourself ; Dec 3, 2018; Sunrise	\$1,000.00	Provide grief support, relief and resources for children, teens, adults and families following the death of a loved one.
Healing Arts Institute	2nd Annual Children's Mental Health Awareness Fair; May 18, 2019; Tamarac	\$1,000.00	Provides sessions on advocacy, education, problem solving, art and play therapy and eliminating stigma associated with receiving mental health services for children with disabilities.
Humanity Project	Garden of Respect, Jan 2019; North Lauderdale	\$3,855.00	Will provide information on healthy parenting practices as well as anti-bullying materials among other information on site during the event. Efforts to bring new pride to the school and the neighborhood, with anticipated corresponding decreases in school bullying and local crime. (HIGH TRAFFIC SPONSORSHIP)
Mount Bethel Human Services Corp	8th Annual "33311 Walk"; Jan 26,2019	\$1,000.00	Educate, uplift and engage the residents in the Community and walk sharing the resources found in the inner Sistrunk community and through the County.
Pass the Blessings Foundation Inc	PTB Annual Holiday in the Park; Dec 15, 2018; Ft Laud	\$500.00	Family event to enhance the quality of life for children & families by providing hot meals, career counseling, toys, products & services from local business.



**For Council Meeting
November 15, 2018**

Issue:	Insurance for CSC Employees.
Action:	<ol style="list-style-type: none">1. Approve Health Insurance with United Healthcare (UHC) and Neighborhood Health Partnerships (NHP), a subsidiary of UHP.2. Approve Dental, Life, Vision and Long-Term Disability Insurance with Guardian.
Budget Impact:	<p>\$789,102 of \$1,057,039 available within Fringe Benefits for the remaining 9 months of FY 18/19.</p> <p>\$263,034 Commitment for 3 months through 12/31/19 to be included in the Budget for FY 19/20. This puts CSC on a calendar year for benefits.</p>

Background: Employee benefits include base plan health insurance paid for by CSC as well as an \$80.00 per month Cafeteria allowance for employees to use towards Dental, Life and Long-term Disability insurance. Staff contributes 3% towards their health insurance premiums. Furthermore, CSC pays for a basic Long-term Care insurance policy for employees only. Any premiums in excess of the Cafeteria allowance are borne by the employee. The insurance renewal period is moving to a calendar period effective January 1, 2019-December 31, 2019.

Current Status: Staff worked closely with Arthur J. Gallagher, our brokers, to review the health insurance options for the upcoming year. After several negotiating sessions with our current health carrier, United Health Care (UHC) came in with an 8% renewal rate increase or \$71,300 (after initially asking for 15% increase or \$133,688). The base plan provides an HMO option through Neighborhood Health Partnerships (NHP), a UHC subsidiary, which offers a health network only within the tri-county area, and a high deductible health insurance option which includes a Health Savings Plan component.

After reviewing the available information and exploring the various options, staff is recommending the following insurance carriers/products:

- Continue with United Health Care and Neighborhood Health Partnerships. Continuing these plans allows staff to have a choice of three health plans.
 - CSC provides a base plan HMO plan through NHP with employees contributing 3% of the premium.
 - For those employees who wish to have access to a national provider network, they would pay 3% of the HMO premium plus the additional premium to “buy-up” to a United Health Care POS plan.

- For those employees who wish to participate in the High Deductible Plan, because the premium is less than the HMO, CSC would contribute the difference in the premium of the HMO plan through NHP (with employees contributing 3% of the premium) to a Health Saving Account (HSA). Employees may make additional contributions to their HSAs up to the maximum allowed per the IRS.

These plans maintain a relatively high level of benefits, as well as reasonable co-payments for all medical services, which are to be borne by the employee. The plans provide comprehensive coverage at a 5% increase over the current premium.

- Vision insurance plan came in with a 3% increase or \$214 after asking for an initial rate increase of 6% or \$429.
- Continue the ancillary insurance products: Dental, Life, Vision and Long-term Disability with Guardian. Guardian was the carrier of these insurance products last year and came in with a 3% increase or \$1,058 (initially wanted a 6% increase or \$2,113) in the dental rates. The Life insurance increase was 5.56% or \$640 (initial ask was 11.11% or \$1,280) and Long-term Disability premiums remained flat. These ancillary insurance products are deducted from the Cafeteria allowance and any additional premium is borne by the employee.

Recommended Action:

1. Approve Health Insurance with United Healthcare (UHC) and Neighborhood Health Partnerships (NHP), a subsidiary of UHP.
2. Approve Dental, Life, Vision and Long-Term Disability Insurance with Guardian.

TAB 18

Funder's Forum - Meeting Summary October 5, 2018

<p>Members Present: Anya Thornberry, Magellan Complete Care; Dawn Liberta, Florida Department of Children and Families (DCF); Evan Goldman, Jewish Federation of Broward County; Keyonia Lawson, Children's Services Council (CSC); Larry Rein, ChildNet; Lori Canning, Broward County School Board (SBBC); Mandy Wells, Broward County Human Services Department; Maria Juarez Stouffer, CSC; Melanie Burgess, The Jim Moran Foundation; Renee Jaffe, Early Learning Coalition (ELC); Silvia Quintana, Broward Behavioral Health Coalition (BBHC); Suzette Fleischmann, DCF</p>	
<p>Guest: Donna Eprifania, ChildNet Chief Financial Officer; Julie DeMar, ChildNet Chief Programs Officer; Susan Eby, ChildNet Chief Clinical and Quality Officer; Janine Ribeiro, United Way</p>	
Topic	Discussion
Welcome and Introductions	<p>Maria J. welcomed members and introductions were made. Maria introduced new member Evan Goldman, Vice President of Community Planning of the Jewish Federation of Broward County.</p> <p>Larry R. introduced the Senior Management Team from ChildNet; Donna Eprifania, Chief Financial Officer, Julie DeMar, Chief Programs Officer and Susan Eby, Chief Clinical and Quality Officer.</p>
Approval of Minutes	<p>Maria J. asked the committee to review the August 3, 2018 meeting minutes. One scrivener's error was corrected under the Legislative Updates for ChildNet. Larry Rein moved to strike "The target implementation date is October 1, 2018" and replaced it with the following statement; "The target implementation date is October 1, 2019". The remaining minutes were approved with no opposing votes.</p>
Follow-Up from August 3, 2018 Meeting	<p>Department of Children and Families <u>Circuit 17- Governor's Executive Order 18-81 Local Meeting:</u> Suzette F. reminded members that the Executive Order 18-81 directs the Department of Children and Families (DCF) to "enhance collaboration with law enforcing offices in each county to improve the coordination of behavioral health services for individuals in need." The order requests that local partners develop a plan to ensure system-wide coordination that requires a minimum of 3 meetings in each circuit to be held in 2018 to then provide information and recommendations to the Statewide Executive Order Steering Committee.</p> <p>The second Executive Order meeting took place on September 26, 2018. Common themes from the first meeting were identified and 3 work groups were established to focus on the following; 1) Universal release and data integration, that will be led by Sue G. from CSC. 2) Central Receiving System, that will be led by Suzette F. 3) Navigation that will be led by Dawn L. The groups will put together their recommendations and report out at the third meeting scheduled on November 7, 2018.</p>

	<p>Broward County, Children Services Administration Division (CSAD) <u>Commissions Vote Regarding the Recently Awarded Procurement</u> Mandy W. announced that the Human Services procurement award that was presented at the September, 2018 Commission meeting was approved as presented with \$7.6 million for children’s behavioral health, and \$4.4 million for special needs services. Mandy W. also announced that the BYRNE JAG funds will be allocated to Memorial Health Care for trauma therapy services (roll over funds) and new BYRNE JAG funding will be used over multiple years for a new program with HANDY for supportive employment serving youth diverted from the juvenile justice system.</p> <p><u>Children’s Services Council</u> Maria J. announced that CSC will be working with the Broward Behavioral Health Coalition (BBHC), Broward County and the School Board to create a trauma services matrix that identifies trauma informed and trauma specific therapeutic services available throughout the county. As soon as the matrix is available it will be shared.</p> <p>Maria J. announced that during the September Council meeting, the Council approved an allocation of \$500,000 to BBHC for trauma specific treatment. CSC, United Way and SBBC will be sub-grantees for the Antiterrorism and Emergency Assistance Program for Crime Victim Compensation and Assistance Non-Competitive Grant (AEAP). The AEAP grant does not provide funding to individual victims, but is instead intended to assist communities to supplement their resources and services when they have been overwhelmed after an incident such as the MSD tragedy. Broward county is eligible to receive up to \$8 million dollars over a three-year period to provide needed services to the victims. This funding is expected to be available in March, 2019 and at that time CSC expects to be reimbursed for the \$500,000 allocation to BBHC.</p>
<p>Update on Current Projects (i.e., Recently Awarded Procurements)</p>	<p>United Way: Janine Ribeiro, Director of Commission Network Management & Health, announced that United Way received an award from SAMSHA in the amount of \$125,000 per year, for 3 years, to provide mental health first aid training to first responders, 211 staff, veterans, veteran care givers and other community members. Currently the trainings are located at United Way, but will eventually expand to additional locations.</p> <p>A question was raised regarding whether mental health first aid type trainings were conducted in the school system and included charter schools and were they conducted in early child care centers. Lori C. confirmed that the trainings are conducted for Broward schools, and will find out if trainings are conducted in charter schools. Renee J. explained that legislation was passed to train child care providers on how to respond to disasters and / or emergencies. These trainings will be provided to child care providers.</p>

	<p>BBHC: Silvia Q. shared that BBHC received \$1.4 million to serve the co-occurring substance abuse population and to work with the county to support the homeless. A team of benefit specialists will help clients with social security determination, apply for health insurance and obtain employment, as appropriate.</p> <p>DCF: Suzette F. announced that DCF received \$2.4 million to continue to sustain the State Targeted Response (STR) grant funding. These funds will support children and families with substance abuse disorders.</p> <p>ELC: Renee J. announced that ELC received an additional \$7 million dollars for approximately 2,000 additional slots for children ages 0-5. CSC expanded ELC’s grant to serve more children of parents that have substance abuse. The wait list is currently over 4,000 children.</p> <p>Broward County School Board, Early Learning: Lori C. announced CSC and partners provided funding to purchase 40,000 books for the Broward Reads for the Record Campaign. Every 4 and 5-year-old will be provided with the book “Maybe Something Beautiful” by F. Isabelle Campoy and Theresa Howell, on October 25th. Lori encouraged members to participate by signing up with HandsOn Broward and go out and read to the children in any public school and child care center.</p>
<p>Critical Issues</p>	<p>Broward County Human Services and Community Partnerships Division: Mandy W. indicated that there is an unresolved bond issue between Susan B. Anthony Recovery Center and the City of Pembroke Pines. Susan B. Anthony Center is trying to renegotiate the terms of the bond with the City.</p> <p>Department of Children and Families: Suzette F. announced that the next Baker Act Task Force meeting with the children’s receiving facilities will include CSC, BBHC, CSAD, and SBBC. The trauma services matrix will be shared, and the services available via each funder to ensure that when youth are discharged the youth and families are connected to services.</p>
<p>Upcoming Procurements/ Partnerships/ Leverage Opportunities/ Common Funding Initiatives</p>	<p>Jewish Federation of Broward County: Evan G. provided background about the Jewish Federation of Broward county and announced that they have decided to issue a Yetta Sher Solutions Award and Micro Grants up to \$500,000 to address five areas; 1) Increasing dignity for aging populations 2) Opportunities for those with special needs or from special populations. 3) Solutions around financial independence. 4) Increasing engagement and vibrancy in Jewish life. 5) Connecting the community to form positive relationships with Israel and global Jewry. Applicants do not need to be a Jewish agency. To find out additional information, requirements and application details go to www.jewishbroward.org/portal.yetta-sher-solutions-grant Applications must be submitted by December 17, 2018 by 5:00 p.m. the awards will be announced in February 2019.</p>

	<p>Children's Services Council: Maria J. reminded members of the following procurements that CSC is working on to be released during the FY 18/19 and thanked members who will serve as raters.</p> <ul style="list-style-type: none"> ❖ Positive Behavior Interventions and Supports (PBIS) ❖ Family Strengthening and Mothers Overcoming Maternal Stress (MOMS) RFP ❖ Legal Representation, LAW and Law-Line <p>Broward Behavioral Health Coalition: Silvia Q. announced that BBHC is under a cone of silence and has an open Solicitation for Short Term Residential Treatment (SRT) program for adults in the amount of \$1.4 million. The Solicitation is available from September 7, 2018 to October 5, 2018.</p> <p>Broward County: Mandy W. announced that they are starting a procurement under the Children Services Administration Division for supported employment.</p>
Additional Updates	Mandy W. announced that there are staffing changes at the county. Dr. Philip Harris with CSAD and Michael Wright with Homeless Division have both resigned.
Next Steps & Follow-up	✓ A meeting will be scheduled prior to November to develop the trauma services matrix.
Adjourn	The meeting adjourned at 4:00 P.M.
	Next Meeting: <u>December 3, 2018</u> @ 2:00 P.M. @ United Way of Broward County, Ansin Bldg., 1300 South Andrews Ave., Fort Lauderdale, FL 33316



Broward County Logo

Broward County Board of County Commissioners
Children's Services Board
Regular Board Meeting Minutes August 17, 2018
Traffic and Engineering Building, Training Room

1. **Call to Order**

Ms. Swartzbaugh called the meeting to order at 9:15 a.m.

2. **Roll Call**

Ms. Swartzbaugh, Chair called roll call, and Ms. Wallace, Secretary called the roll with a quorum being established with Carmen Jones, Cassandra Evans, Elsie Judon, Monica King, Robert Mayersohn, Dan Schevis, Joseph Sansone, Sandra Veszi-Einhorn, and Lidia Wallace in attendance, Robin Bartleman, Dr. Andrea Keener and Mickey Valbrun-Pope VIA telephone and Commissioner Geller, Joel Smith, Susan Nyamora, and Allicia Walford being absent.

Staff members that attended were Silvia Beebe, Community Partnerships Division, Dr. Philip Harris, Children's Services Administration (CSA), Deborah Scott, CSA and Anna Gibbs, CSA.

3. **Approval of the June 15, 2018 Minutes**

Captain Judon moved and Mr. Schevis second to approve the June 15, 2018 minutes with an amendment to add a sentence. **MOTION PASSED**

4. **Chair Report**

Ms. Swartzbaugh, Chair, appointed Mr. Schevis to Chair a By-Laws committee and asked for committee member volunteers. The purpose of this committee will be to update the By-Laws and ensure the CSB is in line with County Ordinances. Cassandra Evans, Monica King, Sandra Veszi-Einhorn and Lidia Wallace volunteered for this committee with the understanding it should only take two to three meetings.

5. **Committee Liaisons/Chair's Report**

a) **SNAC:** Mr. Mayersohn shared that Baby SNAC is updating the CFC intake form and the CSC RFP passed on Thursday. Another issue concerning advocacy is SB7026 relating to mental health issues. Ms. Pope went on to further express that the School Board would like for the bill to be referred to as "Marjory Stoneman Douglas High School Public Safety Act" and confirmed that the School Board does refer parents to a "CareDocs" web page, an electronic, secure, portal where medical and mental health information can be shared. Mr. Mayersohn requested that the Advocacy Committee keep the Board updated with how this process is being implemented.

b) **Juvenile Justice:** Ms. Evans shared that Secretary Daly has resigned and her last day with the department will be August 31, 2018. Ms. Evans confirmed that our detention facility is currently

undergoing renovations and receiving capitol upgrades. The last few months, the center has been running under capacity. Another huge item is the use of a new detention risk assessment instrument or tool the State will begin implementing on July 1, 2019 and will assist in determining if a child is being securely detained. Additionally, the Behavior Respite Program which we collaborate with Covenant House starting January 1, 2019, will allow the Juvenile Justice system to better re-route and/or identify youth with other options than the detention center. Lastly, the first circuit for Broward County Governor Executive Order Meeting was held. That is Executive Order 1881, and that's the Marjory Stoneman Douglas High School Public Safety Act Executive, and met on July 16th, to talk about what is expecting us to come back with pertaining to specific recommendations for our community thru several meetings scheduled in the fall.

- c) **Advocacy Committee:** Ms. Sandra-Veszi-Einhorn shared that due to the upcoming Legislative dates, the committee will be meeting on August 29, 2018 and encourages all Board members to attend.

6. Children's Services Administrator's Report

Dr. Harris provided a spreadsheet to the Board members that consisted of data on the agency, category of service, services being offered, Fiscal Year 2019 (FY19) funding amount, FY18 status (renewal or extension), Outcomes Achievement result, Utilization percentage and any staff and/or CSB comments. Board members asked questions regarding how to get more information out to Broward County agencies to apply for funding, who is receiving funding from the State, how agencies became appropriated line items, length of contracts and what the cap is for Human Services moving monies around that do not require going to the Board of County Commission (BOCC). Dr. Harris stated that staff is working up stream lining the RFP process and staff is in the community sharing funding opportunities. Providers do share information about other funding they are receiving, and staff take that into consideration when making funding recommendations. A few contracts will occasionally not go thru the fair and open RFP process and be assigned to a department thru the BOCC. Funding can be added or subtracted from an agency based upon utilization reports, committee and staff recommendations if the amount is under 10% of the funding amount. Board members requested updates on several of the agencies be given at upcoming Board meetings.

Mr. Mayersohn moved and Ms. Wallace second to accept the recommendations of staff and recommend to the BOCC the funding for Covenant House and Harmony. **MOTION PASSED**
Ms. Evans and Captain Judon abstained from voting.

Mr. Mayersohn moved and Pastor Nugent second to accept the recommendations of staff and recommend to the BOCC the funding for the Broward County School Board. **MOTION PASSED**
Ms. Pope and Ms. King abstained from voting.

Ms. Veszi-Einhorn moved and Ms. Evans second to accept the recommendations of staff and recommend to the BOCC the funding for Broward Children's Center and Parent to Parent. **MOTION PASSED**

Mr. Sansone moved and Ms. Wallace second to accept the recommendations of staff and recommend to the BOCC the funding for ARC, CTDC, JAFCO, Legal Aid and UCO. **MOTION PASSED**
Ms. Veszi-Einhorn abstained from voting.

Mr. Schevis moved and Mr. Sansone second to accept the recommendation of staff and recommend to the BOCC the funding for Junior Achievements special Appropriation renewal. **MOTION PASSED**

Mr. Mayersohn moved and Ms. Evans second to accept the recommendation of staff and recommend to the BOCC the funding for YWCA. **MOTION PASSED**

Mr. Mayersohn moved and Captain Judon second to accept the recommendations of staff and recommend to the BOCC the funding for ELC. **MOTION PASSED**

Ms. Swartzbaugh had a conflict and Ms. Evans called for the vote. Ms. Veszi-Einhorn, Ms. Swartzbaugh and Ms. King abstained from voting.

Dr. Harris gave another brief overview of the Byrne/JAG funding and the repurposing of funds underutilized in FY18 and FDLE funding for FY19 that also contributes to staff salary, which Board members are familiar with from previous Board meetings.

Ms. King moved and Mr. Sansone second to accept the recommendations of staff and recommend to the BOCC funding for Byrne/JAG. **MOTION PASSED.**

Ms. Veszi-Einhorn and Captain Judon abstained from voting.

Ms. King moved and Mr. Schevis second to accept the recommendation of staff and recommend to the BOCC the funding for South Broward Hospital District. **MOTION PASSED.**

Ms. Veszi-Einhorn and Captain Judon abstained from voting.

Mr. Mayersohn moved and Pastor Nugent second to accept the recommendation of staff and recommend to the BOCC the funding for HANDY. **MOTION PASSED.**

Ms. Veszi-Einhorn and Ms. Evans abstained from voting.

7. **Public Comment**

No comments from the Public.

8. **Good of the Order**

Mr. Schevis shared details of a ceremony he attended that honored the brother of Dr. Harris. Pastor Nugent shared information about his church which sparked a sharing of information among Board members on faith-based entities and networks operating within Broward County and to encourage those in need to also reach out to Children's Services Council and 2-1-1 for resources being offered. Mr. Schevis shared the deadline to register to vote for the November elections is fast approaching and the importance of spreading the word.

9. **Adjournment**

Mr. Schevis moved and Mr. Sansone second to adjourn the meeting at 10:56 a.m. **MOTION PASSED**

The next Children's Services Board Meeting will be Friday, September 21, 2018.

These minutes were approved at the Children's Services Board meeting dated September 21, 2018, as certified by:

Lidia Wallace _____

Children's Services Board Secretary

CSC In The News

Broward County Libraries Offers Free 5th Annual Teen Empowerment Summit

By South Florida Caribbean News October 31, 2018

BROWARD COUNTY – Broward County Library is offering a free 5th Annual Teen Empowerment Summit for students in grades 6 to 12 on Saturday, December 1st, from 9:00AM to 5:30PM, at Lauderdale Lakes Library/Educational and Cultural Center and South Regional/Broward College Library.

The Teen Empowerment Summit is designed to encourage better academic performance, enhance life skills and promote high school graduation. This year's theme is "LEAP to Your Own Potential," with "LEAP" as an acronym for Leadership, Education, Achievement and Potential.

The Teen Empowerment Summit will offer breakout sessions at both locations, as well as multiple speakers, which include community leaders, business people and educators. Participating teens will receive free books, t-shirts, breakfast, lunch and refreshments.

In the last four summits, close to 450 teenagers have participated. Last year the program was recognized with the prestigious National Association of County Information Officers (NACIO) Award of Excellence. The program expands this year to include teens from South Broward County.



"I am gratified to take part in this life-changing event for young people," says Libraries Director and featured speaker Kelvin Watson. "The teens have a great time and they learn important life skills as well."

Teens in the Central areas of Broward County can meet at the following libraries for free transport to that area's host site, Lauderdale Lakes Library/Educational and Cultural Center:

- Lauderhill Central Park Library
- Lauderhill Towne Centre Library
- Riverland Library
- Tamarac Library
- Tyrone Bryant Library

Guest speakers at the Lauderdale Lakes Library Teen Empowerment Summit location include Broward County Commissioner Dale V. C. Holness; Marie Dumervil, Assistant Principal from Manatee Bay Elementary School; and Chris Priester, educator and comedian. Breakout sessions will include a Financial Education Workshop conducted by Randy Walker, Manager of Bank United, Lauderdale Lakes office and a presentation by Wayne Martin, Manager of We Florida Financial, Lauderhill office.

The Teen Empowerment Summit will include a 'hands-on aviation school experience' at the Broward College's Aviation Institute. The event emcee will be Kevin Tucker, Youth Pastor at the Faith Center.

Teens in the South areas of Broward County can meet at the following libraries for free transportation to that area's host site, South Regional/Broward College Library:

- Carver Ranches Library
- Hollywood Library
- Stirling Road Library

The South Regional/Broward College Library Teen Empowerment Summit location will feature speakers including Broward County Libraries Director Kelvin Watson, Broward County Commissioner, Beam Furr, and Dr. Billy P. Jones, English Professor/Coordinator of Minority Male Summer Initiative, Broward College.

Breakout sessions include a 'hands-on aviation school experience' at Broward College's Aviation Institute, a STEM workshop with Flying Classroom, a college tour and a basketball 'pick up' game.

Teens must register in person at any of the participating libraries. If unable to register in person, teens can submit their registrations through the information desk of any Broward County Library location. Parental/guardian authorization is required to utilize transportation for students under 18. Teens should arrive at bus pick up locations in advance of the program start times, as directed. Please see attachment for the addresses and phone numbers of participating libraries.

For questions or additional information, please contact Michelle Powell, Community Library Manager, Lauderdale Lakes Branch Library, 954-357-8646, mpowell@broward.org or Marcia Ward, Community Library Manager, Senior at South Regional/Broward College Library at 954-201-8840, mward@broward.org.

The Teen Empowerment Summit is sponsored through an Ann Jacobs Grant; Broward County School Board; Broward Sheriff's Office; Reading Pays More; Bank United; We Florida Financial; Friends of the Lauderdale Lakes Library, Lauderhill Towne Centre Library, Lauderhill Central Park Library, Riverland Library, South Regional/Broward College Library, Sunrise Library, Tamarac Library, Tyrone Bryant Library; Children's Services Council; Broward College and local businesses.

Harvest Drive Celebrates 26th Year of "Children Helping Children" in Broward County Public Schools

By BROWARD COUNTY PUBLIC SCHOOLS
November 5, 2018 at 8:18 PM



Now in its 26th year, Broward County Public Schools (BCPS) students and community volunteers join Harvest Drive, Inc. to help families in need during the holiday season. "Children Helping Children" is the recurring theme for the Harvest Drive. Students from 180 schools participate in yearlong fundraising and collection efforts to reach the goal of providing more than 2,400 families (over 10,000 Broward County residents) with a complete Thanksgiving dinner and much more.

Community businesses, corporations, civic organizations, Parent Teacher Associations, volunteer organizations and individual donors help to sponsor the Harvest Drive by providing monetary donations to purchase perishable foods and gift cards. High school clubs throughout the District organize the collection of large quantities of food provided by neighborhood Publix and Walmart stores throughout the county.

A dedicated team of volunteers also works year-round to collect and organize quality goods to set up Harvest Drive Boutiques for the Thanksgiving holiday. Families have the

opportunity to select from gently used donated clothing, books, toys, shoes and household items at the boutiques.

The Harvest Drive is supported by the School Board of Broward County, Broward County Board of Commissioners, Davie Town Councilmembers, Weston City Commissioners, Weston Chamber of Commerce, Children's Services Council and the South Florida Hunger Coalition.

Preparation for the families' distribution day, Tuesday, November 20, 2018, is currently underway at designated host school locations throughout the District. Efforts include participation and coordination of hundreds of students, school personnel and community volunteers organizing donations and filling grocery bags for families. Volunteers are welcome. For more information or to volunteer, visit the Harvest Drive website at harvestdriveflorida.com or email Amy Freund at afreund@bellsouth.net.

Juvenile offenders caught in middle as agencies squabble over funding



Juveniles wait to appear before a judge at the Broward courthouse. (Joe Cavaretta/Sun Sentinel)



Rafael Olmeda Contact Reporter South Florida Sun Sentinel

Minors accused of crimes might be shortchanged by a funding dispute that keeps Broward County's Juvenile Assessment Center operating overnight, according to lawyers and other officials.

The Children's Services Council has been providing \$357,000 a year in funding for the center to keep it fully operational 24 hours a day.

Sun Sentinel 10.15.18

<http://www.sun-sentinel.com/news/crime/fl-ne-juvenile-assessment-center-funding-20181015-story.html>

The Broward Sheriff's Office uses the money to fund six administrative deputies who process youthful offenders at the center, located on Southwest 4th Avenue, south of State Road 84 in Fort Lauderdale.

But two years ago, the Children's Services Council notified the Sheriff's Office that it would no longer provide the overnight funding.

Without it, the center would no longer remain open 24 hours — arrested children would have to wait until after their court appearances, losing crucial time to start providing services they need.

"The default is to send them into a detention facility, which may be counterproductive and which many of them don't need," said Assistant Public Defender Gordon Weekes, who oversees defense for accused juveniles.

The Broward Sheriff's Office has not given any indication that it will pick up the expense after this year — the matter is expected to come up at Broward's Juvenile Justice Advisory Board meeting in three weeks.

On a typical night, some accused offenders are sent home to their parents, while others go to a juvenile detention center where they wait for their first court appearance.

In either case, the youths are ordered to see a judge the next day. The screening that takes place before the court appearance is crucial to deciding whether the child is a budding criminal or a victim of a larger problem, said Weekes.

"If they are not seen before they are taken in front of a judge, then the court doesn't have the information it needs to make an informed decision," Weekes said. "When it comes to children you want to make sure you have a proper set of eyes and ears to make sure we all know what we need to know."

Proper screening tells law enforcement whether they are dealing with someone who has a substance abuse problem or a mental health issue, or whether the person is the victim of human trafficking, Weekes said.

“Prosecutors, defense lawyers and judges should know what they’re dealing with before the defendant shows up in court,” he said.

The Juvenile Assessment Center is funded by multiple sources, including the school district, the hospital district, the sheriff’s office and the Children’s Services Council. The Broward State Attorney’s Office chips in for a prosecutor to make quick decisions about whether to treat an arrested teenager as a criminal or, in some cases, a patient in need of treatment.

State funding was slashed in 2000, leaving the local groups to decide how to make the center, located south of State Road 84 and north of Fort Lauderdale-Hollywood International Airport, viable to provide services no matter when youths are taken into custody by law enforcement.

The Children’s Services Council decided at that time to chip in, temporarily, \$750,000 for overnight funding, said CSC President Cindy Arenberg Seltzer.

“We were created for the purpose of prevention services,” she said of her agency. “Ideally we should be funding the programs that keep kids from having a brush with the law at all.”

As the years went on, the number of minors served declined, as did the council’s contribution to overnight funding.

In the fiscal year from 2005 to 2006, 7,696 youths were arrested and processed at the center. In 2017, the number was 3,422. The breakdown of those arrested after midnight or before 8 a.m. was not available.

Among those who are kept out of jail and sent to diversion programs, the results are impressive, said Seltzer. Close to 90 percent do not re-offend within the crucial first year after their original arrests.

A statement from the Broward Sheriff’s Office was not available Monday.

rolmeda@SunSentinel.com, 954-356-4457, Twitter @

Pittsburgh-area nonprofits are pushing for a new tax to create an \$18 million ‘children’s fund.’ Here’s what you need to know.



Mary Niederberger and



Matt Stroud | October 19, 2018



Ma'Laun Allen, Skylar Holmes and Julia Brown (left to right) play games on iPads during an extended day program at Duquesne Elementary on March 26. (Photo by Ryan Loew/PublicSource)

Three Allegheny County nonprofits have poured \$355,000 in cash and nearly \$72,000 in in-kind services into a campaign urging voters to approve a ballot referendum on Nov. 6 that would raise \$18 million in tax revenue for children’s programs.

The “Our kids. Our commitment. Allegheny County Children’s Fund Initiative” translates to a \$33.60 annual increase for a typical homeowner, or \$25 per each \$100,000 in assessed property. The revenue would pay for “early childhood learning, after school programs, and nutritious meals,” according to the [campaign website](#).

Public Source 10.19.18

<https://www.publicsource.org/pittsburgh-area-nonprofits-are-pushing-for-a-new-tax-to-create-an-18-million-childrens-fund-heres-what-you-need-to-know/>

It's hard to argue with efforts to improve the lives of children in the county. But there appears to be a number of questions about how the initiative was organized, how the fund will be administered and whether those who have funded the campaign (which, to date, includes \$171,398 spent on ads) stand to benefit from it.

Questions have also been raised about how the initiative would intersect with school districts and social service agencies already providing those services in the county.

“There have been no discussions with the district on how this initiative would work, what eligibility the district would have for these funds and what input the district would have with respect to any educational programs that would be provided to the district,” said Ira Weiss, solicitor for the Pittsburgh Public Schools.



The fund has some clear support. Countywide, 63,499 Allegheny County residents signed a petition to get the referendum on the ballot and a list of 35 organizations stand in support of the initiative. Pittsburgh Mayor Bill Peduto has been voicing his support, while County Executive Rich Fitzgerald has taken a lukewarm stance — in favor of the idea of a children's fund but not a tax.

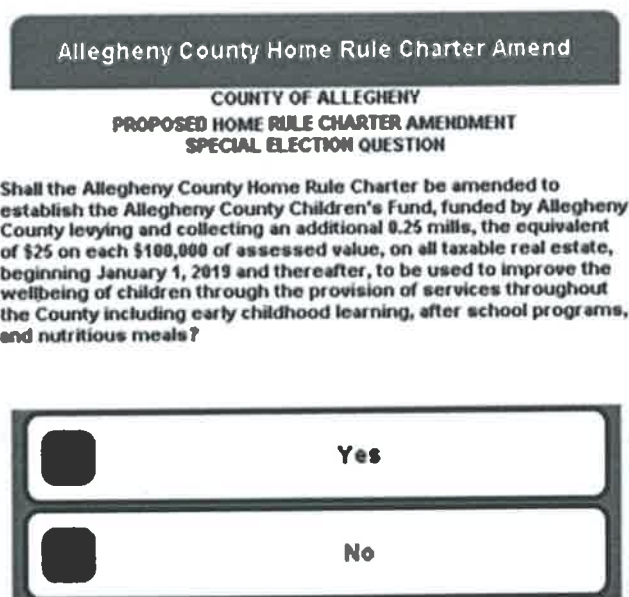
Three prominent organizations have released statements opposing the initiative, and many individuals are participating in vigorous online debates.

Public Source 10.19.18

<https://www.publicsource.org/pittsburgh-area-nonprofits-are-pushing-for-a-new-tax-to-create-an-18-million-childrens-fund-heres-what-you-need-to-know/>

Here's what we could find out to help you make an informed decision.

First, this is what the ballot question will look like:



Screenshot of Allegheny County ballot.

Campaign finance documents show this is an initiative of three groups. Who are they and how much money have they put into it?

Allies for Children, Pressley Ridge and the Human Services Corporation are the major backers of the children's fund effort.

“Our kids. Our commitment.” filed its election committee documents in April and an initial round of campaign finance documents in May. The campaign will have to disclose its final list of contributions by Oct. 26. But so far, the documents show the following expenditures:

Public Source 10.19.18

<https://www.publicsource.org/pittsburgh-area-nonprofits-are-pushing-for-a-new-tax-to-create-an-18-million-childrens-fund-heres-what-you-need-to-know/>

Follow this story to get email or text alerts from PublicSource when there is a future article following this storyline.

- Allies for Children put up \$45,000 in cash and about \$72,000 of in-kind services including printing, communications, consulting, management and legal fees.
- Pressley Ridge put up \$150,000.
- Human Services Center Corporation put up \$160,000.

Besides the total spent on advertising, the next largest expenditure was \$100,000 in May to Vote Goal Organizing in Washington, D.C., for paid field organizing services.

In an email, Abby Mathieu Swalga of Blender Advertising said the firm hired about 80 registered voters in Allegheny County to “augment our robust volunteer force.”

“So we set out to conduct a professional campaign, as we believe our children are worth it,” she wrote. The workers were paid \$15 an hour.

Allies for Children is a nonprofit organization dedicated to influencing policy decisions related to education and health. Its executive director, Patrick Dowd, previously served on the Pittsburgh Public Schools board and city council. Allies for Children had annual revenue of nearly \$651,000 in 2017.

Pressley Ridge is a nonprofit organization that offers mental health, foster care and residential treatment services for children. It had annual revenue of nearly \$75 million in 2016.

The Human Services Center Corporation is a nonprofit organization and general service provider that has among its programs after-school and summer programs

for students in the Mon Valley. Its executive director is Dave Coplan. The Human Services Center Corporation had revenue of a little more than \$1 million in 2016.

In an emailed statement to PublicSource, Pressley Ridge Executive Director Jesse McLean said the steering committee for the children’s fund initiative “was formed by local community leaders and organizations who care about kids. All ten of the steering committee organizations feel that early learning opportunities, after school programs, and nutritious meals are three areas that will help our kids — and Allegheny County — reach success. No one organization is the leader.”

Pamela Harbin, a community activist with the Education Rights Network, took a skeptical view of the funding sources.

“No one gives that amount of money without something to gain,” she said.

Weiss expressed similar sentiments.”There appears to be a likelihood that many of the advocates for this — both politically by urging adoption and financially — stand to get funds from it,” Weiss said. “So I would view any money they are spending as an investment rather than a donation.”

Voting yes or no to this ballot question will change the Allegheny County home rule charter to collect an additional tax. How far along is the development of a county children’s fund?

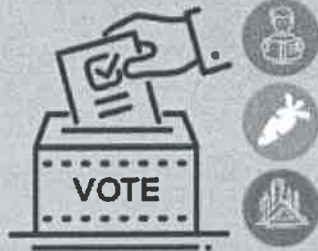
At this point, the children’s fund amounts to a well-heeled advertising campaign and successful petition drive. The campaign to create the fund has described it as

a pool of taxpayer money that would be used to support programs for children in Allegheny County.

Organizers point to similar funds that exist in other parts of the country such as the Children's Services Council of Broward County and the San Francisco Children and Youth Fund.

If passed in Allegheny County, the tax hike would begin on Jan. 1, 2019.

PROPOSED ALLEGHENY COUNTY CHILDREN'S FUND: **how it works**



1 If voters say YES on November 6, the **Allegheny County Children's Fund is established** to provide funding for three proven program areas: **early learning, after school, nutritious meals.**



2 This funding comes from a small property tax increase, **.25 mills, or less than \$30 a year** for the average homeowner.



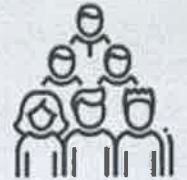
3 To make it work, the **Office of the Allegheny County Children's Fund is established and supervised by the County Manager** who oversees all offices.



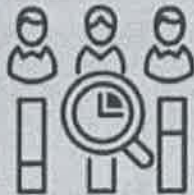
6 Our elected officials, the **County Executive and County Council,** review and approve all budgets.



5 Each year, a **budget is developed,** ensuring these funds—which can only be used for the well-being of our children—are distributed **based on need, effectiveness and fair and equitable allocation.**



4 To ensure public engagement, the County Executive & Council pass an ordinance creating an **advisory commission made up of volunteers from our communities** with knowledge and experience to provide counsel to the office, but not decision making.



7 Each year, the **financial audit and results** from the programs are **published for the community.**



8 To ensure the needs of Allegheny County children are being met, a **study will be conducted every five years,** guiding the work of the Allegheny County Children's Fund.



9 As a result, **\$18 million each year** will provide increased access to the areas proven to benefit our kids and community: **early learning, after school and nutritious meals.**

Vote YES for our kids on Nov. 6
Learn more: ourkidsourcommitment.org



Courtesy of Our kids. Our commitment. Link to site: <https://ourkidsourcommitment.org>

The backers have circulated a flow chart that indicates a county office would be created to manage the millions collected annually. County Manager William D. McKain, who has served in the position for six years, would supervise the office. The flow chart says Fitzgerald and county council would appoint an "advisory commission made up of volunteers from our communities" to "provide counsel to the office but not decision making."

It is unclear how many staff members would make up the fund's county office and how existing children's programs could access the funds.

Weiss said there are questions among school officials about how the funds would be distributed. "There is some concern as to who will prioritize the needs of the groups and agencies seeking money," Weiss said. "Will there be equity in distribution to programs in terms of need?"

Those spearheading the children's fund have put together a proposed amendment to the home rule charter. Asked about specifics asserted in the campaign's amendment and flow chart, Allegheny County spokesperson Amie Downs wrote in an email: "Everything is contingent upon the ballot question. While the organization's draft bill does put this under the County Manager — all 18 departments of the county in the executive branch fall under his purview. That's what the county manager does. It, however, would be premature and inappropriate for him or anyone else to comment on draft legislation at this time."

How would the children's fund affect already established early learning, after school and meal programs?

Public Source 10.19.18

<https://www.publicsource.org/pittsburgh-area-nonprofits-are-pushing-for-a-new-tax-to-create-an-18-million-childrens-fund-heres-what-you-need-to-know/>

Pressley Ridge's McLean emphasized to PublicSource that the specifics about how the county would administer the children's fund would be left up to the committee appointed to oversee it.

Many nonprofits appear to feel there's a need for the fund, regardless of how the details iron out or who's put in charge. The 'Our kids. Our commitment.' campaign website identifies at least 35 supporting organizations — including big-name groups such as the United Way of Southwestern Pennsylvania, A+ Schools and the Boys & Girls Clubs of Western PA. It also names a steering committee of 10 groups.

A+ Schools sent out an Oct. 16 email urging people to vote for the initiative: "Currently, after school programs are funded by a fluctuating mix of state, federal and foundation dollars, in addition to parent fees. The Children's Fund would secure dedicated funding and county oversight to ensure reliable, quality out-of-school-time care and nutrition for our kids."

"I don't think they would run willy-nilly without knowledge of the areas that need to be served."

Pittsburgh Public Schools board member Sala Udin said he will vote in favor of the fund though he acknowledged the fund organizers have not communicated with the board.

"The people who are heading it up are very familiar with the school district and the programs that we offer. I don't think they would run willy-nilly without knowledge of the areas that need to be served," Udin said.

There are numerous programs offering early learning, after-school activities and nutritious meals to youth in the county. They are offered by the Pittsburgh school district and others in the county, the Allegheny Intermediate Unit [AIU], a regional education agency for suburban school districts, and social service

Public Source 10.19.18

<https://www.publicsource.org/pittsburgh-area-nonprofits-are-pushing-for-a-new-tax-to-create-an-18-million-childrens-fund-heres-what-you-need-to-know/>

agencies. Funding comes from a variety of sources, including state, federal and local school district money as well as foundation support.

AIU spokesperson Sarah McCluan wrote in a statement to PublicSource: “We appreciate all efforts to support early childhood programs and encourage people to vote in the best interest of their communities.”

What’s the goal of the three organizations who spearheaded this initiative? How did this come about?

McLean explained that local education organizations have been talking for years about ways to secure government funding for specific education-related initiatives, even when politicians push for cuts on the state or federal level.

The children’s fund is envisioned as a way for Allegheny County schools and nonprofits to counteract possible future cuts, he said.

“When those cuts occur, it filters down to the work that we do and we work with a very vulnerable population, so those cuts just dig deeper and impact the work that we do, so that we can’t provide the necessary services,” McLean said. “We can’t turn our backs on these young people.”

Three prominent organizations have spoken out against the children’s fund. Why?

The Pennsylvania Interfaith Impact Network [PIIN] released a statement, criticizing the effort.

Public Source 10.19.18

<https://www.publicsource.org/pittsburgh-area-nonprofits-are-pushing-for-a-new-tax-to-create-an-18-million-childrens-fund-heres-what-you-need-to-know/>

“We believe that if the Allegheny County Children’s Fund Initiative were truly a public process, we’d have access to basic information such as how the fund’s advisory commission would be appointed, or how they would oversee what is estimated to be nearly \$18 million in annual revenue. Unfortunately, those questions don’t have answers.”

The initiative’s leaders refute the statement, saying they’ve laid out the process of how the funds would be subject to review. Supporting organizations The Mentoring Partnership of Southwestern Pennsylvania and PUMP sent out email blasts, denouncing the ‘falsehoods’ being spread.



Students make their way down the lunch line at Phillips K-5 school on Feb 19. (Photo by Ryan Loew/PublicSource)

Public Source 10.19.18

<https://www.publicsource.org/pittsburgh-area-nonprofits-are-pushing-for-a-new-tax-to-create-an-18-million-childrens-fund-heres-what-you-need-to-know/>

Great Public Schools — a coalition of eight organizations including the Pittsburgh Federation of Teachers, Education Rights Network [ERN] and PIIN — also criticized the children’s fund initiative on seven points. Among them: The children’s fund doesn’t address already existing programs that seek to improve early learning, nutrition and after-school services such as Head Start, Early Head Start, as well as Keystone Stars, the city’s “Early Childhood Education Task Force.”

“I think the focus should be on directing revenue towards successful, already existing programs that are underfunded, not creating a new layer of unnecessary bureaucracy,” said Ghadah Makoshi in the Great Public Schools statement. Makoshi is the parent of a child with a disability at Pittsburgh’s Environmental Charter School.

“I think the focus should be on directing revenue towards successful, already existing programs that are underfunded, not creating a new layer of unnecessary bureaucracy.”

The Great Public Schools statement also criticizes the initiative for being vague. “It is unclear how the \$18 million would be distributed,” the statement read. “It could easily be corrupted to pick ‘winners’ among certain types of programs (e.g. private non-profit or charters) over others.”

The ERN opposes the children’s fund over concerns that “historically marginalized children, including black, brown and disabled children” would lose their rights under federal law if money from the fund goes to non-school entities.

“Children whose rights are protected by enforceable state and federal laws lose these protections during after-school and PreK programs unless they are administered by the public school system, a condition that is not guaranteed under this referendum,” the ERN statement said.

What do the groups spearheading the campaign say about allegations of a vague plan?

PublicSource contacted Allies for Children Executive Director Patrick Dowd to answer this question. The children's fund lists the same address as Allies for Children, and Dowd filed the fund's campaign committee expense reports. Dowd routed the request through the Pittsburgh-based Blender Advertising Group to McLean, who spoke on behalf of the organizations.

"I don't think it's vague," McLean said. "We've been very clear that there's going to be an advisory committee that will be formed in order to take a look at creating policies, procedures, standards."

What are public officials saying?

Fitzgerald has said he's fine with a children's fund, but not if it involves raising taxes.



Allegheny County Executive Rich Fitzgerald speaks at an event at Montour Elementary School on Feb. 22. (Photo by Ryan Loew/PublicSource)

Public Source 10.19.18

<https://www.publicsource.org/pittsburgh-area-nonprofits-are-pushing-for-a-new-tax-to-create-an-18-million-childrens-fund-heres-what-you-need-to-know/>

“The County Executive is supportive of the idea and concept,” Downs wrote in an email to PublicSource. “He believes investing in early education is an important goal and that having children ready for school — in all ways — makes them better prepared and ready for other opportunities down the road. That being said, he is not in favor of raising the property tax to do so.”

Peduto has spoken favorably about the idea for a children's fund, but has said he'd prefer to test it out in the city and then expand throughout the county if it's successful. But, “Yes, he supports the initiative,” wrote the city spokesman Tim McNulty in an email to PublicSource.

Has anyone else spoken out?

Many people are asking questions and vowing their support or opposition on long threads throughout social media platforms of Facebook, Reddit and NextDoor.

In a Facebook post directed at Dowd, De Neice Welch, a reverend at the Bidwell Street United Presbyterian Church, accused Dowd of deciding “what low income and poor communities need without talking to the residents of those communities.”

The children’s fund initiative has officially held a total of eight events, with another 11 scheduled prior to Election Day. And even where the events have been held has become controversial. The events have mostly taken place in locations within or near the Upper St. Clair, North Hills and North Allegheny school districts — more affluent areas in the county. Events are planned in coming weeks in Wilkinsburg and the North Side and 19th Ward, which includes the city neighborhoods of Brookline, Beechview and Mt. Washington.

McLean stressed that any decisions about how the children's fund will be allocated will be a transparent process.

"If it's approved and we get these monies then these processes and procedures should be developed with the public in mind."

"Once you get this money — we're talking about \$18 million — there has to be proper oversight over those monies," McLean said. "So, we don't have \$18 million right now from this fund. So if it's approved and we get these monies then these processes and procedures should be developed with the public in mind."

Update 4:15 p.m.: This story was updated to reflect additional information.

Mary Niederberger covers education for PublicSource. She can be reached at 412-515-0064 or mary@publicsource.org.

Matt Stroud is a freelance reporter in Pittsburgh. He can be reached at matt@publicsource.org. Follow him on Twitter [@mattstroud](https://twitter.com/mattstroud).

This story was fact-checked by Mary Niederberger.

Free health screenings, fun at NSU's Day for Children



Jennifer Jhon South Florida Parenting
October 17, 2018, 11:35 AM



A one-day children's fair this weekend combines health screenings, community resources and fun for families in an event that spans several buildings at Nova Southeastern University in Davie.

Children 15 and younger can get free hearing and vision screenings, test their balance and speech through play with therapists, and learn more about dental health, nutrition and community resources. There will also be games, activities, food, sampling, giveaways and onstage entertainment.

A Day for Children is 11 a.m. to 5 p.m. Sunday outside and inside the Alvin Sherman Library at NSU, 3301 College Ave., in Davie. Admission and parking are free.

Broward County companies, including Children's Services Council, Hungry Howie's, Florida KidCare, Young at Art Muscum and Feeding South Florida, will be among the many at the event.

Joe DiMaggio Children's Hospital will have its teddy bear clinic, and the Broward Sheriff's Office and Davie Police will provide free fingerprinting and ID cards. Visitors can also sign up for Alvin Sherman Library cards.

For more information about A Day for Children, visit jdch.com/calendar/community/day-for-children or call [954-NSU-CARE](tel:954-NSU-CARE) or [954-288-2268](tel:954-288-2268).

Proclamation

REQUESTED BY
MAYOR BEAM FURR
BROWARD COUNTY

WHEREAS, Lights on Afterschool is a national campaign to bring awareness to the benefits of afterschool programming for all children, and is celebrated nationally this year on October 25th; and

WHEREAS, the event started nineteen years ago and is being hosted for the sixth year as a County-wide event by the Children's Services Council; and

WHEREAS, the Council hosts an afterschool celebration in a Broward County Park and invites elementary, middle and high school students from community programs; and,

WHEREAS, the average attendance is approximately 800 students, who are treated to good food, activities, and youth performances; and

WHEREAS, these afterschool programs provide safe, engaging, and fun learning experiences to help children develop their social and academic skills; and

WHEREAS, these programs support working families by ensuring their children are safe and productive after the regular school day ends; and

WHEREAS, afterschool programs provide significant leadership in community involvement in the education and well being of our youth; and

WHEREAS, these afterschool programs build stronger communities by involving students, parents, business leaders, and adult volunteers in the lives of our young people; **NOW, THEREFORE,**

BE IT PROCLAIMED BY THE BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA:

That the Board hereby designates, **Thursday, October 18, 2018**, as "**BROWARD COUNTY LIGHTS ON AFTERSCHOOL DAY**" in Broward County, Florida.

10/25/18
Date



Mayor

The logo for EAISE features the letters 'EAISE' in a bold, sans-serif font. A stylized, flowing graphic element resembling a ribbon or a path connects the 'A' and 'I', and continues through the 'S' and 'E'.

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Supporting Students with Differences

1ST

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for Students with Disabilities

OCTOBER 5, 2018

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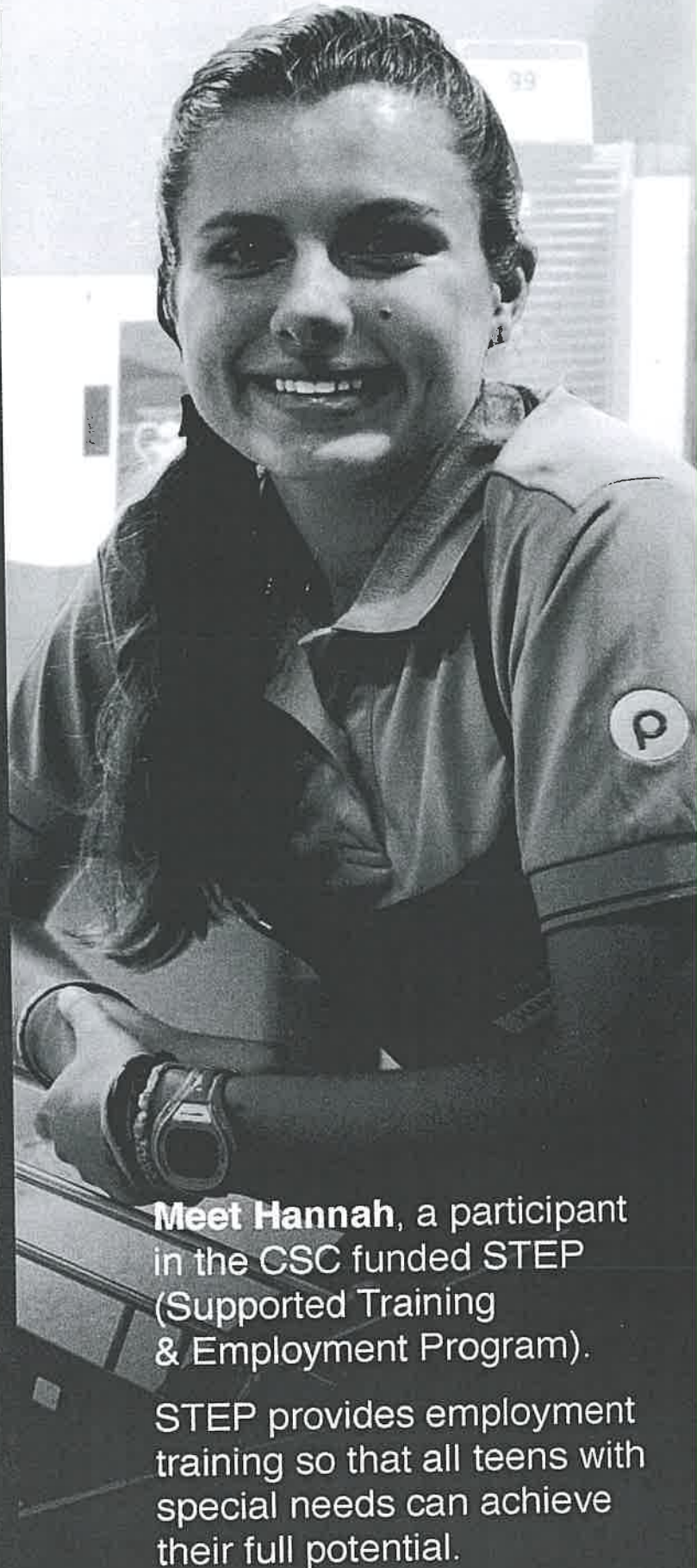




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For more information
call **(954) 377-1000** or
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Description of Presentations

Ready at 22 . . . Connecting the Dots: Identifying Challenges and Connecting to the Right Services

Workshop participants will learn how to utilize free, local tools to access information and connect to services/programs, including an overview of the Children's Services Council of Broward County's funded programs, how to find services via 211 First Call for Help, and small group activities to create a list of needed and known services.

Piper Weber is a Programs Manager at the Children's Services Council of Broward County where she has managed the implementation of over three million dollars in projects. Ms. Weber received her master's degree in Educational Leadership from Florida Atlantic University and holds a bachelor's degree in Special Education from West Chester University. In addition to experiences teaching special education in Hawaii, Pennsylvania, and Florida, she has worked as a behavioral therapist, residential program manager and job developer. Ms. Weber has presented and trained both locally and nationally on transition, inclusion and the Americans with Disabilities Act.

Presenter: Piper Weber, Program Manager

*Marissa Aquino, MS, Special Needs Program Manager
Children Services Council of Broward County Florida*

Recommended Audience/Attendees: Families and Community Members

Section 504 Guide: What Administrators REALLY Need to Know About Chronically Ill Students

Students diagnosed with chronic illnesses often juggle medical treatment and school requirements. Absences from school for illness, doctor appointments, treatments impact and students' social, emotional, and academic growth. This session will address the major factors chronically ill students face in school and offer parents and educators strategies for services and supports. Parents and educators will receive relevant handouts from this session.

Linda J. Silver, M.S. Ed.S., is a national expert in Section 504, a nationally recognized speaker, published author and award-winning certified school counselor advocating for students with disabilities. Ms. Silver's many roles with the Broward County Public Schools included district Section 504/ADA specialist, district guidance coordinator, and guidance director. She has presented numerous times at LRP National Institute on legal issues educating individuals with disabilities and regionally at the League of Middle Schools Conference. As Executive Director of Silver & Associates Educational Consulting Solutions, Ms. Silver provides advocacy and training in all areas of Section 504 to parents and school districts locally and nationally.

*Presenter: Ms. Linda J. Silver, Executive Director, Silver & Associates
Educational Consulting Solutions*

Recommended Audience/Attendees: Administrators

CSC Correspondence



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For Good. For Ever.

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October 29, 2018

Ms. Cindy Arenberg Seltzer
Children's Services Council of Broward County
6600 W. Commercial Blvd.
Lauderhill, FL 33319

Dear Cindy:

Every morning we wake up in a community that's truly a jewel in the sun. We can thank BOLD leaders like you who use their philanthropy to shape this wonderful county we call home. Yet our community is changing right before our eyes.

Broward's population has doubled over the past 35 years. Our county is now larger than 13 states and projected to grow by 300,000 residents in the next 12 years. While growth brings opportunity, it also creates new challenges. Struggling schools, affordable housing, support for older residents, youth employment, and building a strong arts community demand resources that far exceed our capacity to provide. Although Foundation grants, powered by your philanthropy, addressed many community issues this past fiscal year, seventy percent of projects and initiatives presented to the Foundation were unsupported due to limited permanent resources.

We must continue to tackle these challenges *together*. Endowed Fundholders of the Foundation serve as our community's only source for the permanent, sustainable and nimble philanthropy required to make a difference on these complex issues over the long term. Endowed Funds provide the philanthropic muscle that fuels innovation and sparks new ideas.

As you think about your year-end giving, please consider growing your current endowed Fund now or through your estate, or creating a new endowed Fund that will impact our community now and for generations to come. I would be delighted to chat with you about how you can expand your role in shaping Broward's future!

Warm regards,

Nancy Thies
Vice President of Philanthropic Services
954.761.9503, Ext. 106 and nthies@cfbroward.org



Children's Services Council of Broward County Charitable Fund

Year To Date - July 1, 2018 to September 30, 2018

BEGINNING FUND BALANCE, 07/01/2018		\$ 60,125.14
ADDITIONS TO FUND: <i>(cumulative from July 1st)</i>		
Contributions <i>(see over)</i>	17,945.00	
Investment Income, Net <i>(cumulative from July 1st)</i>	<u>14.99</u>	
TOTAL ADDITIONS TO FUND		<u>17,959.99</u>
FUND BALANCE BEFORE GRANTS AND EXPENSES		78,085.13
GRANTS & FUND EXPENSES: <i>(cumulative from July 1st)</i>		
Grants Disbursed <i>(see over)</i>	0.00	
Administrative Fees <i>(cumulative from July 1st)</i>	0.00	
Other Expenses	<u>0.00</u>	
TOTAL GRANTS & FUND EXPENSES		<u>0.00</u>
ENDING FUND BALANCE, 09/30/2018		<u>\$ 78,085.13</u>

BALANCE AVAILABLE FOR GRANT MAKING \$78,085.13

Annual Audit and Treasury Services

We are pleased to inform you that we earned an unmodified audit opinion on the financial statements for the fiscal year ended June 30, 2018. This is the highest level of assurance by independent CPAs. The audited financial statements can be viewed on our website at cfbroward.org. This audit comes on the heels of our recertification with National Standards for U.S. Community Foundations®. Accreditation means the Foundation continues to meet the most rigorous standards in philanthropy, demonstrating our commitment to strong and stable financial security, transparency and accountability.

Adhering to these highest of standards demonstrates our commitment to maintaining your trust and the peace of mind that comes from knowing your charitable Fund services include:

- *A prudent investment portfolio governed by a well-defined investment policy statement.*
- *Oversight by a world-class independent investment consultant with expertise in foundation and endowment management.*
- *Quarterly performance reviews by highly experienced business and financial leaders from the community who are charged with monitoring the portfolio and reporting to the Board of Directors.*

If you have any questions about your Fund statement, please contact Carol Dorko, CFO/COO at 954.761.9503, extension 107.



Children's Services Council of Broward County Charitable Fund

Below is a listing of gifts between July 1, 2018 and September 30, 2018:

Donor	Date	Amount
PNC Financial Services Group	07/03/2018	12,500.00
Helping Abused Neglected Disadvantaged Youth (HANDY) Inc	07/05/2018	2,000.00
Harvest Drive, Inc.	07/23/2018	1,000.00
Chrysalis Center, Inc.	07/30/2018	1,000.00
Delta Dental Insurance Company	08/01/2018	1,000.00
Douglas I. McClave	08/01/2018	35.00
Lori Swetoha-Oritz and Javier Ortiz	08/01/2018	35.00
Rose Saviano and Derek Daugherty	08/27/2018	340.00
Catherine and David Shelby	09/06/2018	35.00
*** Total Gifts:		17,945.00

There were no grants during this period

Fund Statement Explanation:

Contributions:	Gifts added to your fund.
Investment Income, net:	Interest, dividends, realized and unrealized gains & losses net of investment fees.
Grants Disbursed:	Grants paid from your fund.
Foundation Administrative Fees:	Fees paid to the Community Foundation of Broward.
Other Expenses:	(only if applicable)
Balance Available for Grant making:	Available to grant. This may be expended during the fiscal year. Balances will carry-forward from year to year.

All activity is based upon the Foundation's fiscal year which is July 1, 2018 through June 30, 2019.

CSCB



*25 Years of Shaping Silver Linings
into the Fabric of Our Community*

October 31, 2018

Cindy Arenberg Seltzer
President/CEO
Children's Services Council of Broward County
6600 West Commercial Boulevard
Lauderhill, FL 33319

Dear Cindy,

After two decades of leading Health Foundation of South Florida, I know this to be true: making change “out there” requires reflecting on change “in here.” Yesterday’s methods and logic certainly helped us accomplish all that we have, but they’re not enough to impact the community needs of today and tomorrow. With this in mind, I am writing to let you know we are launching an exciting effort to develop the framework for a new vision for how Health Foundation can continue to build a stronger, more resilient region and we need your help.

Our first step will be to restructure our core. We will evaluate staff skill sets, develop a new strategy for allocating our resources, increase board engagement, assess our brand identity, and how we market our mission, objectives and future actions to selected audiences.

The Foundation’s focus will shift from inspiring and supporting the charitable purposes of non-profits to activating solutions for social and economic challenges and opportunities. Our goal is to drive social change by focusing on South Florida’s urban environment, improving the health of our region and creating public policies, systems change while advocating for the low and moderate-income residents of our communities. This ambitious new approach calls for us to be more collaborative and more strategic.

Moving forward, we will increase cross-sector conversations by convening funders, providers and elected officials to discuss innovative solutions, tools for measuring impact, and the best way to ensure sustainable, lasting change. Rather than move in a narrow lane lined with logic models confined to a timeline, we seek a more open path that we believe will help us discover the emergence of root causes and identify effective tactics to eradicate them. Yes, the suit we have been wearing as a grant maker for the last 25 years has been altered several times along the way; and now it needs to be updated, cut to fit a new focus that takes into account everything we know about the true social determinants of health.

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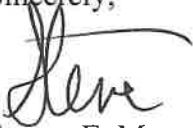
This is where you come in. We depend on insights from outstanding leaders like you. We need to hear your opinions, experiences and ideas for improving the overall health of Miamians, economically and in mind, body and spirit. Which is why we are requesting you be part of small group of interviewees who will provide us with invaluable perspective. Will you join us?

To help guide us toward this new direction, we have engaged the consulting firm Arabella, whose clients include foundations, philanthropists and investors serious about achieving significant impact. Arabella's culture of listening and radical empathy will be instrumental to helping us to better understand South Florida's complex social, economic and health challenges.

My executive assistant, Xinia Thompson, will be scheduling interviews with the Arabella team, our Vice President for Operations and Strategy, Janisse Schoepp, and myself. If you could kindly inform your staff to expect this call, we'd be happy to expedite the scheduling.

Lastly, please know that I hold our relationship in the highest regard and deeply respect your knowledge about the important issues we will be taking on. Thank you in advance for making time to meet with us.

Sincerely,

A handwritten signature in black ink, appearing to read "Steve", with a long horizontal flourish extending to the right.

Steven E. Marcus, Ed.D.
President and CEO

EMBRACE MUSIC FOUNDATION



October 31, 2018

To: Ms. Sandra Bernard-Bastien
sbernard@cscbroward.org
Chief Communications Officer
Children's Services Council
6600 West Commercial Blvd
Lauderhill, FL 33319

Fr: Steven S. Klotz, Executive Director
Embrace Music Foundation

Cc: William Stewart, Chairman
Embrace Music Foundation

Thank you for your generous support of Embrace Music Foundation and our mission to preserve music education and experiences in schools and communities. We're very excited about this year's program with West Broward High School, as it responds to a community's outreach effort that solicited our assistance with its long-range plan to create a culture of inclusiveness and respect among its students and stakeholders.

The strength of our program and the success of our efforts depend on the embrace of the concerned community. We value your contribution as an indication that we have measured up to those whom we serve, and with whom we share our vision. The CSC logo will be added to collateral materials still in preparation.

For your records, this letter formally confirms receipt of CSC's sponsorship in the amount of \$1,000.00 to support Embrace Music Foundation, a non-profit 501(c)(3) corporation.

Thanks once more.

"A COPY OF THE OFFICIAL REGISTRATION AND FINANCIAL INFORMATION MAY BE OBTAINED FROM THE DIVISION OF CONSUMER SERVICES BY CALLING TOLL-FREE 1-800-HELP-FLA OR ONLINE AT www.FloridaConsumerHelp.com, REGISTRATION DOES NOT IMPLY ENDORSEMENT, APPROVAL, OR RECOMMENDATION BY THE STATE." REGISTRATION #: CH35591

William Stewart, Chair
WilliamStewart2005@comcast.net
754 366 5220

Steven S. Klotz, Executive Director
EmbraceMusicFoundation@gmail.com
954 309 3522

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*Cindy J. Arenberg Seltzer
President/CEO*

LEGAL COUNSEL

John Milledge

Garry Johnson

October 16, 2018

Dr. Angela Iudica
Director, Head Start/Early Intervention

Dear Dr. Iudica:

The Children's Services Council of Broward County (CSC) supports the School Board of Broward County's proposal to the Office of Head Start for a grant to fund the Head Start/Early Head Start program. The CSC values your work in providing income-challenged families in Broward County with education for pregnant mothers and children up to age five, mental health services, health and developmental screenings, and family partnerships. As a community partner, we strongly support this grant application as we continue to work together to provide evidence-based interventions for our neediest families.

The CSC provides leadership, advocacy and resources necessary to enhance children's lives and empower them to become responsible, productive adults through collaborative planning and funding of a continuum of quality care. With the granting of the SBBC proposal, the partnership with CSC will include:

- Resources and Initiatives to support school readiness, family engagement, prevention of summer slide, and chronic absenteeism as part of our Broward Reads: Campaign for Grade Level Reading Coalition;
- Funding and support for the Countdown to Kindergarten Head Start and Pre-K transition Initiative, including books, and resources;
- Inclusion of Head Start and Early Head Start in the CSC Broward Early Childhood Special Needs Advisory Coalition (SNAC) to support students with disabilities within the Head Start program; and
- Connections with Maternal and Child Health Family Strengthening Programs.

We will work collaboratively with the School Board of Broward County's Head Start/Early Head Start program to meet the needs of the 2,120 families throughout the county selected for participation in the program.

Sincerely,



Cindy Arenberg Seltzer, M.P.A., J.D.
President/CEO

Council Members Attendance

October 2018 - September 2019

A = Absent; **X** = Present

Council Member	2018			2019								T.R.I.M. I	Sep.	T.R.I.M. II
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.			
Robin Bartleman	A													
Emilio Benitez	P													
Cathy Donnelly	A													
Beam Furr	P													
Kenneth L. Gillespie	P													
Vern Melvin	P													
Tom Powers	A													
Robert W. Runcie	A													
Maria M. Schneider	P													
Paula Thaqi, M.D.	P													
Ana Valladares	P													