

CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY
COUNCIL MEETING
December 3, 2015, 4:30 p.m.

MINUTES

1. Call to Order

Chair Langowski called the meeting to order at 4:34 p.m.

Present:

Thomas Bean

Vince Goodman

Greg Langowski

Thomas E. Lynch

Debra Robinson, M.D.

Shelley Vana (arrived 4:43 p.m.)

Thomas P. Weber

Excused: Robert M. Avossa, Ed.D.; Kathleen Kroll; Dennis Miles

- A. Invocation – led by Vince Goodman
- B. Pledge of Allegiance – led by Vince Goodman
- C. Presentations

1. Swimming Lessons Voucher Donation – Jon Burstein, Communications Specialist

Jon Burstein, Communications Specialist stated that throughout the year the Council had received updates regarding the work being undertaken with regards to water safety. He introduced Battalion Chief James Kahn, Palm Beach County Volunteer Fire Rescue Association. He stated that the water safety work had included a radio and billboard campaign, new materials for the Drowning Prevention Coalition, and brochures about autism and drowning prevention. He stated that they had hosted a pool party with X103 FM at Lake Lytal pool which had been attended by more than 700 people. He stated that Water Smart Palm Beach County was a group of pool directors, first responders, and health officials, looking for ways to reduce child drownings in Palm Beach County.

Mr. Burstein stated that they realized water safety is a community issue, and the only way to address drownings was by the community acting as one. He stated that there had been 50 child drownings in Palm Beach County in the last decade, and 4 within the last year. He stated that earlier in 2015 the Council had approved a partnership with the Palm Beach County Volunteer Fire Rescue Association ("PBCVFRA"). He stated that for every \$1 the PBCVFRA received for children to receive swim lessons, CSC would match dollar-for-dollar up to \$50,000. He stated that the money went to the Drowning Prevention Coalition and was then distributed by means of \$50 vouchers to those families who otherwise could not afford swim lessons. He stated that the vouchers were good for 6 to 8 swim lessons at

approximately 20 area pools. He stated that the PBCVFRA has received (or had pledged to them) more than \$13,000 from the community in the current fiscal year.

Mr. Burstein stated that CSC would like to recognize two individuals who had stepped up to help children receive swim lessons. He stated that both individuals would receive the Water Smart Palm Beach County Hero Award.

Mr. Burstein stated that the first award went to Mr. William Langfan, a 93 year old resident of Palm Beach. He stated that he was a WWII Veteran, and was one of the first American soldiers to reach the Buchenwald concentration camp. He stated that Mr. Langfan was a graduate of Cornell Law School and had become a successful real estate investor and philanthropist. He stated that Mr. Langfan had contributed \$2,500 ensuring that 100 children would be able to receive swim lessons in 2016. Henry Siegel from the Ivy League Alumni Group accepted the award on Mr. Langfan's behalf. Mr. Burstein stated that the Ivy League Alumni Group had been actively helping CSC raise funds.

Mr. Burstein stated that the second award went to Molly Blackman who had just turned 5 years old. He stated that she was in VPK at Manatee Elementary Preschool, and wanted to become a lifeguard/ballerina. He stated that Ms. Blackman had her birthday in October, and had decided that instead of getting gifts, she wanted to help other children. He stated that she had requested family and friends to give money to help children get swim lessons in lieu of receiving birthday presents for herself. He stated that Ms. Blackman had set up a Go Fund Me page entitled "Molly Saves Lives with Swim Lessons". He stated that Ms. Blackman had collected \$530, and with the CSC match, 21 children would receive swim lessons because of her generosity.

2. Mentoring – Nikki Martin-Bynum, Program Officer (CSC); Gary Graham, United Way of Palm Beach County

Nikki Martin-Bynum, Program Officer, stated that not only did CSC support mentoring but many attendees were also mentors; she thanked Dr. Robinson for speaking at her recent mentoring group. She stated that the Mentor Center had been established by CSC in 2002 with the goal of ensuring that more youth in the community had at least one trustworthy adult in their lives. She stated that in 10 years they had linked more than 10,000 children with a caregiving adult. She stated that CSC had recognized that a community organization also specialized in mentoring, and had the ability to manage, motivate, and engage mentors, and in 2012 CSC transitioned the Mentor Center under the leadership of Gary Graham, to the United Way of Palm Beach County.

Gary Graham, Mentoring Initiative Director, United Way of Palm Beach County (UW), stated that in 2014 UW had released a Request for Proposals, and 14 programs through 13 agencies were approved for funding. He stated that all programs would adhere to the Elements of Effective Practice, which was the handbook that assessed and ensured that all mentoring programs were quality. He stated that an additional 14 programs were served via

resources through the Mentor Center network. He stated that these were programs that received technical assistance, training, and advocacy from the Mentor Center.

Mr. Graham stated that the RFP funding had resulted in an increase in mentorship from 290 to 525. He stated that there were still approximately 1,900 youth in Palm Beach County waiting for a mentor. He stated that CSC's investment for Mentoring to the UW was \$1,055,000. He stated that with an increase of approximately 25% in funding, UW had increased the number of youth being mentored by 81%. He stated that since 2012 they had increased the number of agencies in the mentoring network from 17 to 28. He stated that 28 programs was the highest number of programs the Mentor Center had enjoyed in its entire history. He stated that by growing the Mentor Center network, they had been able to train more agencies to implement mentoring programs using evidence-based practices to provide elementary, middle, and high school youth with more safe options to be matched with a caring adult. He stated that over 50 schools were represented with mentoring programs in Palm Beach County. He showed photographs and stated that such matches had taken place at Street Beat in Belle Glade, The Open Door in Jupiter, Children's Home Society in West Palm Beach, and the Milagro Center in Delray Beach. He stated that the Mentor Center had representation countywide.

Mr. Graham stated that UW had joined the Palm Beach County Youth Services Department as a partner in the "My Brother's Keeper" (MBK) mentoring initiative. He stated that through MBK they would continue to expand the mentor matches; to date MBK matches included over 115 men as mentors. He thanked Laurie George and Linda Roman who pushed the initiative and had offered support as full partners. He stated that they were co-Chairs of the MBK initiative in Palm Beach County.

Mr. Graham stated that UW looked forward to continuing the mentoring effort ensuring that more Palm Beach County youth had at least one caring adult in their lives. He provided his contact information should Council members want to know more about mentoring, or if they knew eligible candidates. He quoted Marian Wright Edelman: "You can't be what you can't see". He stated that it was not possible to be positive for those young people who only see negativity. He introduced Wilnic Gideon, and stated that Mr. Gideon had embraced the possibilities as the result of having been matched with a mentor. He stated that Mr. Gideon had been a mentee at the CSC-funded Take Stock in Children program.

Wilnic Gideon, Dean, Boca Raton High School, stated that his life had been tough growing up. He stated that his family of 6 had generated an income of \$16,000, and that he had had to sleep in a bed with two other brothers and that it had been tough to eat. He stated that as an elementary student he had had fun, and that he did not realize his socio-economic status until reaching adolescence. He stated that upon starting 6th grade he became aware, and was bullied for wearing the same clothes throughout middle school. He stated that he had not had school supplies and had stolen a notebook, and that students could not appreciate the possibilities open to them if they were going through the same predicament. He stated that it took someone to come into their lives, whether it was a teacher,

administrator, family friend, or mentor. He stated that it had started for him with a teacher who had told him about Take Stock in Children.

Mr. Gideon stated that upon entering the Take Stock in Children mentoring program his vision for his future had been minimal, he had had no idea what he would end up doing. He stated that he was smart and had good exam grades, but his classroom grades were not up to par. He stated that if it had not been for the mentor guiding him and telling him where he needed to go and what he needed to do, he would not be where he was now. He stated that his mentor had inspired him from 6th grade through 8th grade. He stated that he had graduated from Palm Beach Gardens High School, graduated from Florida State University, had received his Masters from Lynn University, and was currently working on his Doctorate in Educational Leadership at Lynn University. He stated that it was all because a mentor had shown him that there was more that could be done.

Mr. Gideon stated that the reason why he had chosen education as a career and mentoring for his doctoral dissertation was because someone had inspired him along the way. He stated that mentoring inspired individuals by having a positive influence, helping them move towards where they were meant to be. He stated that the statistics in Palm Beach County showed that close to 50% of students were in broken homes, there were immigrant families, and students living below the poverty line. He stated that they couldn't keep blaming the students for what they were going through, they needed to reach out and try to assist them.

Mr. Gideon stated that they needed to do the best they could to ensure they had 1,900 new mentors to assist these children with their vision, so that they could become great leaders in the future.

Nikki Martin-Bynum stated that January was National Mentor Month and information about mentoring would be in the news. She stated that there were 1,900 children on the waiting list for a mentor; she asked whether Council members knew of anyone who would like to become a mentor to let them know, so that they could find the right program to connect them to. Tom Lynch asked how much it cost to mentor one child for one year. Gary Graham stated that the approximate cost was \$2,000. He stated that it may seem steep, but it included a background check, and one program in the mentoring network (Alpert Jewish Family Services) was the gold standard for screening nationwide. He stated that in order to become a mentor you have to go through i) a personal visit, ii) two home visits, iii) drug test, iv) TB test, v) drug and alcohol test, vi) DMV check, and vii) three reference checks, which would complete the level two scan, and allow the mentor to be matched with a mentee. Mr. Lynch asked after the 1,900 children on the wait list, was it so large because there was not enough funding or not enough mentors. Mr. Graham stated that it was for both reasons. He stated that 60% of the children on the wait list were male, yet 60% of all mentors were female. He stated that they could only match a male mentee with a male mentor. He stated that the other programs were at capacity. He stated that they had been able to expand greatly, but they needed more funding and more mentors.

Debra Robinson, M.D. stated that people approached her and said they wanted to become mentors and she always asked them whether they wanted to be a "drive-by" mentor, or whether they wanted to be a real mentor. She stated that she personally categorized it as three levels of mentorship: i) visit the child and talk; ii) programs similar to Take Stock in Children where you meet weekly (or similar intervals); and iii) a pseudo-parent. She stated that many children that may be headed for incarceration if there were no interventions needed pseudo parents. She asked whether mentorship was stratified by the Mentor Center in a similar way.

Mr. Graham stated that they did not stratify in this way, although it came stratified to them. He stated that there were opportunities for similar levels such as Women of Tomorrow or Junior Achievement where you would go and talk to a group of kids to make a one-time impact. He stated that the Take Stock in Children was a weekly meeting, and there was also a community-based mentoring program where the child would be picked up at a pre-determined location and they would go out in the community and do different things. He stated that he had mentored a child named Gary at the Broward Intensive Halfway House, a juvenile lockdown facility. He stated that he had mentored Gary for nine months until he was able to get out, upon which he picked him up on the weekends and they would go get job applications and do different things. He stated that he had managed to get him to wear a belt and say thank you on occasion. He stated that Gary had not understood why people were not receiving him well when going on a job interview, and a belt had made a huge difference. Dr. Robinson clarified that the mentors would tell the Mentor Center what type of commitment they were willing to make, and would therefore stratify themselves, Mr. Graham concurred.

Dr. Robinson stated that there had been an event in Washington D.C. a few years previously where there had been a panel discussion of young men who had been part of a mentoring initiative. She stated that they had taken college upper classmen who mentored freshmen, and those freshmen then mentored high school kids, and those high school kids then mentored middle school kids. She stated that she would like to add something like this program to the Mentor Center's lineup because it was four 'generations' of mentoring.

Vince Goodman stated that he was feeling guilty because there had been a time when he had received phone calls to speak to groups in Pahokee, Belle Glade, and South Bay, and he had given excuses and turned them down. He stated that his guilt had led him to provide a college experience and trade school for a local youth who had mowed his lawn. He described how he had encouraged the young man to inquire about the cost of attendance at Palm Beach State College, upon which the young man had been informed that all tuition and books were prepaid for him. He described how the young man had needed a computer to do homework and he had provided him one in an effort to remove barriers. He described how the young man had wanted to attend trade school, and after several years had presented him with his graduation certificate which had been the proudest day of his life. He stated that the young man now had his own business fixing air conditioning, and that he had been able to reach out and touch someone.

Thomas Bean stated that it was great to hear testimonies from program participants. He asked if there was any way to provide an extended study into how many of the kids went on to get degrees and what kind of degrees (in trades, or Bachelors). Mr. Graham stated that for some programs it would be difficult to provide data because they administered to children from age 6 to age 18. He stated that for programs such as Take Stock in Children it was easy because they now had data from high school, and they were also tracking where youths had graduated college. Mr. Bean asked whether there was any way to gauge or have a metric on a child's GPA for those children who aged-out at age 12 from a particular program. Mr. Graham stated that many programs not only tracked GPA, but also tracked a child's behavior, truancy, and if they were promoted to the next grade level. He stated that one of their programs, Milagro, recently had 99% of its kids promoted to the next grade. Mr. Bean stated that he would be interested to see some metrics, Lisa Williams-Taylor, Ph.D., stated that this information would be gathered and presented to the whole Council. Mr. Bean asked what the mentoring gaps were that existed in Palm Beach County.

Gary Graham stated that the gap for Palm Beach County was men. He stated that when a call was put out, for some reason the women hear the call and come forward, but the men are reticent. He stated that people weren't sure what they should do with their mentee, and that they were not comfortable. He stated that some people did not want the one-to-one mentoring and preferred mentoring in a group, with a ratio of one mentor to three or four kids. He stated that they needed more men to commit, and with UW teaming up with My Brother's Keeper, they were on the pathway to success. He stated that instead of the Mentor Center going to a health fair on a Saturday and hoping that someone would come and express an interest in mentoring, they were now producing mentoring *fairs*. He stated that people who attended had the specific purpose to become a mentor. He stated that years previously they had tried to "soft sell" mentoring, encouraging people to come and just listen about what was involved, but now they had flipped that model and wanted people to know all about what was involved before they made a commitment, such as asking for a one year commitment at the very least. He stated that once you hold a mentor to a higher standard, that's when they came through. He stated that they didn't want half-mentors, because they were not serving half-kids. He stated that they wanted folks to know the expectations before they came to the doors of the Mentor Center.

Debra Robinson, M.D. stated that she wanted to expand the definition of success. She stated that it could be measured by how many absences/suspensions a child had before a mentor had come into their life. She stated that it was her hope that a college degree did not define a good mentor, and that a college degree was not required. Mr. Graham stated that it was not. She stated that the children she was worried about needed to have a mentor who had been there and done that, to provide inspiration from experience.

Tom Weber asked what type of marketing was being conducted to recruit mentors. Mr. Graham stated that they had partnered with the County and 102.3. He stated that every September 4th they would have a Mentoring fair, and they had entitled it "New Season of Mentoring". He stated that it was a guy-friendly environment, with the first NFL game being on a Thursday night, and they would meet at Duffy's or Hurricane Wings' back room. He

stated that there would be plenty of wings to eat, have the guys come out and learn about mentoring, and the mentoring programs were all present around the table to talk about their individual programs. He stated that the Metfish Grisly partnership adapted this model by having the basketball players from the team come out, and they had had 3,000 people show up. He noted that this particular model had also included beer, but Palm Beach County had only provided wings and no alcohol. Mr. Weber stated that he was very interested and may know a few others that would be interested, but that he had not seen anything out there, marketing-wise.

2. Minutes

A. October 22, 2015 Council Meeting

A motion by Bean/Lynch to approve the Minutes of the October 22, 2015 Council meeting as presented was approved by unanimous vote.

B. October 22, 2015 TRIM Public Hearing Minutes

A motion by Lynch/Bean to approve the Minutes of the October 22, 2015 TRIM Public Hearing as presented was approved by unanimous vote.

3. Public Comment – Agenda Items – N/A

4. Council Committees:

A. Finance Committee

Tom Lynch stated that the Finance Committee had met prior to the Council meeting and had approved the unaudited September 30, 2015 financial statements.

A motion by Goodman/Bean to approve the Finance Committee report was approved by unanimous vote.

B. Personnel Committee

Chair Langowski stated that the Personnel Committee had met prior to the Council meeting. He stated that they had approved the handbook revisions in section 4 with work guidelines, and in section 5 with benefits and leave. He stated that the revisions were outlined in the Personnel Committee packet provided to Council members.

A motion by Goodman/Weber to approve the Personnel Committee report was approved by unanimous vote.

Chair Langowski noted that in January the Personnel Committee would be meeting to conduct the CEO's performance evaluation. He stated that the evaluation materials would be emailed to Council members January 7, 2016 by Shay Tozzi, Director of Human Resources. He requested that Council members take the time to provide written recommendations, comments, and suggestions, instead of brief answers. He stated that a little more detail would be much appreciated.

5. Consent Agenda

1. Additions, Deletions, Substitutions - none
2. Items to be Pulled for Discussion – There were no items pulled for discussion purposes.
3. Adoption of the Consent Agenda and Walk-in Warrants List

A motion by Bean/Weber to approve the Consent Agenda and the Walk-in Warrants list was approved by unanimous vote.

A. Program

1. 5% Penalties – For informational purposes only; no action required.
2. Strong Minds Update – For informational purposes only; no action required.
3. Quality Improvement Sites (Early Childhood and Afterschool), Staffing (as of November 18, 2015) – For informational purposes only; no action required.
4. Community Needs Assessment, 2015 – 2016 – For informational purposes only; no action required.

B. Business

1. Warrants List – Approved by Consent
2. Resolution #15-040 Authorizing Agent/Broker of Record Services for Property Casualty and Related Insurance – Approved by Consent

6. Non Consent Agenda

A. Business – N/A

B. For Informational Purposes Only – N/A

7. Walk-In Items – N/A

8. Chief Executive Officer's Report

1. Community Learning Site Visit

Lisa Williams-Taylor, Ph.D., stated that there had been a meeting in Washington D.C. with the George Kaiser Foundation which then developed into a site visit here in Palm Beach County to include attendees from the Duke Endowment and Edna McConnell Clark Foundation, to see

what work was underway in Palm Beach County. She stated that the visit had included approximately 15 people, and attendees were taken to BRIDGES sites. She stated that there were many opportunities to work with the same folks in the future.

2. Prematurity Summit

Dr. Williams-Taylor stated that she had attended the Prematurity Summit September 10, 2015. She stated that it was a great opportunity to work with other folks across the State of Florida to devise a long-term strategic plan around prematurity. She stated that the major focus areas identified during the meeting were: medical interventions, community engagements and inclusion (pertaining to disparities), identifying appropriate strategies, legislation, policy changes, and broader education around the issue.

3. Healthy Safe & Strong Volunteerism Team

Dr. Williams-Taylor stated that they had recently created a Healthy, Safe and Strong volunteer team at CSC, and the Council packet contained some areas of focus for this team. She invited Council members to join the team and stated that they would inform Council members when events would be happening. She stated that when a Council member committed to attending they would then be given a team shirt. She stated that the first event had been the National Alliance for Mental Illness 5K walk, and that over \$2,000 had been raised internally for that organization, and that they had also participated in collecting food for Project Thanksgiving.

4. First 1,000 Days

Dr. Williams-Taylor stated that there were over 700 participants at the First 1,000 Days summit.

5. Paper Tigers

Dr. Williams-Taylor stated that the Paper Tigers event had included over 260 participants.

6. Leadership Roundtable

Dr. Williams-Taylor stated that the Leadership Roundtable was a future event, and was an end-of-the-year meeting with provider agencies and their Board members. She stated that it was a chance for provider agencies to network and discuss some of the successes experienced over the past year. She stated that it would include a sneak peek on what was coming up in 2016. She asked Council members to let Senior Executive Assistant Elsa Sanchez know if they can join CSC for that event.

7. End of Year Holiday Celebration

Dr. Williams-Taylor stated that the end of year holiday celebration would take place December 10th. She asked Council members to let Elsa Sanchez, Senior Executive Assistant know if they could attend the holiday celebration.

8. Community Special Needs Assessment

Dr. Williams-Taylor stated that CSC was doing some collaborative funding, and had participated in a community special needs assessment sponsored by the Unicorn Children's Foundation. She stated that the Unicorn Children's Foundation had come up with a business plan looking at children with special needs across all ages, and a funder's group would get together to discuss implement plans.

9. Angel Tree

Dr. Williams-Taylor stated that CSC was participating in an Angel Tree to provide gifts to children in the Early Steps program. She encouraged Council members to pick a name from the tree and to let Elsa Sanchez know.

10. Clients Served Data

Dr. Williams-Taylor stated that the newest figures for clients served was included in materials at Council members' places. She stated that it contained the figures for FY 14/15.

11. Annual Advertisement of CSC-Funded Agencies and Programs

Dr. Williams-Taylor stated that materials at the table included the annual advertisement of CSC-funded agencies and programs.

12. Op-Ed on Maternal Depression

Dr. Williams-Taylor stated that materials at the table included an op-ed on maternal depression.

13. Strong Minds Materials

Dr. Williams-Taylor stated that materials at the table included marketing materials for Strong Minds including billboards and messaging around quality child care. She stated that some child care agencies had collaborated with CSC in the design of all marketing materials for Strong Minds.

14. Embrace Each Day Parenting Campaign

Dr. Williams-Taylor stated that there were three RFPs in process for the Embrace Each Day parenting campaign. She stated that they were in the process of conducting interviews and would bring recommendations back to the Council in 2016.

15. 2016 Calendars

Dr. Williams-Taylor stated that materials at the table included the 2016 Calendar. She stated that children from funded agencies were featured in the calendar.

16. Swimming Lesson Voucher Update

Dr. Williams-Taylor stated that they were very pleased with the amount collected for swimming lesson vouchers (\$13,000), and that they would like to get to \$50,000. She asked

Council members to identify any businesses they knew that would want to donate to this campaign.

17. CSC Employee Achieves Certified Commercial Investment Designation

Dr. Williams-Taylor stated that Michael Modica, Facilities Manager had been awarded the Certified Commercial Investment designation and congratulated Mr. Modica on his achievement.

18. Forum for Youth Investment

Dr. Williams-Taylor stated that CSC would be collaborating with the County on the Forum for Youth Investment. She stated that CSC would help fund the training component of the collective impact work. She stated that this initiative used to be called "Youth Symposium" work, and was the "Birth to 22 United for Brighter Futures" work. She stated that it included the School District, United Way, CSC, Palm Beach County, and CareerSource, who would jointly present before the Palm Beach Post Editorial Board, and the Sun Sentinel Editorial Board. She stated that there would be press releases issued regarding these presentations.

19. Florida CSC Board Meeting

Dr. Williams-Taylor stated that she had attended the Florida CSC Board meeting with Vice Chair Tom Weber earlier that week. She stated that they had had an opportunity to meet with the state agency directors for the Department of Children and Families, Office of Early Learning, Agency for Healthcare Administration (AHCA), Department of Agriculture, Florida Healthy Kids, CMS, Guardian Ad Litem, Juvenile Justice, Medicaid, and Agency for Persons with Disabilities. She thanked Vice Chair Weber for joining her on the trip.

Tom Weber stated that he had been together with Dr. Williams-Taylor and John Bartosek, Chief of Communications for four consecutive days. He stated that the meeting had been very interesting and impressive, he had seen it locally on the county level, especially with the dynamics and politics, and had now seen it from the state level. He stated that the interest that CSC had got from the state level was very impressive. He stated that they had also met with all the other counties that had a Children's Services Council, and that Palm Beach County was the leader. He stated that it had been very easy to see that CSC of Palm Beach County was the leader both from other counties looking at us, and from Tallahassee looking at us. He stated that Dr. Williams-Taylor and all staff were doing a great job and that it was being noticed at the state level.

20. CSC Received Bell Ringer Award

Dr. Williams-Taylor stated that CSC had received the Bell Ringer Award from the Urban League of Palm Beach County.

9. Legal Reports

Tom Sheehan, General Counsel, stated that there were a few Council members that still had their Certificate of Compliance to turn in. Shelley Vana stated that the County changed its representative at the end of the year. Mr. Sheehan stated that the form was due by the January Council meeting.

10. Individual Appearances – Non-Agenda Items – N/A


11. Council Comments – N/A

12. Adjournment

The meeting was adjourned at 5:20 p.m.



Vincent Goodman, Secretary



Lisa Williams-Taylor, Ph.D., Chief Executive Officer