



**Brevard C.A.R.E.S.  
Board Report December 2016**

**Strengthening Families...Whatever It Takes!**

## November 2016

Brevard C.A.R.E.S. staff continue to work diligently on reviewing and redrafting the current Governance Policies and Operating Procedures. Twenty-two Governance Procedures have been redrafted and are in the internal review and approval process. The Council of Accreditation (COA) Year 3 Maintenance report was submitted on November 23rd. The report included the following evidence:

- Rate of Substantiated Grievances for Fiscal Year 2015-16 (rate was 0)
- Days Cash on Hand for Fiscal Year 2015-16 (23 days)
- Rate of Management Retention for Fiscal Year 2015-16 (100% retention)
- Rate of Employee Retention for Fiscal Year 2015-16 (94% retention)
- Average Tenure of All Employees (49 months)

Brevard C.A.R.E.S. staff have been working diligently in preparation of the upcoming December 14<sup>th</sup> Winter Wonderland event. All gift requests were submitted in October and provided to Brevard Family Partnership Public Relations Coordinator to match with donors in November. Jonathan Hawes, an adoptive parent, has agreed once again to be Santa for the event. Mr. Hawes was a hit with not only the children last year, but also the parents and staff. He is the perfect Santa. In addition to a visit with Santa, the event will feature kid friendly arts and crafts with a light meal. While the children visit with Santa, the parents will secretly be picking up the donated gifts for their children.

On November 19<sup>th</sup>, Brevard C.A.R.E.S. transitioned the all but one non-supervisory positions from salaried positions to hourly. This was completed in preparation for the December 1<sup>st</sup> implementation of the updated Fair Labor Standards Act. The updated standard raised the salary threshold eligibility from \$455/week to \$913/week (\$47,476 per year). This change will not impact the employee's weekly compensation, unless they work more than forty hours a week. . On November 22<sup>nd</sup>, a federal judge in Texas placed an injunction on the Department of Labor's ruling, essentially halting the effective date for the proposed changes. The injunction is currently being reviewed by other courts. Uncertainty will remain in light of the incoming new administration. In response to the injunction Brevard Family Partnership and Brevard CARES have suspended the proposed changes that were based upon the Department of Labor regulations.

Notification from the Brevard Homeless Coalition was received on November 23<sup>rd</sup>, indicating that the Brevard C.A.R.E.S. Emergency Solution Grant contract was imminent and that the contract would be effective December 1<sup>st</sup>. The final award amount was \$40,773.

Respectfully Submitted,  
Phebe Powell  
Executive Director