



**Brevard C.A.R.E.S.
Report January 2019**

Strengthening Families...Whatever It Takes!

December 2018/January 2019

As an agency, we have been working to ensure that we have the right people in the right seat on our ever moving and expanding bus. At the beginning of the fiscal year, there were only three layers of positions- staff that worked directly in the field with children and families, three manager level positions, and an Executive Director, totaling 31 positions. Today, we have 42 employee positions of which four are Program Leads, three are Supervisors, two are Managers, and three are Executive/Director positions. We also utilize approximately 7 independent contractors. 54% of the original 31 staff have been promoted or moved into different positions. This shifting around has created a renewed energy in the work that we are doing and broadened staff vision for their long-term investment into Brevard C.A.R.E.S.

Along with the renewed energy, as a result of our accelerated growth and realignment, has come the challenge of ensuring the proper channels of communication and distribution of work. Staff historically had their “go to person” for answers and some staff have been used to handling some activities. As Executive Director, I have been working hard to encourage those with new responsibilities to delegate past work or “let go” of past responsibilities to embrace the new organizational structure. This is an ongoing challenge as we all naturally want to hold on to what is familiar.

The C.A.R.E.S. Board of Directors did not meet as a full group in January due to the holidays; however, I and Kathryn Parker, C.A.R.E.S. Chief Operations Officer, met with two Board Members on January 11th to develop an agenda for the upcoming C.A.R.E.S. Annual Board Retreat that will be held early in March. We are very excited about the addition of our newest board members and the motivation to develop a strong strategic plan to increase fund-raising goals and community outreach. We are very much looking forward to sharing our plan when it is developed and incorporating it into the full Family of Agencies plan to increase revenue.

Over the past few years, there has been a slight drift from fidelity to our C.A.R.E.S. model. This drift is largely due to the high volume of referrals and can be a natural consequence of this model in a mandated system, especially when there are changes in leadership. We have been working with the NCFIE to ensure that we are clear regarding the uniform standards that are being promoted nationally and have been comparing them to local procedures and practice. The Uniform Standards have been established and have been shared with the C.A.R.E.S. Prevention program staff. Staff will be going through the High Fidelity Wraparound Training Institute January 29th - February 1st. Following this training, it is the expectation that the teams follow the uniform standards and implement the updated procedures. A Wraparound Coach has been identified and he will begin individual coaching to all Prevention staff to support and monitor the ongoing fidelity to the model.

One celebration that I would like to share with you is with our Parenting with Love and Limits Program (PLL)- Our initial licensing period was supposed to end in November 2018 but due to staff changes in July 2018, it has been extended until June 2019. PLL is an evidence-based practice model; and the process to reach the clinical success standard level usually takes approximately two years. I am proud to say that our therapist, Syrian McConnico, has reached the minimum standard in all areas and is on tract to meet the Significance Standard which will give our site a Stable Award by June 30, 2019, almost 6 months ahead of schedule and one year faster than most clinicians. Client level outcome data will be available at the end of the fiscal year.

Respectfully Submitted,
Tracy Pellegrino
Executive Director