

Camelot Community Care, Inc.
Board of Directors Meeting Agenda
January 22, 2026 9:00AM – 11:00AM

Order of Business for January 22, 2026

<u>Call to Order/Introductions</u>	Ron Mirenda
<u>Approval of Minutes</u>	Ron Mirenda
<u>Children's Network Hillsborough Report</u>	Terri Balliet
<u>Camelot Strategic Plan</u>	Mike DiBrizzi
<u>Financial Report</u>	Mindy Forey
<u>Leadership Team Reports</u>	
<u>Legal Report</u>	Michael DiBrizzi
<u>New Business</u>	Board Chair
<u>Adjournment</u>	Board Chair

Leadership Accountability and Growth

Fostering an environment where leaders are held accountable for their actions while continuously striving to improve themselves and those they lead.

GOALS, STRATEGIES & BOLD ACTIONS	Champions	Resources Needed	Success Metrics	Start Date	Completion Date
	Those responsible for Tactic	People, Materials, Time, \$, etc.	How to Quantify Success	Start of Tactic	Completion of Tactic
GOAL: Cultivate a culture where leadership is a shared, values-driven commitment--strengthened through mutual accountability—so that every leader is equipped and inspired to make courageous, collaborative decisions.					
Strategy 1: "Strengthen Camelot programs by identifying and nurturing emerging leaders, equipping them with the growth opportunities needed to lead with confidence and impact."					
Action 1: Develop and Implement the IGNITE leadership program	Corporate leadership and committees	Training Modules	Promotion of leaders and improved performance data	9/1/2025	
Action 2: Create peer learning forums: Encourage leaders to share challenges and solutions across departments.	Corporate leadership and committees	roundtables, lunch and learns, and learning labs	Quarterly calendars and tracking participation	1/1/2026	on-going
Action 3: Mentorship programs: Pair emerging leaders with experienced mentors to build trust and skill.	Corporate leadership and committees	360 feedback tool and supervisor nominations	track number of mentees, performance of mentees, number of assessments for mentees. Improved competencies and performance. Quantify with evaluations.	4/1/2026	
Strategy 2: Build a high accountability leadership culture that consistently delivers performance, develops talent, and models values.					
Action 1: Implement eNPS survey process 3 months after employment	HR Director	Paycom Surveys and KPI Reporting	Reports are delivered to leaders on a quarterly basis.	3/1/2026	
Action 2: Develop a leadership scorecard that is aligned with strategic goals and performance reviews	CEO	Feedback from Regional Directors and other leaders	Improved measurement by end of strategic plan period	1/1/2026	

Organizational Excellence Action Plan

Achieving peak performance and continuous improvement to become the best version of an organization.

GOALS, STRATEGIES & BOLD ACTIONS	Champions	Resources Needed	Success Metrics	Start Date	Completion Date
	Those responsible for Tactic	People, Materials, Time, \$, etc.	How to Quantify Success	Start of Tactic	Completion of Tactic
GOAL: Camelot Community Care will achieve organizational excellence through data driven decision making and continuous improvement practices in all programs, resulting in measurable gains in efficiency, service quality and employee engagement					
Strategy 1: Strengthen Talent Development and Engagement					
Action 1: Interim supervisor program for growth opportunities	Corporate Leadership and Regional Directors	Training Committee	Promotion rate and retention rate of participants	3/1/2026	
Action 2: Poll to identify how staff would like to be celebrated	Sheila	Paycom	Completion of poll by 35%	3/1/2026	
Action 3: Peer, supervisor and team recognition through monthly publishing	Supervisors	Jerry, Newsletter, Paycom, Survey Monkey/Form Stack	Increased employee retention by 2% annually	12/1/2025	on-going
Strategy 2: Continue to implement and embed a standardized, data-driven continuous improvement framework across all programs					
Action 1: Annually, launch a minimum of one documented improvement initiative per region	Regional Directors and Corporate leadership	KPI Data from which to develop initiatives	At least 75% of initiatives demonstrating measurable improvement	7/1/2026	on-going annually
Action 2: Continue to develop agency wide KPI as well as region specific KPI's	Regional Directors and Corporate leadership	Performance Data	85% success rate on all KPI's	1/1/2026	

Financial Accountability and Growth 6-Month Action Plan

Ensure a comprehensive understanding of program budgets, proactively monitor and minimize expenses, maintain accurate and transparent reporting, and communicate effectively about any deviations from financial targets to drive informed decision-making and accountability.

GOALS, STRATEGIES & BOLD ACTIONS	Champions	Resources Needed	Success Metrics	Start Date	Completion Date
	Those responsible for Tactic	People, Materials, Time, \$, etc.	How to Quantify Success	Start of Tactic	Completion of Tactic
GOAL: We honor our mission through purposeful financial stewardship—measuring what matters and guiding every dollar to create lasting impact for the lives we serve.					
Strategy 1: Empowering accountability through targeted training at multiple levels, mentoring, and financial literacy—building confident stewards within our nonprofit mission.					
Action 1: Create a 30-minute "Camelot Budget and Finance 101" basic training	CFO	Leadership Team, Regional Directors, Technology (video or recording)	A recorded training is developed	3/1/2026	
Action 2: Create a POS/FLEX funds training targeted to those contracts and staff who manage these funds	CFO	Jana, Regional Directors, contracts	A contract-specific training is developed for each program that has these funds	3/1/2026	
Action 3: Hold monthly budget review meetings with Regional Directors	CFO, Regional Directors	Budget reports, scheduled meetings are set up	Budgets are maintained within contract amounts and any variances are adequately explained and addressed	8/1/2025	
Strategy 2: Integrate AI-powered data visualization tools to provide real-time financial dashboards that empower teams to engage in proactive fiscal reviews and targeted training for enhanced accountability.					
Action 1: Implement the new budget software	CFO	Euna Budget, time set aside implementation training	Full Implementation of new budget software	8/1/2025	
Action 2: Create the list of financial metrics that are most important to the Leadership of the organization and integrate into KPI measures	CEO, CFO, CAO	Performance data	85% of programs meet financial measures	3/1/2026	
Action 3: Develop revenue templates for each program and monitor on a monthly basis	Mindy	Mike, Jana, contracts	100% Completion	3/1/2026	

Camelot Community Care, Inc.

Comparative Balance Sheet

	Current YTD 11/30/2025	Prior YTD 11/30/2024	Change Over Prior Year
Assets			
Current Assets			
Cash and Cash Equivalents	\$6,854,129	\$6,758,781	\$95,349
Accounts Receivable Trade	\$2,547,755	\$3,342,576	(\$794,820)
Accounts Receivable Other	\$483,599	\$528,128	(\$44,529)
Other Current Assets	\$717,721	\$579,758	\$137,963
Total Current Assets	\$10,603,205	\$11,209,243	(\$606,038)
Long Term Assets			
Property and Equipment	\$2,105,281	\$2,715,598	(\$610,317)
Accum Amortization of Assests under Capital Lease	(\$14,813)	(\$14,813)	\$0
Deposits	\$133,659	\$146,085	(\$12,426)
Beneficial Interest In Assets Held by Others	\$396,820	\$429,942	(\$33,122)
Investments CCC Property Holdings	\$1,000,000	\$1,000,000	\$0
Total Long Term Assets	\$3,620,947	\$4,276,812	(\$655,865)
Intercompany			
Intercompany	\$588,635	\$1,015,782	(\$427,147)
Total Intercompany	\$588,635	\$1,015,782	(\$427,147)
Total Assets	\$14,812,787	\$16,501,837	(\$1,689,050)
Liabilities & Net Assets			
Liabilities			
Current Liabilities			
Accounts Payable	\$447,081	\$454,184	(\$7,103)
Accrued Expenses	\$2,408,876	\$2,121,578	\$287,298
Accrued Salaries, Wages, Benefits	\$146,392	\$612,409	(\$466,017)
Self Insured Health Insurance Reserve	\$270,005	\$967,286	(\$697,281)
Other Accrued Liabilities	\$1,490,880	\$2,042,054	(\$551,174)
Deferred Revenue	\$83,439	\$194,940	(\$111,501)
Total Current Liabilities	\$4,846,673	\$6,392,450	(\$1,545,778)
Total Liabilities	\$4,846,673	\$6,392,450	(\$1,545,778)
Net Assets			
Unrestricted Net Assets	\$9,350,572	\$9,627,960	(\$277,388)
Grant Fund Assets	\$48,151	(\$19,917)	\$68,068
Temporarily Restricted Net Assets	\$567,391	\$501,344	\$66,048
Total Net Assets	\$9,966,114	\$10,109,387	(\$143,273)
Total Liabilities & Net Assets	\$14,812,787	\$16,501,837	(\$1,689,050)

Camelot Community Care, Inc.

Income Statement

	Current Month 11/30/2025	Budget MTH 11/30/2025	Variance MTH	Year To Date 11/30/2025	Budget YTD 11/30/2025	Variance YTD	Prior YTD 11/30/2024	Current YTD vs PYTD
Revenues								
Grant Revenue								
State Grants	\$2,796,056	\$3,174,920	(\$378,864)	\$14,601,425	\$16,527,381	(\$1,925,956)	\$16,186,225	(\$1,584,801)
State Reimb Client Funds	\$24,033	\$0	\$24,033	\$100,408	\$0	\$100,408	\$0	\$100,408
Local Grants	\$175,561	\$143,771	\$31,790	\$699,259	\$718,855	(\$19,596)	\$673,138	\$26,121
Total Grant Revenue	\$2,995,649	\$3,318,691	(\$323,042)	\$15,401,092	\$17,246,236	(\$1,845,144)	\$16,859,363	(\$1,458,272)
Program Revenue								
Service Revenue	\$327,521	\$487,314	(\$159,793)	\$1,902,490	\$2,436,570	(\$534,080)	\$2,160,525	(\$258,035)
Total Program Revenue	\$327,521	\$487,314	(\$159,793)	\$1,902,490	\$2,436,570	(\$534,080)	\$2,160,525	(\$258,035)
Fund Raising Revenue								
Special Event Revenue	\$0	\$0	\$0	\$1,350	\$0	\$1,350	\$52,750	(\$51,400)
Donations Revenue	\$1,351	\$0	\$1,351	\$54,470	\$0	\$54,470	\$53,047	\$1,422
Employee Donation	\$1,569	\$0	\$1,569	\$8,011	\$0	\$8,011	\$8,240	(\$230)
Donated Materials	\$0	\$0	\$0	\$4,529	\$0	\$4,529	\$0	\$4,529
Total Fund Raising Revenue	\$2,920	\$0	\$2,920	\$68,359	\$0	\$68,359	\$114,037	(\$45,678)
Other Revenue								
Int Inc-Financial Institutions	\$8,749	\$0	\$8,749	\$67,018	\$0	\$67,018	\$61,049	\$5,970
Interest Income - Other	\$173	\$0	\$173	\$186	\$0	\$186	\$73	\$113
Other Income	\$2,125	\$0	\$2,125	\$10,733	\$0	\$10,733	\$11,176	(\$443)
Investment Income	\$0	\$0	\$0	\$2,297	\$0	\$2,297	\$0	\$2,297
Total Other Revenue	\$11,047	\$0	\$11,047	\$80,234	\$0	\$80,234	\$72,297	\$7,937
Total Revenues	\$3,337,138	\$3,806,005	(\$468,867)	\$17,452,174	\$19,682,806	(\$2,230,632)	\$19,206,223	(\$1,754,049)
Expenses								
Payroll and Benefits								
Salaries	\$2,070,522	\$2,531,211	\$460,689	\$11,297,425	\$13,105,702	\$1,808,277	\$13,447,570	(\$2,150,145)
Payroll Taxes & Workers Comp	\$182,055	\$218,144	\$36,089	\$873,031	\$1,131,932	\$258,901	\$1,091,587	(\$218,556)
401K	\$4,223	\$19,289	\$15,066	\$23,030	\$99,583	\$76,553	\$27,113	(\$4,083)
Health & Dental	\$238,384	\$322,553	\$84,169	\$1,298,442	\$1,668,956	\$370,514	\$1,163,801	\$134,642
Total Payroll and Benefits	\$2,495,184	\$3,091,197	\$596,013	\$13,491,929	\$16,006,173	\$2,514,244	\$15,730,071	(\$2,238,141)

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Staff Recruitment and Retention								
Backgrounds Checks-Employees	\$690	\$3,719	\$3,029	\$9,711	\$18,808	\$9,097	\$16,107	(\$6,395)
Employee Recruitment Expenses	\$0	\$250	\$250	\$0	\$1,250	\$1,250	\$0	\$0
Employee Welfare	\$159	\$833	\$674	\$1,688	\$4,165	\$2,477	\$11,635	(\$9,947)
Total Staff Recruitment and Retention	\$849	\$4,802	\$3,953	\$11,400	\$24,223	\$12,823	\$27,742	(\$16,342)
Employee Training & Travel								
Employee Mileage Reimbursement	\$117,620	\$147,591	\$29,971	\$631,651	\$767,492	\$135,841	\$817,601	(\$185,950)
Employee Train, Educate, License	\$22,194	\$20,813	(\$1,381)	\$106,472	\$104,773	(\$1,699)	\$152,722	(\$46,249)
Employee Conferences Registration	\$0	\$3,478	\$3,478	\$9,074	\$17,382	\$8,308	\$27,202	(\$18,128)
Travel & Per Diem Expenses	\$6,952	\$11,866	\$4,914	\$68,546	\$59,330	(\$9,216)	\$110,088	(\$41,542)
Total Employee Training & Travel	\$146,766	\$183,748	\$36,982	\$815,744	\$948,977	\$133,233	\$1,107,612	(\$291,869)
Client Expenses - Contract								
Client Housing Assistance	\$9,416	\$12,500	\$3,084	\$27,628	\$62,500	\$34,872	\$29,971	(\$2,344)
Client Transportation & Travel	\$788	\$0	(\$788)	\$2,176	\$0	(\$2,176)	\$5,509	(\$3,333)
Client Events & Incentives	\$1,894	\$3,664	\$1,770	\$19,815	\$18,320	(\$1,495)	\$72,919	(\$53,104)
Other Client Expense	\$378	\$1,916	\$1,538	\$3,626	\$10,997	\$7,371	\$15,827	(\$12,201)
Medical Supplies	\$0	\$1,245	\$1,245	\$1,980	\$6,225	\$4,245	\$0	\$1,980
Client Lab Tests	\$187	\$0	(\$187)	\$11,546	\$0	(\$11,546)	\$8,365	\$3,181
Client Medical Expenses & Rx	\$523	\$875	\$352	\$2,870	\$4,375	\$1,505	\$2,794	\$76
Client Exp Nonreimbursable	(\$317)	\$0	\$317	\$2,547	\$0	(\$2,547)	\$2,592	(\$45)
Total Client Expenses - Contract	\$12,870	\$20,200	\$7,330	\$72,189	\$102,417	\$30,228	\$137,979	(\$65,790)
Reimbursable Client POS/Flex Funds								
Reimbursable Client POS/Flex Funds	\$26,087	\$1,689	(\$24,398)	\$141,895	\$8,445	(\$133,450)	\$12,025	\$129,870
Total Reimbursable Client POS/Flex Funds	\$26,087	\$1,689	(\$24,398)	\$141,895	\$8,445	(\$133,450)	\$12,025	\$129,870
Foster Parent Expenses								
Foster Parent Payments	\$95,760	\$115,425	\$19,665	\$486,356	\$577,125	\$90,769	\$609,643	(\$123,287)
Foster Parent Respite Payments	\$3,100	\$3,301	\$201	\$12,908	\$16,505	\$3,597	\$18,535	(\$5,627)
Foster Parent Mileage	\$54	\$38	(\$16)	\$268	\$190	(\$78)	\$179	\$89
Foster Parent Incidentals	\$1,274	\$21	(\$1,253)	\$2,613	\$105	(\$2,508)	\$1,342	\$1,271

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FP Recruitment/Training	\$1,860	\$4,152	\$2,292	\$6,248	\$20,760	\$14,512	\$7,251	(\$1,003)
Total Foster Parent Expenses	\$102,048	\$122,937	\$20,889	\$508,393	\$614,685	\$106,292	\$636,950	(\$128,558)
Professional Services								
Outside Contractors (1099)	\$81,008	\$75,691	(\$5,317)	\$466,153	\$378,455	(\$87,698)	\$284,946	\$181,207
Accounting & Auditing Fees	\$19,720	\$6,250	(\$13,470)	\$25,126	\$31,250	\$6,124	\$13,074	\$12,052
Paycom Payroll Fees	\$15,727	\$17,500	\$1,773	\$98,130	\$87,500	(\$10,630)	\$81,936	\$16,194
Legal Fees	\$5,788	\$2,083	(\$3,705)	\$30,738	\$10,415	(\$20,323)	\$43,464	(\$12,726)
Lobbying Expense	\$3,333	\$3,417	\$84	\$17,677	\$17,085	(\$592)	\$17,509	\$168
Professional Fees	\$25,014	\$863	(\$24,151)	\$28,306	\$4,315	(\$23,991)	\$2,527	\$25,779
Accreditation Fees	\$956	\$618	(\$338)	\$4,102	\$3,090	(\$1,012)	\$3,086	\$1,015
Total Professional Services	\$151,546	\$106,422	(\$45,124)	\$670,231	\$532,110	(\$138,121)	\$446,543	\$223,688
Communications								
Internet Fees	\$958	\$2,105	\$1,147	\$7,109	\$10,525	\$3,416	\$11,766	(\$4,657)
Facility Telephone Expense	\$3,956	\$4,106	\$150	\$20,672	\$20,530	(\$142)	\$25,999	(\$5,327)
Employee Cell Phone Expense	\$13,300	\$11,326	(\$1,974)	\$71,274	\$62,405	(\$8,869)	\$111,108	(\$39,834)
Total Communications	\$18,214	\$17,537	(\$677)	\$99,055	\$93,460	(\$5,595)	\$148,873	(\$49,818)
Facilities Management								
Rent - Real Property	\$104,774	\$103,273	(\$1,501)	\$494,972	\$516,365	\$21,393	\$515,511	(\$20,539)
Facility Repairs, Maint & Janitor	\$4,232	\$5,346	\$1,114	\$25,729	\$26,730	\$1,001	\$33,055	(\$7,326)
Utilities	\$5,414	\$5,301	(\$113)	\$30,062	\$26,505	(\$3,557)	\$34,071	(\$4,010)
Office Exp - Cable, Drinking Water, Shredd	\$1,342	\$1,265	(\$77)	\$6,720	\$6,325	(\$395)	\$7,272	(\$552)
Storage Facility	\$2,465	\$1,612	(\$853)	\$13,472	\$8,064	(\$5,408)	\$14,696	(\$1,224)
Taxes - Property & Personality	\$0	\$0	\$0	\$0	\$0	\$0	\$30	(\$30)
Total Facilities Management	\$118,227	\$116,797	(\$1,430)	\$570,954	\$583,989	\$13,035	\$604,635	(\$33,681)
Equipment Expense								
Computers - Related Supplies & Maint	\$12,559	\$10,442	(\$2,117)	\$67,654	\$52,210	(\$15,444)	\$58,723	\$8,931
Copier Lease & Maintenance	\$2,625	\$3,779	\$1,154	\$14,486	\$18,895	\$4,409	\$14,203	\$283
Company Owned Vehicles Exp	\$2,778	\$3,867	\$1,089	\$11,397	\$19,335	\$7,938	\$26,894	(\$15,497)
Total Equipment Expense	\$17,963	\$18,088	\$125	\$93,537	\$90,440	(\$3,097)	\$99,819	(\$6,282)

Camelot Community Care, Inc.

Income Statement

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Commercial Insurance								
Ins - Property and Casualty	\$4,746	\$4,633	(\$113)	\$23,732	\$23,161	(\$571)	\$24,413	(\$681)
Ins - General/Professional Liability	\$48,708	\$42,653	(\$6,055)	\$243,730	\$218,019	(\$25,711)	\$188,438	\$55,292
Ins - Officers & Directors	\$1,049	\$1,280	\$231	\$5,243	\$6,696	\$1,453	\$5,243	\$0
Ins - Auto Insurance	\$5,446	\$3,250	(\$2,196)	\$27,231	\$16,250	(\$10,981)	\$42,200	(\$14,969)
Total Commercial Insurance	\$59,950	\$51,816	(\$8,134)	\$299,936	\$264,126	(\$35,810)	\$260,295	\$39,642
Marketing & Fundraising								
Business Promotion & Marketing	\$179	\$1,050	\$871	\$5,238	\$5,250	\$12	\$318	\$4,920
Website Development & Maintenance	\$269	\$500	\$231	\$1,345	\$2,500	\$1,155	\$1,614	(\$269)
Special Event Expense	\$1,663	\$0	(\$1,663)	\$8,498	\$0	(\$8,498)	\$9,505	(\$1,007)
Donated Funds Spent	\$13	\$0	(\$13)	\$1,037	\$0	(\$1,037)	\$2,002	(\$965)
In-Kind Donation Exp - Materials	\$0	\$0	\$0	\$4,529	\$0	(\$4,529)	\$0	\$4,529
Total Marketing & Fundraising	\$2,124	\$1,550	(\$574)	\$20,647	\$7,750	(\$12,897)	\$13,439	\$7,208
Other Operating Expenses								
Dues and Subscriptions	\$3,119	\$5,051	\$1,932	\$20,849	\$25,255	\$4,406	\$23,838	(\$2,989)
Board Meetings Expenses	\$0	\$0	\$0	\$0	\$0	\$0	\$218	(\$218)
Meeting Expenses	\$61	\$208	\$147	\$13,678	\$1,040	(\$12,638)	\$2,864	\$10,814
Office Supplies	\$3,277	\$4,240	\$963	\$16,970	\$21,771	\$4,801	\$20,293	(\$3,322)
Postage & Shipping	\$725	\$1,423	\$698	\$5,590	\$7,111	\$1,521	\$5,567	\$23
Printing	\$50	\$387	\$337	\$1,047	\$1,931	\$884	\$1,708	(\$661)
Billing Systems & Claims Proce	\$8,945	\$8,750	(\$195)	\$43,293	\$43,750	\$457	\$45,971	(\$2,678)
Total Other Operating Expenses	\$16,178	\$20,059	\$3,881	\$101,427	\$100,858	(\$569)	\$100,458	\$969
Fees & Interest Expenses								
Bank Service Charges	\$287	\$500	\$213	\$2,164	\$2,500	\$336	\$1,275	\$889
Int Exp-Financial Institutions	\$5,523	\$0	(\$5,523)	\$27,617	\$0	(\$27,617)	\$0	\$27,617
Fines and Penalties	\$0	\$0	\$0	\$35	\$0	(\$35)	\$8,597	(\$8,562)
Total Fees & Interest Expenses:	\$5,810	\$500	(\$5,310)	\$29,816	\$2,500	(\$27,316)	\$9,872	\$19,944
Depreciation Expense								
Depreciation Expense	\$11,474	\$9,117	(\$2,357)	\$57,817	\$104,922	\$47,105	\$61,635	(\$3,818)
Total Depreciation Expense	\$11,474	\$9,117	(\$2,357)	\$57,817	\$104,922	\$47,105	\$61,635	(\$3,818)

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Overhead Allocation - Corp Admin								
Overhead Allocation - Corp Admin	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Overhead Allocation - Corp Admin	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Non-Operating Expenses								
Prior Year Expenses Not Incurred	\$0	\$0	\$0	\$0	\$0	\$0	\$58,189	(\$58,189)
Special Projects	\$0	\$0	\$0	\$0	\$0	\$0	\$2,051	(\$2,051)
Non Contract Expenses	\$2,603	\$0	(\$2,603)	\$2,603	\$0	(\$2,603)	\$0	\$2,603
Total Non-Operating Expenses	\$2,603	\$0	(\$2,603)	\$2,603	\$0	(\$2,603)	\$60,239	(\$57,636)
Total Expenses	\$3,187,893	\$3,766,459	\$578,566	\$16,987,573	\$19,485,075	\$2,497,502	\$19,458,186	(\$2,470,614)
Net Revenue Over (Under) Expenses	\$149,246	\$39,546	\$109,700	\$464,601	\$197,731	\$266,870	(\$251,964)	\$716,565

November 2025
Net Program Revenue/(Loss) By Region

Location	Program	Contract	November 2025			CURRENT YTD Thru 11/30/2025			PRIOR YTD Thru 11/30/2024		
			Revenue	Expense	Surplus (Deficit)	Revenue	Expense	Surplus (Deficit)	Revenue	Expense	Surplus (Deficit)
01 - Administration	0 - General		11,870	(8,262)	3,608	87,700	(38,550)	49,150	130,138	(41,365)	88,773
10 - Ocala	04010 - Comprehensive Assessments		6,782	(6,452)	331	39,642	(30,506)	9,136	30,870	(18,482)	12,388
10 - Ocala	04114 - Intensive Reunification Program	Kids Central	10,004	(9,923)	81	50,022	(51,737)	(1,715)	11,944	(51,076)	(39,131)
10 - Ocala	04153 - FSPS	Lutheran Services Florida	18,035	(15,847)	2,188	112,538	(95,011)	17,527	128,844	(113,821)	15,023
10 - Ocala	22008 - Therapeutic Foster Care		44,502	(42,502)	1,999	202,296	(210,093)	(7,797)	185,370	(262,335)	(76,965)
14 - Gainesville	04010 - Comprehensive Assessments		4,900	(6,324)	(1,424)	52,949	(37,885)	15,065	45,840	(37,343)	8,497
14 - Gainesville	22008 - Therapeutic Foster Care		36,359	(35,785)	574	243,713	(227,693)	16,020	281,065	(260,919)	20,146
			120,582	(116,833)	3,749	701,160	(652,924)	48,236	683,934	(743,976)	(60,042)
17 - Central Florida Adoptions	04016 - Adoption Services	Family Partnerships of Central FL	127,668	(131,703)	(4,035)	704,459	(712,604)	(8,145)	227,988	(227,988)	-
17 - Central Florida Adoptions	04016 - Adoption Services (WWK 29171)	Dave Thomas Foundation	12,500	(12,868)	(368)	62,500	(61,874)	626	-	-	-
33 - Tampa Tech	04016 - Adoption Services	DCF (Appropriation)	27,107	(24,256)	2,851	135,509	(122,045)	13,464	135,443	(138,357)	(2,914)
34 - Tampa CWC	04012 - Child Welfare Case Management	Children's Network Hillsborough	325,163	(243,317)	81,846	1,617,718	(1,311,301)	306,417	1,741,146	(1,330,024)	411,122
			492,439	(412,145)	80,294	2,520,185	(2,207,824)	312,361	2,104,578	(1,696,369)	408,208
56 - Pinellas CPT	22010 - CPT DOH 30011	FL Department of Health	81,787	(75,357)	6,430	400,165	(346,934)	53,231	430,376	(355,034)	75,342
56 - Pinellas CPT	22010 - CPT VOCA 30015	VOCA	(131)	(980)	(1,111)	3,569	(8,447)	(4,878)	6,660	(7,676)	(1,016)
56 - Pinellas CPT	22010 - CPT Pinellas BOCC 30016	Pinellas County	9,188	(9,506)	(319)	45,938	(71,399)	(25,461)	45,938	(47,382)	(1,445)
56 - Pinellas CPT	22010 - CPT AG 30013	Victim's Comp	9,000	(26)	8,974	38,000	(4,054)	33,946	36,000	-	36,000
			99,843	(85,870)	13,974	487,671	(430,833)	56,838	518,973	(410,092)	108,881
30 - Orange	04012 - Child Welfare Case Management	Family Partnerships of Central FL	394,624	(407,435)	(12,811)	2,034,421	(2,041,124)	(6,703)	1,430,545	(1,633,438)	(202,894)
32 - Seminole	04012 - Child Welfare Case Management	Family Partnerships of Central FL	-	143	143	499,347	(504,691)	(5,345)	1,306,408	(1,411,597)	(105,189)
			394,624	(407,292)	(12,668)	2,533,768	(2,545,815)	(12,047)	2,736,952	(3,045,035)	(308,083)
31 - Tallahassee	04001 - In-Home/Outpatient Counseling		12,178	(23,073)	(10,895)	73,978	(122,323)	(48,345)	73,876	(112,764)	(38,888)
31 - Tallahassee	04010 - Comprehensive Assessments		7,356	(8,075)	(719)	56,652	(38,522)	18,130	29,010	(18,734)	10,276
31 - Tallahassee	04012 - Child Welfare Case Management	NWF Health	261,499	(241,349)	20,150	1,319,897	(1,259,378)	60,518	1,569,599	(1,596,640)	(27,041)
31 - Tallahassee	04016 - Adoption Services (NWF)	NWF Health	49,038	(42,876)	6,162	236,824	(239,227)	(2,403)	263,008	(333,732)	(70,723)
31 - Tallahassee	04016 - Adoption Services (WWK 29171)	Dave Thomas Foundation	6,250	(5,461)	789	31,250	(26,359)	4,891	31,250	(27,789)	3,461
31 - Tallahassee	22008 - Therapeutic Foster Care		-	(2,069)	(2,069)	-	(13,456)	(13,456)	55	(35,502)	(35,447)
			336,321	(322,904)	13,417	1,718,601	(1,699,265)	19,336	1,966,799	(2,125,161)	(158,362)
15 - Alachua	04012 - Child Welfare Case Management	Partnerships for Strong Families	-	-	-	-	-	-	943,151	(930,407)	12,744
16 - Clay County	04012 - Child Welfare Case Management	Kids First Clay County	203,278	(200,077)	3,201	948,435	(947,174)	1,261	997,260	(1,011,469)	(14,209)
28 - Live Oak	04012 - Child Welfare Case Management	Partnerships for Strong Families	273,948	(247,728)	26,220	1,330,440	(1,307,615)	22,824	1,308,154	(1,392,971)	(84,817)
			477,226	(447,805)	29,421	2,278,875	(2,254,790)	24,085	3,248,565	(3,334,847)	(86,282)
33 - Tampa Tech	22006 - Foster Home Management	Children's Network Hillsborough	74,194	(70,015)	4,179	340,947	(348,390)	(7,443)	317,050	(361,417)	(44,367)
33 - Tampa Tech	22008 - Therapeutic Foster Care		46,770	(60,690)	(13,919)	221,572	(286,542)	(64,970)	265,427	(354,678)	(89,251)
35 - Tampa IL	04025 - IL CNHC	Children's Network Hillsborough	136,729	(126,085)	10,645	687,583	(660,188)	27,395	636,430	(593,194)	43,236
35 - Tampa IL	04025 - IL HHFA 34007, Spurlino, Lazy Days		60,043	(10,063)	49,979	140,770	(64,927)	75,843	32,477	(39,059)	(6,582)
40 - Sarasota	04001 - In-Home/Outpatient Counseling		-	-	-	-	-	-	19,550	(37,687)	(18,137)
40 - Sarasota	04010 - Comprehensive Assessments		-	-	-	-	-	-	4,839	(4,021)	819
40 - Sarasota	22008 - Therapeutic Foster Care		-	-	-	-	-	-	39,646	(73,716)	(34,070)
50 - Clearwater	04010 - Comprehensive Assessments		978	(1,318)	(340)	4,558	(3,190)	1,368	7,356	(5,311)	2,045
50 - Clearwater	04104 - Targeted Case Management		1,992	(4,030)	(2,038)	3,138	(14,335)	(11,197)	1,372	(12,785)	(11,413)
50 - Clearwater	04025 - Independent Living	FSS Family Support Services	-	-	-	-	-	-	382,327	(318,822)	63,504
50 - Clearwater	04114 - Intensive Reunification Program	FSS Family Support Services	107,822	(80,994)	26,828	539,154	(457,426)	81,728	539,204	(472,313)	66,891
50 - Clearwater	22008 - Therapeutic Foster Care		100,900	(106,520)	(5,620)	463,512	(536,301)	(72,789)	610,710	(524,058)	86,652
			529,426	(459,714)	69,712	2,401,236	(2,371,299)	29,937	2,856,388	(2,797,061)	59,327

November 2025
Net Program Revenue/(Loss) By Region

Location	Program	Contract	November 2025			CURRENT YTD Thru 11/30/2025			PRIOR YTD Thru 11/30/2024		
			Revenue	Expense	Surplus (Deficit)	Revenue	Expense	Surplus (Deficit)	Revenue	Expense	Surplus (Deficit)
47 - Naples	04012 - Child Welfare Case Management	Children's Network SW Florida	430,948	(438,727)	(7,779)	2,185,673	(2,196,481)	(10,808)	2,092,981	(2,233,018)	(140,037)
49 - Fort Myers	04153 - FSPS/Family Support Services	Children's Network SW Florida	36,115	(43,803)	(7,689)	231,792	(225,866)	5,926	204,155	(253,089)	(48,934)
			467,063	(482,531)	(15,468)	2,417,465	(2,422,348)	(4,882)	2,297,136	(2,486,107)	(188,971)
70 - Lauderdale	04001 - In-Home/Outpatient Counseling	BBHC	4,152	(11,446)	(7,294)	30,386	(70,592)	(40,206)	46,000	(131,357)	(85,357)
70 - Lauderdale	04010 - Comprehensive Assessments		5,817	(3,910)	1,907	24,115	(17,442)	6,673	17,573	(11,593)	5,980
70 - Lauderdale	04025 - Independent Living	CSC & BBHC	65,536	(60,145)	5,391	348,806	(309,003)	39,802	306,886	(289,864)	17,022
70 - Lauderdale	04025/29170 Independent Living JM	Jim Moran	9,167	(10,492)	(1,326)	45,833	(41,953)	3,881	45,833	(42,831)	3,002
70 - Lauderdale	04041 - Juvenile Justice New Day	CSC	20,987	(25,980)	(4,994)	115,902	(104,266)	11,636	106,404	(117,683)	(11,279)
70 - Lauderdale	04150 - CARE Team	BBHC	25,021	(25,177)	(156)	125,118	(136,533)	(11,415)	87,610	(80,779)	6,831
70 - Lauderdale	22006 - Foster Home Management	Childnet	8,338	(14,003)	(5,665)	48,065	(83,232)	(35,167)	34,904	(108,252)	(73,348)
70 - Lauderdale	22008 - Therapeutic Foster Care		19,554	(19,115)	439	109,281	(110,813)	(1,532)	163,326	(146,959)	16,367
80 - Palm Beach	04010 - Comprehensive Assessments		6,562	(8,883)	(2,320)	74,945	(62,339)	12,606	58,005	(44,285)	13,720
80 - Palm Beach	22006 - Foster Home Management	Childnet	6,400	(14,138)	(7,738)	32,116	(63,602)	(31,487)	46,479	(152,074)	(105,595)
80 - Palm Beach	22008 - Therapeutic Foster Care		13,072	(23,624)	(10,552)	97,210	(170,771)	(73,561)	162,037	(205,477)	(43,440)
81 - Stuart	04153 - FSPS	Communities Connected for Kids	-	-	-	-	-	-	132,818	(82,549)	50,268
81 - Stuart	04010 - Comprehensive Assessments		10,204	(10,872)	(668)	128,359	(89,998)	38,361	-	-	-
81 - Stuart	22006 - Foster Home Management	Communities Connected for Kids	12,181	(17,870)	(5,689)	59,732	(89,985)	(30,253)	49,936	(98,849)	(48,913)
			206,991	(245,655)	(38,664)	1,239,868	(1,350,530)	(110,662)	1,257,812	(1,512,552)	(254,740)
86 - Palm Beach CPT	22010 - CPT DOH 30011	Department of Health	110,252	(97,011)	13,241	533,113	(473,316)	59,797	576,195	(419,944)	156,251
86 - Palm Beach CPT	22010 - CPT VOCA 30015	VOCA	5,818	(5,390)	428	22,198	(27,952)	(5,754)	39,058	(38,349)	708
86 - Palm Beach CPT	22010 - CPT AG 30013	Victim's Comp	6,000	(186)	5,814	32,000	(3,785)	28,215	31,000	(1,728)	29,272
86 - Palm Beach CPT	22010 - CPT - PB County 30014	Palm Beach County	10,500	(2,449)	8,051	56,400	(12,277)	44,123	60,000	(31,354)	28,646
			132,570	(105,036)	27,534	643,711	(517,330)	126,381	706,252	(491,375)	214,877
90 - Cincinnati Reading	04001 - In-Home/Outpatient Counseling		23,016	(35,719)	(12,703)	147,803	(220,181)	(72,378)	199,980	(279,829)	(79,849)
90 - Cincinnati Reading	04153 - Intensive Home Basted Treatment		30,125	(27,080)	3,045	171,708	(130,408)	41,300	171,864	(115,342)	56,522
91 - Cincinnati PH	04108 - Day Treatment		15,042	(31,048)	(16,005)	102,423	(145,477)	(43,055)	326,851	(379,075)	(52,223)
			68,184	(93,847)	(25,663)	421,933	(496,066)	(74,133)	698,695	(774,246)	(75,551)
			3,337,138	(3,187,893)	149,246	17,452,174	(16,987,573)	464,601	19,206,223	(19,458,186)	(251,964)

Contract Surplus subject to return

642,143847,574

Surplus (Deficit) net of potential returns(177,542)(1,099,538)

Detail of Self-Insured Health Plan (GL 22083)
As of 11/30/2025

	07/01/2019 - 06/30/2020	07/01/2020 - 06/30/2021	07/01/2021 - 06/30/2022	07/01/2022 - 06/30/2023	07/01/2023 - 06/30/2024	07/01/2024 - 06/30/2025	07/01/2025 - 11/30/2025	Total Over Plan Lifetime
CCC								
EE & ER premiums collected	2,368,662.04	2,699,772.87	2,511,810.74	2,995,335.97	3,343,452.96	3,359,930.47	1,601,288.34	18,880,253.39
Medical claims paid	(814,827.26)	(1,420,766.32)	(1,371,659.34)	(1,839,104.26)	(2,869,275.40)	(2,755,267.51)	(2,072,736.47)	(13,143,636.56)
RX claims paid	(470,459.84)	(350,550.93)	(439,805.80)	(629,824.83)	(783,492.80)	(814,124.04)	(342,699.33)	(3,830,957.57)
Stop loss insurance	(367,595.48)	(509,931.39)	(517,587.23)	(551,024.87)	(482,432.76)	(564,048.25)	(218,685.46)	(3,211,305.44)
Administrative fees	(25,798.04)	(30,782.42)	(39,696.72)	(68,207.39)	(89,598.11)	(129,080.63)	(45,993.32)	(429,156.63)
Stop loss reimbursements	72,693.61	-	-	255,677.45	366,978.04	264,826.24	301,553.03	1,261,728.37
RX/other rebates & refunds	45,222.99	71,153.77	48,731.77	108,999.45	202,989.14	317,315.52	98,734.98	893,147.62
Other credits	(100,000.00)	(47,439.70)	-	-	-	-	-	(147,439.70)
Net Activity	707,898.02	411,455.88	191,793.42	271,851.52	(311,378.93)	(320,448.20)	(678,538.23)	272,633.48
Balance of Reserve	707,898.02	1,119,353.90	1,311,147.32	1,582,998.84	1,271,619.91	951,171.71	272,633.48	

CNSWFL								
EE & ER premiums collected	1,095,636.71	1,186,366.07	1,154,844.68	1,310,937.75	1,585,204.17	1,887,303.57	950,825.39	9,171,118.34
Medical claims paid	(284,337.31)	(664,735.26)	(736,966.49)	(792,194.45)	(1,570,952.17)	(1,658,704.93)	(525,633.37)	(6,233,523.98)
RX claims paid	(174,343.00)	(259,818.37)	(369,063.34)	(388,312.58)	(421,398.28)	(576,708.23)	(296,282.86)	(2,485,926.66)
Stop loss insurance	(167,535.21)	(222,028.79)	(233,169.45)	(238,479.68)	(228,231.64)	(334,307.71)	(132,289.47)	(1,556,041.95)
Administrative fees	(2,505.00)	(900.00)	(675.00)	(795.00)	(675.00)	(675.00)	(300.00)	(6,525.00)
Stop loss reimbursements	-	26,850.12	-	113,250.97	415,776.73	286,097.28	145,622.72	987,597.82
RX/other rebates & refunds	7,198.50	29,922.10	7,581.76	25,149.97	60,986.88	133,341.61	45,598.14	309,778.96
Other credits	-	-	-	-	-	-	-	-
Net Activity	474,114.69	95,655.87	(177,447.84)	29,556.98	(159,289.31)	(263,653.41)	187,540.55	186,477.53
Balance of Reserve	474,114.69	569,770.56	392,322.72	421,879.70	262,590.39	(1,063.02)	186,477.53	

CNH								
EE & ER premiums collected	-	-	-	973,162.12	1,436,122.39	1,460,312.09	862,008.11	4,731,604.71
Medical claims paid	-	-	-	(406,169.56)	(1,217,583.56)	(1,246,594.71)	(875,464.42)	(3,745,812.25)
RX claims paid	-	-	-	(143,583.44)	(416,237.05)	(748,892.25)	(195,973.03)	(1,504,685.77)
Stop loss insurance	-	-	-	(181,280.41)	(208,104.56)	(261,029.61)	(121,257.23)	(771,671.81)
Administrative fees	-	-	-	(575.00)	(675.00)	(675.00)	(300.00)	(2,225.00)
Stop loss reimbursements	-	-	-	-	25,349.08	387,327.30	418,155.52	830,831.90
RX/other rebates & refunds	-	-	-	9,299.52	60,239.93	173,152.54	30,160.38	272,852.37
Other credits	-	-	-	-	-	-	-	-
Net Activity	-	-	-	250,853.23	(320,888.77)	(236,399.64)	117,329.33	(189,105.85)
Balance of Reserve	-	-	-	250,853.23	(70,035.54)	(306,435.18)	(189,105.85)	

TOTAL								
EE & ER premiums collected	3,464,298.75	3,886,138.94	3,666,655.42	5,279,435.84	6,364,779.52	6,707,546.13	3,414,121.84	32,782,976.44
Medical claims paid	(1,099,164.57)	(2,085,501.58)	(2,108,625.83)	(3,037,468.27)	(5,657,811.13)	(5,660,567.15)	(3,473,834.26)	(23,122,972.79)
RX claims paid	(644,802.84)	(610,369.30)	(808,869.14)	(1,161,720.85)	(1,621,128.13)	(2,139,724.52)	(834,955.22)	(7,821,570.00)
Stop loss insurance	(535,130.69)	(731,960.18)	(750,756.68)	(970,784.96)	(918,768.96)	(1,159,385.57)	(472,232.16)	(5,539,019.20)
Administrative fees	(28,303.04)	(31,682.42)	(40,371.72)	(69,577.39)	(90,948.11)	(130,430.63)	(46,593.32)	(437,906.63)
Stop loss reimbursements	72,693.61	26,850.12	-	368,928.42	808,103.85	938,250.82	865,331.27	3,080,158.09
RX/other rebates & refunds	52,421.49	101,075.87	56,313.53	143,448.94	324,215.95	623,809.67	174,493.50	1,475,778.95
Other credits	(100,000.00)	(47,439.70)	-	-	-	-	-	(147,439.70)
Net Activity	1,182,012.71	507,111.75	14,345.58	552,261.73	(791,557.01)	(820,501.25)	(373,668.35)	270,005.16
Balance of Reserve	1,182,012.71	1,689,124.46	1,703,470.04	2,255,731.77	1,464,174.76	643,673.51	270,005.16	



CAMELOT OPERATIONS CORRECTIVE ACTION TRACKER



Program	Corrective Action Date	Areas Covered	Progress
Mackenzie Tomasik: Regional Executive Director			
Home and Community Based	None		
Day Treatment	None		
MDFT	None		
IHBT	None		

Program	Corrective Action Date	Areas Covered	Progress
Krista Eckhoff: Regional Case Management Director			
Tampa CMO	9/16/2025	*Note: CNHC stated that this was not a formal PIP through contracts, but rather a plan to drive Permanency. The plan is to improve permanency for children.	CMO operates under the plan, and conducts 30, 60, 90 day updates to the lead agency regarding performance on the plan. Improvements are noted with the number of children achieving timely reunifications as well as closure to perm guardianship..
Brevard Adoptions	None		
Adoptions Support	None		
Pinellas CPT	Pending	There were also disallowed expenses for travel and training.	Corrective Action Plan (CAP) submitted 1/14/2026, for review by the Department of Health

Program	Corrective Action Date	Areas Covered	Progress
Kimberly Ellis: Regional Executive Director			
Tallahassee IHC	None		

Program	Corrective Action Date	Areas Covered	Progress
Christna Suarez: Regional Executive Director			
Ocala STFC	None		
Gainesville STFC	None		
FSPT	None		
IRP	None		

Program	Corrective Action Date	Areas Covered	Progress
Jennifer O Bryan: Regional Executive Director			
Port Charlotte	None		
Naples	None		
Ft. Myers FSPS	6/1/2024	None	None - Corrective Action Resolved

Program	Corrective Action Date	Areas Covered	Progress
Natisha Redding: Regional Case Management Director			
Orange East	None		
Orange West	None		

Program	Corrective Action Date	Areas Covered	Progress
Jessica Eickstedt: Regional Case Management Director			
Live Oak/Lake City	None		
Clay	4/1/2025	Corrective Action for permanency in 12 months, placement moves, relative/non relative and sibling groups placements, timely incident reports, IL documentation;	11/1/2025- Changes are being made to IL staffings to allow for improvements in performance. In this FY, the program has hit the target for Permanacy in 12 months 2 out of 3 months which is an improvement. Children with their sibling group in placements is improving over last FY towards the target, children placed with relative/non-rel remains a focus.
Tallahassee Adoptions	7/18/2025	Corrective Action is for the following areas: FFA-O (assessment), Progress Updates, CP's signed by parent, Documentation of client contacts, face to face contact with parents, medical dental documentation, CRR at placement	QA doing a 60 day, 90 day and 6 months follow up to include file review for progress. . Adoption supervisor attending perm staffings and court for early assignment and new AA for uploads, etc. Regular meetings with the lead agency and Camelot Leadership. Mentoring established for Adoptions supervisor. In the 4th quarter of the internal case file reviews, the program achieved an overall 75% with a target of 80% which is an improvement over the previous quarter at 66%.
Tallahassee CMO	7/18/2025		Contract terminated 11/30/2025- CAP Closed,
Tallahassee Fiscal Monitoring	4/29/2024		Contract terminated 11/30/2025- CAP Closed,

Program	Corrective Action Date	Areas Covered	Progress
Amanda Capalbo: Regional Executive Director			
Lauderdale IHC	None		
Lauderdale STFC	None		
Lauderdale EFC	None		
Lauderdale Foster Home Recruitment and Licensing	None		
Lauderdale IL	None		
Lauderdale FFT	None		
Palm Beach STFC	None		
Palm Beach EFC	None		
Palm Beach Foster Home Recruitment and Licensing	02/021/2025	Adherence to placement protocols by maintaining accurate, up-to-date records of foster homes' compliance. children continue to be placed in homes currently under active placement holds or deemed noncompliant	None- CAP resolved email from DCF 11/8/2025
Palm Beach CPT	7/31/2025	Corrective Action is due to Quarterly Physician Training Sessions not completed quarterly. Information as to the training topic, date of training, agenda and sign in sheet will be submitted to DOH via a Physician Training Report in CPTIS as well as including the documentation with the Monthly Deliverable Report for the respective month. Doc needs to schedule training w/St. Mary's and Palm West Hospital	Quarterly Physician Training Sessions Trainings are now scheduled for 1/14/26 and 2/25/26 at St. Mary's Medical Center. This should satisfy the training requirement with DOH.
Palm Beach CPT- Financial Monitoring	8/21/2025	The Corrective Action is for disallowed expenses for travel and training.	A corrective action plan was submitted on 1/14/2026, addressing training and expense reporting and reimbursement. The CFO provide expense training to the CPT Coordinators on 1/12/2026.
Stuart Foster Home Recruitment and Licensing	None		

Program	Corrective Action Date	Areas Covered	Progress
Christina Suarez- Regional Executive Director			
IL Tampa	None		
Clearwater STFC	2/26/2025	CAP is for documentation deficiencies during annual monitoring	Documentation deficiencies were covered prior to the effective date of the CAP. Quarterly audits and random audits are conducted to ensure that documentation continues to be uploaded.CAP response subvmitted 2/28. Follow up email sent 3/28, 10/16/2025 to lead agency. No response. Follow up email sent 11/17/2025. Our next follow-up will be 1/20/25.
Tampa STFC	None		

Clearwater FRSP	None	CAP is for documentation deficiencies during annual monitoring	Documentation deficiencies were covered prior to the effective date of the CAP. Quarterly audits and random audits are conducted to ensure that documentation continues to be uploaded. Follow up email sent 10/15/2025 to lead agency. No response. Follow up email sent 11/17/2025.
Tampa Foster Home Recruitment and Licensing	None		



*Bringing Families Together
For A Bright Future.*

Board Report: Operations



Ohio

The Cincinnati team celebrated the close of the year with a holiday gathering on November 24, 2025. The event brought together staff from all programs to enjoy food, games, prizes, and meaningful connection. It provided an opportunity to reflect on accomplishments from the past year while aligning on goals and priorities for the year ahead.

As we continue addressing critical staffing needs within the community, the Cincinnati office will participate in a job fair hosted by the University of Cincinnati in February. This event will support ongoing recruitment efforts for key roles.

We are pleased to announce that the Cincinnati office has been awarded \$10,000 in grant funding through the Ohio Children's Alliance for participation in the Behavioral Health Attribution Project. This funding supports our involvement in data collection efforts focused on tracking children's outcomes in services. In exchange, the team will submit weekly demographic data to contribute to statewide outcome analysis.

In our Day Treatment program, we are excited to recognize our newest team member, Elizabeth Gress, who recently achieved licensure as a Licensed Social Worker (LSW). Elizabeth will serve as a program therapist, supporting youth as they work toward positive behavioral and emotional change.

Program enrollment continues to grow as Elizabeth and Megan, our Clinical Director, processed referrals over the past month. Currently, 10 youth are enrolled in the program, with one classroom at full capacity and efforts underway to fill the second classroom.

The team is scheduled to complete Crisis Prevention Intervention (CPI) certification in February to further enhance safety and support within the program.

The Intensive Home-Based Treatment program (IHBT) continues to make a meaningful impact within the community. Currently staffed with one therapist, the program is serving five active cases. A key goal for the new year is to support the therapist in reaching full caseload capacity. Recruitment efforts remain ongoing to fill the second therapist position. Additionally, the team has received notice of an upcoming fidelity review scheduled for late February. Carol, the Clinical Manager, has been diligently preparing clinical documentation and supporting staff in readiness for the review.

The Home and Community-Based Services team continues to increase utilization and expand service delivery. Therapists are actively managing approximately 40 cases, providing in-home support to children and families throughout the community.



North Florida

We are excited to have our new Recruitment and Licensing Specialist, Taylor Whittington, on-board, a transition from our Case Management program. She is working hard on making plans for recruiting new treatment foster parents and building our program. Some of those plans include attending the local Farmers Market and Gyro Festival at the Greek Orthodox Church. We are also reaching out to some other organizations about setting up a recruitment table at their events. Taylor is going to be hanging recruitment flyers in local establishments and reaching out to local churches regarding presentations. We had a great conversation about meeting up with a large Catholic church in town, regarding our ability to provide a presentation and hopefully recruit some foster parents.

This year, Tallahassee Adoptions held its annual Home for the Holidays December finalizations on 12/19/2025. Four children were finalized, all of which found permanency within 12 months of shelter thanks to newcomer, Adoption Case Manager, Isabella Dabage, who completed all four children's adoptions in record time, having just completed preservice training herself in early October. In partnership with the Leon County court system, the courtroom was decorated with holiday decor, and the families had the opportunity to enjoy snacks and goodies served in the common area, as well as a photo op station, before heading into the courtroom for finalizations. The Animal Therapy Program also brought in three therapy support dogs as part of their courthouse therapy program for children in dependency.

The adoptions unit has finalized 48 children from Circuit 2 during the first half of the 2025-2026 fiscal year and a total of 92 children during the 2025 calendar year. When figuring adoption credits towards the goal of 85 finalizations for the fiscal year, the adoption unit is currently at 47 credits, over halfway to the goal as of December. Adoptions anticipates an additional 6 children to finalize from Circuit 2 in January, as well as another 6 in February for the Home is Where the Heart is celebration in partnership with the courts.

In November our offices recognized those that go above and beyond in our Lake City and Live Oak offices. We had our "Employee of the Year" award presented to Jasmine Billy, the "People's Choice" award presented to Melinda Davis, and the "Extra Mile" award presented to Marriah Byrd for Lake City, and Pam Watson for Live Oak. We recently promoted Aaron Dortch from FCC Supervisor to Assistant Program Director. Aaron started with us as an FSW and has worked his way up, we are so proud of all that he has accomplished. Ashley Corliss was also promoted to an FCC supervisor. Jasmine Billy is also taking on a new role as Provider Liaison helping to bridge the gap between services and families. This was a position that was created by PFSF in their quest to streamline contacts with providers and case management. PFSF also recognized our own Casey Gaouette, Program Director as their Camelot "Person of the Year". We are so unbelievably proud of her leadership and how hard she continues to work for her case management program.

Clay County held our annual Home for the Holidays event on 12/18/2025. At this event we had 4 children that found permanency and their adoptions were finalized. We were so excited to have Santa and Mrs. Clause in the courtroom for these hearings.





North Central Florida

This quarter has been a season of growth, resilience, and celebration for our STFC programs in Gainesville and Ocala. Both offices have worked tirelessly to strengthen clinical capacity, expand recruitment efforts, and create meaningful experiences for the children and families we serve.

In Gainesville, the program welcomed a new full-time therapist, bringing the team to two full-time clinicians and one PRN therapist. Plans are already underway to hire a third full-time therapist, which will further enhance our ability to provide specialized care. The clinical team successfully placed two new children into therapeutic foster homes and celebrated the reunification of two others with their families. At the time of this report, Gainesville is serving 13 children, contributing to a combined census of 30 across both Gainesville and Ocala.

Recruitment efforts have been equally encouraging. One home was licensed and welcomed a child within 30 days, a testament to the efficiency and dedication of our licensing team. Another home has completed training and is pending licensure, and we have three referrals from current STFC parents along with one outside inquiry from a prospective foster parent. A January recruitment event is scheduled, and the team is actively building a calendar of events for the first half of the year. By November, every foster parent had completed an initial or refresher training in Together Facing the Challenge, ensuring consistency in trauma-informed care.

Ocala mirrored this momentum with its own successes. The program currently operates with one full-time therapist and one PRN therapist and has placed three new children into therapeutic foster homes. One child transitioned from TFC to STFC, and another was transferred from an Ocala home to Gainesville, reflecting the flexibility and collaboration between both offices. Ocala is currently serving 17 children, reinforcing the combined strength of our regional STFC program.

The holiday season brought opportunities to celebrate and provide respite for our foster families. Both offices hosted festive holiday parties, offering three hours of care for children while foster parents enjoyed a well-deserved break. In Gainesville, four children attended, while Ocala welcomed nine. The children decorated cookies, played games, watched holiday movies, and received gifts donated by the War Horse HOG Chapter 5115. Each child had their photo taken and placed in a holiday frame, a keepsake to cherish. For those unable to attend, gifts were delivered to ensure no child was left out of the celebration.

As we look ahead, the Gainesville and Ocala STFC programs remain focused on expanding clinical capacity, strengthening recruitment, and continuing to provide exceptional care for children with complex needs. Every placement, every training, every holiday smile reflects the heart of our mission: to create safe, nurturing environments where children can heal, grow, and thrive.

From November through December, the Family Services Planning Team continued to make a significant impact in stabilizing families and preventing higher levels of care. During this period, the program served 83 open cases, including 10 new admissions, and completed 10 discharges, nine of which were successful. Only one discharge was unsuccessful due to a parent declining services, a reminder of the challenges we face and the importance of continued engagement.

In total, 88 children were staffed for FSPT during this reporting period. Of these, four children required admission to a Statewide Inpatient Psychiatric Program (SIPP), while eight were successfully discharged from SIPP. Most notably, 82 of the 88 children staffed were successfully diverted from out-of-home care, achieving a 97% diversion rate, far exceeding our contractual goal of 65%. This outcome underscores the program's effectiveness in providing intensive support that keeps families together and children safe.

Purchase of Services (POS) funding played a critical role in these successes, allowing us to provide therapeutic services not covered by Medicaid or private insurance. This quarter, POS expenditures supported art, music, and tutoring services, with a pending referral for equine therapy. These interventions complement clinical care from community providers and ensure families receive comprehensive, individualized support.

Operationally, the team completed a successful LSF virtual contract audit on December 11 and 12, earning a perfect score of 100% with no corrective action plan required. During the exit interview, discussion centered on the current funding shortage for an open position still being covered by our FSPT Director, Donna Koncinsky. LSF confirmed they are actively working to secure funding to fill this role, which will strengthen continuity and capacity moving forward.

Amid these achievements, the team also found time to celebrate the season together. A lovely Thanksgiving luncheon was hosted at the Gainesville office, followed by a festive Christmas gathering at Franco's, a historic local restaurant. The evening included a fun gift exchange and camaraderie that reflected the strong sense of teamwork and shared purpose that defines FSPT.



Clearwater & Tampa

The holiday season reminded us of the extraordinary power of community and compassion. For the children in our Clearwater Specialized Therapeutic Foster Care program, this time of year can often feel uncertain, but thanks to the generosity of our partners and the dedication of our team, it became a season of joy and belonging.

Plato Academy in Clearwater played a pivotal role in making this possible. Their staff went above and beyond by creating personalized gift lists for each child in our program. These weren't just generic gifts, they were thoughtful, tailored to each child's wishes, and delivered with care. The result was magical: children who faced unimaginable challenges were able to experience the simple joy of receiving something chosen just for them.

Toyota of Clearwater joined this effort with equal enthusiasm, ensuring that not only our children but also the children of our foster parents received gifts. Their generosity extended beyond expectation, reinforcing the deep community connections that sustained our mission. These partnerships are more than acts of kindness, they are lifelines that remind our children they are seen, valued, and loved.

Adding to this spirit of giving, Santa's Angels, a local non-profit based in Indian Rocks, delivered two boxes of toys collected from families in the community. These contributions brought an extra layer of holiday cheer, and we are deeply grateful for their commitment to making a difference. Of course, none of this would have been possible without our foster parents, who worked tirelessly to organize celebrations and create warm, festive homes for the children in their care.

The generosity didn't end with Christmas. On January 2, 2026, our new Targeted Case Manager partnered with One Simple Wish, an online agency dedicated to granting wishes for children in foster care. Through this collaboration, we fulfilled a special request for one of our teens who was difficult to shop for during the holidays, a \$100 gift card that gave them the freedom to choose something meaningful. This partnership opens the door to ongoing opportunities, allowing us to grant wishes not only during holidays but also as motivational rewards or for special occasions throughout the year.

The holiday season also brought challenges that tested our team's resilience and commitment. On the evening before Christmas Eve, we received an urgent call: two siblings from Brevard County needed immediate placement after leaving their previous home without warning. It was after 9 p.m., and the situation was critical. Thanks to the extraordinary efforts of our foster parents, we were able to place both children in loving homes that same night. Despite the abrupt transition, these families worked together to ensure the siblings experienced a joyful Christmas. Today, the children continue to see each other, multiple times a week, a testament to the strength of collaboration and the unwavering dedication of our foster families.

As we reflect on these moments, we are proud to share that Clearwater's STFC program continues to thrive. Three children have stabilized enough to transition to adoptive homes, where they will continue their journey of healing and growth. These successes are not just milestones, they are life-changing outcomes that speak to the heart of our mission: creating stability, permanency, and hope for the children we serve.

The Tampa STFC program continues to grow steadily, reflecting both the strength of our team and the trust placed in us by the community. In the past month alone, we welcomed five new admissions, a milestone that not only expands our census but also strengthens our ability to serve children who need specialized care. This growth has had a positive impact on program revenue, ensuring we can sustain and enhance the services that make a difference in these children's lives.

December was a season of generosity and celebration. Our long-standing partner, Mymatrixx, continued their cherished tradition of hosting an Angel Tree for our youth. Through their efforts, every child received gifts from their personal wish lists, thoughtful items that brought joy and a sense

of belonging during the holidays. Adding to this spirit of giving, we were thrilled to welcome a new donor, Team Elite ATS, Inc. Their contributions amplified the holiday magic, creating moments of happiness that will be remembered long after the season ended. Seeing the smiles on the faces of our children and foster families was a powerful reminder of why we do this work.

To bring everyone together, we hosted a Christmas party at the start of December for our foster parents and youth. It was more than a celebration, it was a chance to connect, share laughter, and create lasting memories. The room was filled with warmth and gratitude, a reflection of the strong relationships that define our program and the community that supports it.

The past few months have been filled with meaningful connections, celebrations, and remarkable stories of resilience and commitment within our Tampa Foster Home Management Services program. On November 1, two of our staff attended the HCFPA Fall Festival at New Life Village, joining foster families for a day of fellowship and fun. This event was a wonderful opportunity to strengthen relationships and show our ongoing support for the families who open their hearts and homes to children in need.

As the holiday season approached, our team continued to engage with the community. On December 14, staff participated in the Stuff Your Stocking and Holiday event at Water Works Park, spreading cheer and connecting with families during this festive time. Just days earlier, on December 9, we hosted our annual Christmas party at The Regent, a celebration that brought joy and laughter to our foster families. The event was made possible through the generosity of TrueCandor Behavioral Health, who sponsored the party, and through the heartfelt contributions of two doctors at Moffitt Cancer Center, who donated gifts for every child. Their kindness ensured that the holiday season was truly special for our families.

Beyond these celebrations, the heart of our work lies in the stories of the children and families we serve. The Grill/Rorer family exemplified this commitment by working closely with the biological parents of two siblings placed in their home. Their collaboration and dedication led to a successful reunification on December 16, just in time for the children to spend Christmas with their family. Meanwhile, the Hernandez foster home demonstrated extraordinary flexibility and compassion by stepping outside their usual profile of ages 0–3 to welcome a five-year-old who had disrupted from a non-Camelot home earlier in December. This placement has gone exceptionally well, and with the child now free for adoption, the Hernandez family is strongly considering making her a permanent part of their family.

Our McDuffie family also deserves recognition for their unwavering commitment. They have cared for two siblings for over a year, and in November, they achieved a major milestone by fully potty training the three-year-old, who had developmental delays. Their efforts didn't stop there, they have been working closely with the boys' prospective adoptive family to ensure a smooth transition. Thanks to this collaboration, the siblings are expected to move into their adoptive home in January, marking the beginning of a new chapter filled with hope and stability.

Our Independent Living Services (ILS) program continues to serve as a vital bridge for youth and young adults ages 13–23 who are in or transitioning out of foster care. In partnership with the Children's Network of Hillsborough County, our team begins engagement as early as age 13, guiding youth through personalized milestones that build confidence, stability, and independence. From life skills training and mentorship to housing navigation and post-18 supports like Extended Foster Care (EFC), Aftercare, and PESS, our program is designed to turn preparation into lifelong progress.

This past quarter, the impact of these efforts was evident. We supported 165 youth ages 13–15 in early engagement, 151 youth ages 16–17 in formal transition planning, and continued services for 65 young adults in EFC, 36 in PESS, and 12 in Aftercare. These numbers reflect not just participation, but meaningful progress toward independence.

Our community collaborations remain strong. We deepened partnerships with Statewide Youth Councils, Healthy Teen Network, and THHI, while expanding workforce pathways through CareerSource and event-based recruitment supports. These connections ensure that our youth have access to resources and opportunities that prepare them for success beyond foster care.

Behind these numbers are stories that inspire. Trevor, age 17, earned his driver's license through Keys 2 Independence, a milestone that opens doors to school, employment, and long-term independence. Calera, age 18, featured in our January ILS Calendar, is balancing work and school while pursuing her dream of becoming a travel nurse. Her resilience and determination highlight the power of mentorship and supportive relationships in helping youth achieve stability and thrive. These stories remind us that positive youth development and consistent adult support are not extras, they are essential drivers of successful transitions.

Looking ahead, January programming will reinforce a holistic, youth-centered approach through life skills workshops, housing readiness sessions, financial coaching, mentorship onboarding, employment exposure, and leadership opportunities. Initiatives like Opportunity Passport financial coaching, virtual housing meetings, and Empower! Mentor Orientation will continue to equip youth with the tools they need to succeed. Our commitment remains clear: to provide stability, mentorship, and opportunity so that every young person we serve can build a future filled with possibility.

As we reflect on the close of the year, the Family Reunification and Preservation Services program continues to demonstrate its profound impact on families in crisis. Between November 1 and December 31, the program served 83 open cases, including 10 new admissions, and celebrated 18 families successfully completing services. These families not only achieved stability but also maintained it, there were no returns to care or new referrals for any family that completed services within the last 30 days, six months, or even one year. This outcome speaks volumes about the strength of our interventions and the resilience of the families we serve.

Our team's commitment to meeting families where they are was evident throughout the holiday season. In November, we provided food and essential items to six families, and in December, that number doubled to twelve. Additionally, 48 families received holiday baskets filled with trinkets,

blankets, and clothing, small gestures that brought warmth and joy during a time that can be especially challenging for those in transition. These acts of care remind us that reunification is not just about restoring family connections; it's about restoring hope.

Behind these successes is a team working tirelessly to ensure engagement and accuracy in every interaction. Clinical Supervisors have been onboarding and training new staff, fostering cohesion and morale even as they navigate challenges. A new Clinical Supervisor for Team 2 is actively training, and retention strategies introduced in December, including peer support for new hires and recognition initiatives, are already strengthening team culture. Staff also came together to celebrate the season at a holiday party hosted at the Clearwater office, reinforcing the sense of unity that drives our work.

Of course, challenges remain. Engagement continues to be a priority, particularly when families are difficult to reach or show patterns of cancellations and no-shows. Our staff persistently uses FSFN and elevates communication with case managers to overcome these barriers. The need for a therapist in Pasco County remains pressing, and we are actively pursuing solutions to fill this gap. In December, our leadership team, including Program Director Charlotte Easterling, Clinical Supervisor Elizabeth Diaz, and our CEO Mike DiBrizzi, delivered an oral presentation to Family Support Services advocating for the continuation of FFT-CW services in Pinellas and Pasco counties. We await the scoring and decision, scheduled for January 12, with optimism and confidence in the strength of our proposal.

During November and December, the Child Protection Team (CPT) continued to focus on strengthening multidisciplinary collaboration, addressing system barriers, and preparing for upcoming training initiatives. In December, CPT leadership met with DCF leadership to discuss barriers impacting CPI referrals for consultation, particularly delays in children being seen for physical injury reports, and to identify opportunities to improve timeliness and assessment processes. The CPT Team Coordinator and Lead Medical APRN also met with the DCF MDT Coordinator Team to enhance MDT coordination and scheduling. As a result, CPT will begin providing weekly communication to MDT coordinators outlining findings for children seen in office to facilitate timelier staffing's and reduce delays. Discussion also included improving points of contact for cases requiring specialized coordination such as institutional investigations and law enforcement involvement. In November, CPT Team Coordinator met with the USF pre-service training team to schedule training for the incoming classes of investigators in January. Internally, the CPT team also collaborated on expanding community outreach efforts including behavioral health providers to support children with mental injury concerns and therapeutic needs. Looking ahead, CPT anticipates additional training and outreach in the new year, including collaboration with the State Attorney's Office on physical abuse assessments, injury identification and medical interpretation, as well as educational opportunities for community providers servicing medically complex children to further strengthen understanding and coordinated care. This team has also faced some obstacles in the last couple of months with some concerns raised about how certain staff are doing forensic interviews. Instead of shying away from feedback and growth, the new Team Coordinator, Monique Love, embraced it and partnered with DOH on a coaching plan to continue to improve for the children we serve. Monique has jumped into leadership of the team with both feet and is always the first to arrive at the office and the last to

leave the office. She has been an amazing addition to this team and will be the boost they need to get them to that next level! Lastly, the team was able to celebrate their holidays with an Italian dinner and White Elephant Gift Exchange.



Additionally, in an effort to keep the children they serve at the forefront of their holiday season, the team did a social media ask for items to fill their clothing closet and bookshelves.

November was an exciting and busy month for the Hillsborough Adoption Support Program as they prepared for National Adoption Day at Busch Gardens!



This year, over 50 children in Hillsborough County were adopted, and the team ensured each child had a custom goodie bag and family picture frame from the Camelot team! The program also remained busy by attending other community events such as HCFPA's Fall Carnival, Heart Gallery's Adoptive Parent Training Panel Night, and the Children's Home Network's Adoptive/Foster Parent Training Panel Night. Sitting on the panel of these events allows the team to showcase what they do as well as give great advice/pointers to newly trained adoptive families. All this community outreach has led to a continuous flow of referrals; even through the holiday breaks! The team will likely almost double their contract measure of bringing in new families to the program by the end of the fiscal year. With limited community events in the month of December for the team, it allowed time for the Adoption Support Program to slow down and reflect on 2025. The program has had wonderful staff additions to the team this year, and this was celebrated with a team lunch and Secret Santa exchange.



The program also observed more adoption finalizations this month in person and has noticed many of our families clinically stabilize to where they are traveling out of state or overseas for the holidays!

In continuing Hillsborough Case Management's focus on permanency for the month of November, 21 children's cases successfully closed (13 with adoption, 7 in home with a parent, and 1 child with permanent guardianship). For the month of December, the team has closed 9 children so far with adoption, permanent guardianship, or in home with a parent, as well as reunified 3 children! While continuing this momentum the team is continuing to focus on quality and ensuring that they are giving themselves credit for the work being done through documentation! This includes new ways of holding leadership meetings and an internal training curriculum that is taking everyone "Back to Basics" with different topics throughout the upcoming months. In November, staff joined the Adoption Support Program, and other community partners from the county, for National Adoption Day held at Busch Gardens; where 10 Camelot CMO children were solidified with their forever families.

Staff wise, we had 5 individuals successfully complete Preservice Cycle #2 (photo on next page) and celebrated at a "Graduation" on 12/12!



We also welcomed a new Assistant Director to the team in the month of December, Jenelle Allen. She brings a wealth of experience in quality outcomes for case management, and we are excited to see how she helps this team continue to grow! To celebrate the holidays, a Christmas Party was held on 12/12 that included snacks, games, and an ugly sweater contest! In addition, the team did Secret Santa and enjoyed getting gifts for one another. Throughout the month there were additional "Fun Fridays" to include Christmas pajama day, wear red/green day, as well as leaderships' doors being decorated to celebrate the season! During a leadership meeting in December, the team expressed that they feel more solidified as a team now than they ever have. This is largely due to the hard work the Program Director, Nicole Anderson has done pushing the leadership team to work as a unified group. The depth of personalities on the team brings unlimited perspectives which have the potential to help the team work more cohesively for their families.



Central Florida: Orange, Osceola, Seminole & Brevard

For the Central Florida Case Management Team, both Orange East and Orange West continue to operate at approximately a 50% staffing ratio. Despite this significant workforce limitation, the team has maintained service continuity, met critical case milestones, and prioritized child safety and permanency outcomes. Supervisors and case managers have demonstrated flexibility and resilience by managing increased caseloads while maintaining compliance with statutory requirements and quality standards.

Even with reduced staffing levels, the department has continued to successfully achieve permanency for children and families. Orange East achieved permanency outcome of 66.66% and Orange West achieved permanency at 53%. Through focused case planning, strong supervisory oversight, and collaboration with community partners, cases have progressed toward reunification, guardianship, or adoption when appropriate. These outcomes reflect the dedication and professionalism of staff who remain committed to timely permanency despite operational challenges.

In recognition of staff efforts and to support morale, a Christmas Party was sponsored by Commission 127. This event provided an opportunity to acknowledge staff dedication, celebrate teamwork, and reinforce appreciation during a demanding period. The support from Commission 127 was instrumental in creating a positive and uplifting experience for staff and is sincerely appreciated.

The Central Florida Adoption Team has had a busy two months filled with community activities! The leadership was invited to speak at a presentation given by the Bank of New York, which highlighted adoption. Leadership provided information on our mission and ways people can get involved. Not only were there staff from the local branch of the bank, but offices located in Pennsylvania and New York were also in attendance virtually. Central Florida Adoptions hosted four separate National Adoption Day celebrations in Brevard, Orange, Osceola and Seminole Counties (pictures below). The theme for the Tri-County area this year was "Worth the Wait" and it truly was for all our families. Within the four celebrations, there were 40 children adopted into their forever families, ranging in ages from 6 months to 17 years old. Our Camelot adoption teams went above and beyond in ensuring each area's NAD celebration was a success with detailed decorations, great food and amazing speakers! An Osceola Adoption Attorney who has been finalizing children in the county for many, many years said this year's National Adoption Day was the best ever! Finally, since being awarded the adoptions contract for Orange, Osceola and Seminole Counties in July of 2025, Camelot and the lead agency (Family Partnerships of Central Florida) have been working together to incorporate pieces of each area's processes for adoption into what was already being done in Brevard County. This has been a large undertaking and has definitely come with bumps in the road. We have successfully come up with a unified system for each step and are now working in a unified format. This will definitely help streamlining achieving permanency through adoption and resolve some bottlenecking areas.





Southeast Florida: Stuart, Treasure Coast, Palm Beach & Broward

The Child Protection Team has been busy the last quarter with reviewing 2,837 abuse reports with 100% compliance. The team completed 310 assessments: 48 Forensic Interviews, 123 Medical evaluations, 11 medical consultations, and 128 Specialized Interviews.

In Therapeutic Foster Care, we continue to expand our foster parent inventory through active participation in multiple recruitment events. In the Treasure Coast region, three therapeutic foster home files are currently in development and are expected to be submitted by February. Additionally, two traditional foster home licensing files have already been submitted to the lead agency, with approval anticipated within the next two weeks, and three additional traditional home files are planned for submission by February.

We brought Natasha Rankin on board as a Licensing Specialist for the Palm Beach location and Georgian Douglas in our Broward location. They both come with many years of experience in licensing and a passion for recruiting new foster parents. Recruitment and placement are the primary focus of the programs as we continue to participate in a variety of recruitment/retention activities. We kick off our first Pressley Ridge class of the new year on January 12th, and each location has a minimum of 3 families registered.

The month of December saw a lot of excitement for the Holidays! We had community members that we called "Secret Santa's" step in and sponsor each of our foster children and our clients in our Independent Living Program. We also had our annual Toy Drive at Renegades Western Bar and Grill in West Palm Beach and the Special Needs Group collected toys as well. Thanks to all of our generous donors all of our "Camelot kiddos" had a magical holiday.

Currently in our Broward County New Day program, the therapists are two clients away from full caseloads. The program went through their annual programmatic review in December, and although we do not have the official written report, verbal feedback was positive and ensured that the funder (CSC) is very happy with the services they are seeing the clients receive.

The Independent Living program in Broward continues to be fiscally sound and operations are consistent. As this program continues to see high referral numbers, and we are serving one of our highest caseloads ever at 139 clients, we continue to recruit for another Life Coach through funding from our BBHC contract. The youth that participate in this program continue to show growth in skills and to produce positive outcomes.



Southwest Florida: Port Charlotte, Ft. Myers & Naples

The last two months have been full of Holiday cheer for our families and staff. Some of the highlights from November include receiving 40 turkey dinners that we were able to pass out of our families in the south (Hendry, Glades, and Collier Counties) for Thanksgiving. On November 21, we held National Adoption Day in Collier County with 11 children's adoptions finalized. The children were given balloon animals, have their faces painted, and take pictures with the judge while enjoying some refreshments.

We then moved quickly into Christmas mode where we received gifts from A Step Above Resale. They put a giving tree up and were able to get gifts donated for every one of our kiddos in our Family Support Services Program located in our Fort Myers Office. Then on to our Annual Foster Parent Christmas Party that was held on December 13th at the Moose Lodge in Charlotte County where our licensed foster parents could come and bring the kiddos in their homes and enjoy brunch and gifts for the kids. Thank you to Children's Network of SWFL and Fostering Success for supplying gifts to all of the children we serve in the case management programs.

Our licensing team had 2 more new homes license in December bringing our total to 8 homes for the Fiscal year. We have 4 more that are almost licensed and others we are still working on.

On December 15th one of the local churches in Naples made brunch for our South team. The team came to work in their pajamas and played games after the monthly lunch and learn.

Staffing levels continue to remain stable with only 3 vacancies in the 5 offices (1 licensing counselor, 1 Family Support Worker, and 1 Quality Assurance Specialist).

And last but not least, one of our licensed foster parents' (who is a medical foster home) severely disabled child turn 18 recently and the home was coming up for relicensing. The foster parents did not have guardianship of this now adult to be able to sign off on the documents for him. Our Program Director, Melissa London, was able to use all of the resources she could in Charlotte County to learn the process, assist in getting the family legal aid, and asking the dependency judge to hear the case (which should have been on a different judges docket) and we were able to get this home through relicensing timely before 2 medically needy children in her home disrupted for the holidays.



NATIONAL ADOPTION DAY: Saturday, November 22, 2025

In November 2025, Camelot Community Care proudly celebrated National Adoption Day, a heartwarming tradition that highlights the joy of children finding forever families. Across our regions, 49 children were adopted — including 6 in Osceola, 10 in Hillsborough, 16 in Brevard, 1 in Seminole, and 16 in Orange County. From courthouse celebrations to community gatherings, each moment reflected our shared commitment to helping children find safety, stability, and love in their new homes.



Click above to relive the celebrations.

Camelot Community Care
Published by Jerry Cutchens • November 22 at 8:01AM •

Today is National Adoption Day!


Across Camelot Community Care, we're celebrating an unforgettable week of joy, connection, and forever families.

All week long, our teams across Central Florida and Hillsborough County came together to honor this special day early — hosting heartfelt ceremonies, supporting families in courtrooms, and witnessing powerful moments of children stepping into their forever homes. Here's a look at the celebrations that led up to today:

- 🌟 **Osceola County — November 14**
Our Osceola Adoption Team finalized six children, creating a beautiful celebration filled with decorations, food, gifts, and unforgettable moments with families and the judge. Adoption teams from Brevard, Osceola, and Seminole united to support one another — because teamwork truly makes the dream work.
- 🌟 **Hillsborough County — November 14**
The Hillsborough Case Management and Adoption Support Teams celebrated 10 Camelot children finalizing their adoptions, along with 40 additional children across the county. Families were honored with goody bags, meaningful picture frames, and a joyful celebration led by our dedicated staff.
- 🌟 **Brevard County — November 18**
Brevard's Adoption Support Team finalized 16 adoptions during their National Adoption Day ceremony! Mike opened with an inspiring speech — and added some extra fun with a lively t-shirt cannon moment that kids absolutely loved.
- 🌟 **Seminole County — November 18**
The Seminole Adoption Support Program celebrated the adoption of one extraordinary 15-year-old who found her forever family. The team decorated the courtroom and celebration room with so much heart and joy.
- 🌟 **Orange County — November 21**
Orange County wrapped up the week with a meaningful adoption ceremony at the Orange County Courthouse, where 16 children finalized their adoptions and stepped into a beautiful new chapter surrounded by love and celebration.

📖 To every Camelot team member who made these celebrations so meaningful — thank you. Your compassion and dedication continue to build brighter futures for children and families across every region.

#NationalAdoptionDay #CamelotCommunityCare #FamilyPartnershipsofCentralFlorida
#ForeverFamilies #AdoptionJourney #TeamCamelot #BrighterFutures #FamilyFirst
#BringingFamiliesTogether @familypartnershipscfl



Celebrating Forever Families Across Camelot Community Care

Recognized annually across the nation, **National Adoption Day** celebrates the joy and hope found when children join their forever families. At Camelot Community Care, we honor this tradition with meaningful ceremonies throughout our regions. In 2025, **National Adoption Day** fell on **Saturday, November 22**, marking a week of heartfelt celebrations filled with connection, gratitude, and the life-changing moments when children stepped into their forever homes.

Below is a look at how each of our regions celebrated this year's **National Adoption Day**.

🌟 Osceola County — November 14, 2025

The Central Florida Osceola Adoption Team finalized six children into loving forever families. Staff created a beautiful celebration with thoughtful decorations, delicious food, and meaningful gifts to mark the day. Teams from Brevard, Osceola, and Seminole stood side-by-side to support one another — demonstrating the true power of teamwork across Camelot Community Care.

🌟 Hillsborough County — November 14, 2025

The Hillsborough Case Management and Adoption Support Teams celebrated 10 Camelot children finalizing their adoptions, in addition to 40 more children across the county. Staff prepared goody bags, family photo frames, and supportive touches that made each family's milestone moment even more memorable.

🌟 Brevard County — November 18, 2025

The Brevard Adoption Support Team proudly celebrated 16 finalized adoptions during their National Adoption Day ceremony. The event opened with remarks from Mike — including a fun t-shirt cannon moment that brought smiles and laughter to the celebration.

🌟 Seminole County — November 18, 2025

In Seminole County, one extraordinary 15-year-old finalized her adoption and joined her forever family. The team created a warm and celebratory space both in the courtroom and the room where families gathered afterward.

🌟 Orange County — November 21, 2025

Orange County wrapped up the week with a meaningful adoption ceremony at the Orange County Courthouse, where 16 children finalized their adoptions and stepped into a beautiful new chapter surrounded by love and celebration.

A Celebration Made Possible by Our Team

National Adoption Day across Camelot Community Care is a reflection of the extraordinary dedication of our staff. From decorating courtrooms to preparing gifts, from supporting families to standing beside them in life's biggest moments — our teams help build brighter futures every day. Thank you to every Camelot team member, partner, and family who made this year's celebrations so meaningful.



Marketing & Communications Snapshot

Board Meeting - January 22, 2026



SOCIAL MEDIA: Recent Highlights

Camelot Community Care
Published by Jerry Cutchens · November 26 at 7:01 AM · 🌐

🎉 Celebrating Excellence in Live Oak & Lake City!

On November 19, our Camelot Community Care Live Oak and Lake City Case Management Teams came together for an Employee Appreciation Lunch held at the Partnership for Strong Families' Lake City location — a wonderful afternoon celebrating dedication, compassion, and the incredible impact our team members make every day.

During the event, six special awards were presented in recognition of outstanding service and commitment:

- 🏆 Bridge Builder Award (presented by Partnership for Strong Families)
- 🏆 Compass Award
- 🌟 The Extra Mile Award (Live Oak & Lake City)
- 🏆 People's Choice Award
- 🏆 Case Manager of the Year

🏆 Bridge Builder Award: Ashlee Corliss
Honored by our partners at Partnership for Strong Families, Ashlee exemplifies collaboration and teamwork that strengthen support for children and families. She goes above and beyond to connect Case Management, Independent Living, and service partners—ensuring youth receive the care they need. Her proactive communication and problem-solving embody the true spirit of a bridge builder.

🏆 Compass Award: Casey Gouvette
Casey's calm guidance and deep knowledge make her a steady source of support for her team. She listens with care, offers thoughtful insight, and leads with heart and wisdom. Her compassion and expertise help chart a clear path toward stronger outcomes for the children and families we serve.

🌟 Extra Mile Award – Live Oak: Pam Watson
Pam's heart for service shines across three counties, where she continually goes the distance—literally and figuratively—for children and families. Her dedication and "service before self" mindset make her a true role model.

🌟 Extra Mile Award – Lake City: Marriah Byrd
Marriah's commitment, positivity, and can-do attitude elevate our entire team. She consistently steps up to tackle challenges, advocate for families, and support her colleagues with grace and reliability.

🏆 People's Choice Award: Melinda Davis
Nominated by her peers, Melinda embodies compassion, teamwork, and heart. Her colleagues describe her as welcoming, supportive, and deeply dedicated to the families she serves—a true force in the field.

🏆 Case Manager of the Year: Jasmine Billy
Jasmine's joyful spirit and tireless commitment to children's well-being make her an inspiring leader and mentor. Known for her dependability, empathy, and hard work, Jasmine is everything a great case manager should be.

🎉 Congratulations to all our honorees! Thank you for going above and beyond to ensure children and families can realize their fullest potential. You make us proud to be #TeamCamelot! 🌟

#CamelotCommunityCare #TeamCamelot #CaseManagementHeroes #EmployeeAppreciation #ChildWelfareChampions #PartnershipForStrongFamilies



Camelot Community Care
Published by Jerry Cutchens · December 3 at 12:03 PM · 🌐

❤️ Thank you, **Lollipop Lumberjack's Candy Co.** 🍭

Camelot Community Care

Lollipop Lumberjack's Candy Co.

Lollipop Lumberjack's Candy Co. is 🍭 feeling delighted.
November 27 at 10:48 AM · 🌐

Alright guys, Lollipop Lumberjack's Candy Co has collaborated with Santa, and is starting off the giving season by sponsoring AJ, a child in need from **Camelot Community Care**. Camelot is a community outreach program that supports abused and neglected children in the Tampa Bay Area, and we encourage everyone to check out their page! 🍭

The Santa list has been checked twice and gifts wrapped! Merry Christmas to AJ! 🍷 🍷 🍷 🍷 🍷





SOCIAL MEDIA: Recent Highlights

Camelot Community Care
Published by Jerry Cutchens · December 3 at 11:41 AM · 🌐

🌟 Thank You, TrueCandor Behavioral Health!

We're so grateful to TrueCandor Behavioral Health for sponsoring Camelot Community Care's Tampa Bay Area Traditional and Therapeutic Foster Care Holiday Party!

Your support helps make this special celebration possible for the children, families, and foster parents we serve. ❤️

TrueCandor provides compassionate mental health care — offering talk therapy, medication management, and evaluations for individuals and families. Learn more at www.truecandor.com

#CommunityPartners #CamelotCommunityCare #TrueCandor #FosterCare #MentalHealthMatters #ThankYou #HolidayGiving #MakingADifference TrueCandor Behavioral Health



Camelot Community Care is with teamelite_ats.
Published by Jerry Cutchens · December 11 at 4:18 PM · 🌐

🎁 Holiday Giving Spotlight: Team Elite

Camelot Community Care extends our heartfelt gratitude to Team Elite for their incredible generosity in providing Christmas toys and gifts to our Specialized Therapeutic Foster Children in Tampa! 💙

Your kindness helps make the season brighter for the children and families we serve — bringing joy, hope, and holiday cheer when it's needed most. Thank you for helping our Camelot children feel special this Christmas. 🌟

#TeamElite @teamelite_ats #ThankYou #CamelotCommunityCare #SpecializedTherapeuticFosterCare #HolidayGiving #BrighterFutures



Mentions · teamelite_ats 4m ... ✕

Thank you to all of the athletes, and families that participated in last weekend's tryouts and made this happen for those without. Most importantly, thank you to Ms. April for spearheading this @she is her mama a . Let's continue to be Elite individuals and make a positive impact on others around us ❤️💫

 camelotcommunitycare and teamelite_ats






Marketing & Communications Snapshot

Board Meeting - January 22, 2026



CAMELOT STORE: Open thorough December 31st

Camelot Store Sales Summary (All-Time)

Total Orders
60

Total Sales
\$4,648.26

Average Order Value
\$77.47

Unique Items Sold
103

Total Units Sold
166



Open through December 31st
CAMELOT STORE!

**Shop Now for
Exclusive Camelot Gear!**





NEW CERTIFICATIONS: Reminder to Submit?

As part of our ongoing effort to celebrate and recognize professional growth across Camelot Community Care, the **Highlighting Certification Successes** initiative continues to shine a light on team members who have achieved Florida Certification Board credentials as Case Managers, Licensing Specialists, and Supervisors. This recognition has been active and well-received, emphasizing the dedication and excellence of our staff.

On an upcoming conference call with the Regional Executive Directors, can a request be made to submit any new staff certifications through the MarComm portal ensuring these achievements continue to be recognized and celebrated across Team Camelot?!



camelotcommunitycare.org/mcportal



Camelot Community Care

Published by Jerry Cutchens · November 20 at 10:04 AM · 🌐

🌟 Camelot Staff Spotlight!

Please join us in congratulating four incredible Team Camelot members who achieved a major milestone in November 2025!

👉 Congratulations to our newest Fully Certified Child Welfare Case Managers:

- 🌟 Alexis Snow
- 🌟 Andrea Villasmil
- 🌟 Ruth Jean
- 🌟 Rosa Calero-Alicia

Your dedication, perseverance, and commitment to children and families shine through in everything you do. Achieving full certification is an extraordinary accomplishment — and we are so proud of each of you.

Thank you for continuing to strengthen our mission and making a meaningful impact every day. 💙

#CamelotCommunityCare #TeamCamelot #ChildWelfareChampions #StaffSpotlight #WeAreCamelot





GIVING TUESDAY & ANNUAL APPEAL CAMPAIGN SNAPSHOT (2025)

Camelot Community Care's Giving Tuesday and Annual Appeal campaign generated \$3,776.22 in one-time gifts and \$26.22 in new monthly recurring donations, creating both immediate impact and ongoing support.

The campaign used a coordinated, multi-channel approach including a branded theme and logo, dedicated landing page, website donation modal, email appeals through Constant Contact and Blackbaud, social media posts, internal promotion via The Camelot Weekly, email signatures, and Teams virtual backgrounds.

Key outreach dates included Giving Tuesday on December 2 and the Annual Appeal push on December 30, supported by donor stewardship efforts including personalized thank-you outreach on December 10. The campaign increased visibility of giving opportunities across staff, supporters, and website visitors while strengthening year-end fundraising momentum.



GIVING TUESDAY

Today is Giving Tuesday — You Can Help Brighten a Child's Future!

Today, on **Giving Tuesday**, people across the country are choosing causes that reflect their values and their heart. By choosing Camelot Community Care, you help brighten a child's future and ensure they experience the safety, stability, and healing every child deserves.



Give Here!

Give Now — Brighten a Child's Future

Your Giving Tuesday Gift Makes an Immediate Impact!

At Camelot Community Care, we work to ensure every child feels safe, supported, and surrounded by care. Many of the children we serve are navigating difficult journeys—filled with uncertainty no child should ever endure.

Your gift today goes toward providing:

Safe and stable homes,

Therapeutic and trauma-informed support,

Resources for foster parents and caregivers,

Moments of comfort, connection, and hope.

Your kindness can light the path forward for a child who deserves to feel safe, valued, and loved.



Give Here!

Give Now — Brighten a Child's Future

Together, We Can Brighten a Child's Future This Giving Tuesday

Every act of generosity brings us one step closer to ensuring that every child we serve has the chance to feel at home—emotionally and physically.

Thank you for standing with us on this special day of hope and giving.

With heartfelt gratitude,
Camelot Community Care



Give Here!

Give Now — Brighten a Child's Future



Bringing Families Together For A Bright Future.

GET INVOLVED

Bringing families together for a brighter future could not be accomplished without the involvement and help of our supporters and donors. Visit camelotcommunitycare.org to get involved.



FOSTER



GET INVOLVED



DONATE



PROCEEDS RAISED BENEFIT VULNERABLE CHILDREN AND FAMILIES SERVED BY CAMELOT COMMUNITY CARE. A COPY OF THE OFFICIAL REGISTRATION AND FINANCIAL INFORMATION FOR CAMELOT COMMUNITY CARE MAY BE OBTAINED FROM THE DIVISION OF CONSUMER SERVICES BY CALLING TOLL-FREE WITHIN THE STATE. REGISTRATION DOES NOT IMPLY ENDORSEMENT, APPROVAL, OR RECOMMENDATION BY THE STATE. 800-425-7252 or www.DOSREGS.gov



camelotcommunitycare.org/give

DONOR STEWARDSHIP GIFTS — TOP 2025 DONORS CAMPAIGN

As part of our ongoing donor stewardship strategy, Camelot Community Care conducted a targeted appreciation campaign recognizing more than 70 of our top donors from 2025. Each donor received a custom Camelot-branded Bluetooth speaker featuring the message, **“Turning Up the Volume on Hope in 2025,”** along with a personalized thank-you card and thoughtful packaging. This gift was designed to reflect the powerful role our supporters play in amplifying hope and giving voice to children and families across our communities. Beyond the tangible item, the campaign emphasized personal connection, sincere gratitude, and strengthening long-term relationships with donors who make a meaningful difference through their support.

The total cost of the initiative was **\$2,144.71 (approximately \$21.44 per donor)**, which remained well under the approved budget of **\$2,500 (\$25 per donor)**. Costs included branded speakers, setup, individual shipping, packaging materials, and personalized printed materials. This approach allowed us to deliver a meaningful, mission-aligned stewardship touchpoint while maintaining strong fiscal responsibility.

THANK YOU

FOR TURNING UP THE VOLUME ON HOPE IN 2025!

This Bluetooth speaker is a small token of our gratitude for your generous support. Your compassion continues to help children and families find their voice—providing the stability, care, and encouragement they need to heal and build brighter, safer futures.

Just as music connects and uplifts us, your kindness amplifies hope—filling lives with comfort, strength, and the promise of a better tomorrow.

With heartfelt thanks,



Bringing Families Together For A Bright Future.



Cylinder Bluetooth Speaker

Component	Cost Per	Total
Speaker (Imprinted)	\$9.89	\$989.00
Setup Fee	N/A	\$45.00
Individual Shipping	~\$9.00 each	\$900.00
Boxes	~\$77.97 - 120	\$83.43
Crinkle Paper	~\$79.95 - 10lbs	\$85.55
Thank You Card	~\$1.00 per page	\$26.78
Mailing Labels	~\$1.00 per page	\$14.95
Final Total	\$21.44 each	\$2144.71
Budget Total	\$25.00	\$2500.00





SOCIAL MEDIA: RECENT HIGHLIGHTS

Camelot Community Care
Published by Jerry Cutchens · 3m · 🌐

🙏 Grateful for partners who show up — literally and wholeheartedly! 🙏

On Monday, December 22, Andy Garnett, President & CEO of Special Needs Group® / Special Needs At Sea®, stopped by Camelot Community Care's Palm Beach location with a huge donation of toys for the children we serve. Andy didn't just drop and go — he stayed to share a meal and spend time with our team during our holiday luncheon.

💛 We're also excited that Andy and Casi will be working together to help connect some of our Independent Living youth with employment opportunities. Partnerships like this make a real, lasting impact — and we're so thankful. 🙏

🔗 To learn more about this incredible organization, visit <https://www.specialneedsatsea.com>.

#GratefulPartners #CommunityImpact #HolidayGiving #SpecialNeedsGroup
#SpecialNeedsAtSea #CamelotCommunityCare #IndependentLiving
#EmploymentOpportunities #PalmBeachCounty @specialneedsgroup



Camelot Community Care
Published by Jerry Cutchens · December 24, 2025 at 10:35 AM · 🌐

🌱❤️ Season of Giving Spotlight - Clearwater Toyota!

We want to share our heartfelt thanks to Clearwater Toyota, General Manager Steven Peine, and their incredible team for providing Christmas gifts to our Therapeutic Foster Children in Pinellas County. Their generosity will help create joyful moments, comfort, and holiday magic for children who need it most.

We are grateful for this meaningful partnership and the impact it will continue to have in our community. ❤️

Visit Clearwater Toyota at www.clearwatertoyota.com.

#SeasonOfGiving #ThankYou #ClearwaterToyota #CommunityPartners #TherapeuticFosterCare
#PinellasCounty #CamelotCommunityCare @clearwater_toyota



Camelot Community Care

🙏 Grateful for a Season of Giving

Each year, we are honored to partner with Plato Academy Clearwater as they rally their students, families, and staff to bring joy to children in foster care across Pinellas and Pasco counties.

Thanks to their incredible generosity, 31 children will experience a brighter Christmas filled with hope, care, and special gifts—made possible by a school community that truly shows up for others.

Pictured here are two of our amazing team members, Terry McKenzie and Lauren Harris, alongside members of the Plato Academy Clearwater team as they delivered this heartfelt donation on behalf of their students and parents.

Thank you to Plato Academy Clearwater for your continued compassion and commitment to the children we serve. Your kindness makes a lasting impact—especially during the holiday season. 🙏

#Grateful #SeasonOfGiving #CommunityPartners
#PlatoAcademyClearwater #CamelotCommunityCare
#FosterCareSupport #MakingSpiritsBright Plato Academy Clearwater

View insights Boost post

2 likes December 24, 2025

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Follow us on YouTube Camelot Community Care



SOCIAL MEDIA: RECENT HIGHLIGHTS

Camelot Community Care
Published by Jerry Cutchens · January 6 at 1:13 PM · 🌐

🌟 **Camelot Team Member Celebration - Larissa Banks!**

Please join us in congratulating Larissa Banks from our Treasure Coast location on achieving Certified Child Welfare Licensing Specialist status!

This accomplishment reflects Larissa's dedication, expertise, and commitment to supporting safe, stable homes for children and families. Her hard work strengthens our mission and makes a real difference in the lives we serve.

👉 Way to go, Larissa!

#TeamCamelot #CamelotCommunityCare #EmployeeRecognition #ProfessionalAchievement #ChildWelfare #LicensingSpecialist #MissionDriven #MakingADifference



Camelot Community Care
Published by Jerry Cutchens · January 8 at 8:00 AM · 🌐

👉 January is Mental Wellness Month

As we begin the new year, Mental Wellness Month reminds us to slow down, reset, and care for our emotional well-being after the hustle of the holidays. At Camelot Community Care, this matters deeply—because caring for children and families starts with caring for ourselves.

Mental wellness isn't about doing it all. It's about small, sustainable habits: getting enough rest, practicing mindfulness, taking a moment to breathe, and reaching out for support when you need it.

You show up for others every day. This month—and every month—remember that your well-being matters too.

#MentalWellnessMonth #TeamCamelot #YouMatter #WellnessAtWork #MindfulMoments #CamelotCares




Become a Foster Parent

Palm Beach & Treasure Coast area

Every 2nd Tuesday of the Month - 10 AM or 5 PM

Every 4th Wednesday of the Month - 9 AM or 6 PM

📍 **Virtual via Zoom**

Are you ready to make a difference in the lives of children and families? Join us to learn how you can become a foster parent and help children in need.

📧 **Email for the link**
acpalbo@camelotcommunitycare.org

camelotcommunitycare

camelotcommunitycare · Interested in becoming a foster parent?

Join a virtual Foster Care Orientation with Camelot Community Care for the Palm Beach & Treasure Coast area. You can help change a lifetime. 🌟

📅 Tuesday, January 13th at 10 AM or 5 PM (Zoom)
📧 Email acpalbo@camelotcommunitycare.org for the link.

Can't make it this Tuesday?
Then plan to attend a future meeting: every 2nd Tuesday of the Month - 10 AM or 5 PM and every 4th Wednesday of the Month - 9 AM or 6 PM.

#FosterCare #PalmBeach #TreasureCoast
#CamelotCommunityCare

21h

View insights

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21 hours ago

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Post



CAMELOT WEEKLY LAUNCH & PERFORMANCE OVERVIEW

The Camelot Weekly internal newsletter was officially launched on October 27, 2025, with a clear goal of strengthening internal communication, employee engagement, and organizational culture across Camelot Community Care.

Since launch, the newsletter has been consistently published every Monday without interruption, totaling 12 consecutive issues through the most recent edition on January 12, 2026. This consistent cadence has helped establish the Camelot Weekly as a reliable and anticipated communication touchpoint for staff, reinforcing transparency, connection to leadership, and alignment with our mission.

Key Highlights & Impact

- 100% on-time delivery: Twelve issues released on schedule, demonstrating operational consistency and commitment.
- Centralized internal communications: The newsletter serves as a single, trusted source for organizational updates, reducing fragmented messaging across platforms.
- Employee recognition & morale: Regular features such as Camelot WOW! spotlights, professional milestones, and team celebrations have elevated peer recognition and reinforced a culture of appreciation.
- Leadership visibility & engagement: Updates from leadership, including Town Hall announcements and organizational priorities, have strengthened connection and accessibility.
- Wellness & resources integration: Ongoing inclusion of Mental Wellness Month content, Vitality benefits, and HR/IT/Payroll resources supports employee well-being and operational clarity.
- Mission reinforcement: Each issue intentionally ties day-to-day work back to Camelot's mission, helping employees see the broader impact of their work.

Strategic Value

- The Camelot Weekly has quickly become a foundational internal communications tool, supporting:
- Increased awareness of organizational initiatives
- Improved staff engagement and recognition
- Stronger alignment between leadership, teams, and mission
- A scalable platform for future storytelling, metrics tracking, and two-way engagement

As the newsletter continues into 2026, opportunities exist to further enhance impact through expanded analytics (open rates, click-throughs), employee-submitted content, and targeted storytelling aligned with strategic priorities.



Estimated Reading Time: 5 minutes

In this week's **Camelot Weekly**, we're celebrating the heart and dedication that define Team Camelot. Inside, you'll find a **Camelot WOW!** honoring Esma Dennis for her remarkable academic achievement, followed by an invitation to join our February 4 Employee Town Hall for updates and live Q&A with leadership. We're also recognizing Larissa Banks' professional milestone, observing Mental Wellness Month, and sharing simple ways to make the most of your Vitality wellness benefits—along with helpful HR, Payroll, and IT resources. Thank you for the compassion and commitment you bring to our mission every day.

Camelot WOW!



Each week, we celebrate Camelot team members who go above and beyond to support children, families, and one another. Each **Camelot WOW!** shines a light on the compassion, teamwork, and dedication that define our mission—proving that every act of kindness, no matter how small, creates a lasting impact.

Esma Dennis

Location: Central Florida

"Camelot Community Care proudly recognizes **Esma Dennis** for an incredible academic and professional milestone. In just one year and two months, Esma successfully completed her Master's degree in **Trauma and Crisis Counseling**—all while continuing to manage a full caseload and remaining fully present and committed to the children and families she serves. Balancing the demands of graduate studies with such impactful frontline work is no small feat, and Esma approached this journey with unwavering **discipline, faith, and perseverance**.

Throughout it all, she consistently showed up with compassion, professionalism, and heart, even during long hours and personal sacrifice. Her



ONE KIND COOKIE: A SWEET THANK YOU TO OUR CPT COMMUNITY PARTNERS

This year, Camelot Community Care is once again proud to implement the One Kind Cookie campaign, led by our Child Protection Team to recognize and celebrate the vital partnerships we share with local law enforcement, sheriffs, and hospital staff.

The initiative centers on delivering freshly baked cookies to community partners as a meaningful way to show appreciation for their dedication to safeguarding children and families in need. Delivery will take place on Thursday, May 7, with volunteers visiting partner agencies throughout the community to spread gratitude and strengthen collaboration.

Participation sign-ups are requested by Thursday, April 9, allowing departments and volunteers to take part in this uplifting effort that reflects our mission and commitment to those who help protect the children we serve.



YOU'RE INVITED!

Camelot Community Care - CPT presents

One Kind Cookie

Bringing Sweet Kindness to Our Community Heroes

Camelot Community Care - CPT is proud to present the "One Kind Cookie" campaign, celebrating the vital partnerships between our local police, sheriffs, and hospital staff. Together, we strive to protect and support the youth in our community, one act of kindness at a time.

Delivery Date - Thursday, May 7th

On this special day, our volunteers will deliver freshly baked cookies to local precincts, showing our appreciation for their dedication to safeguarding children and families in need.

How to Participate

To be part of the "One Kind Cookie" campaign, scan the QR code and complete the form at www.camelotcommunitycare.org/one-kind-cookie by **Thursday, April 9th**.



SCAN TO
SIGN UP
TODAY!



Camelot
Community Care



Child Protection Team





ANNUAL BAGS & BREWS CORNHOLE TOURNAMENT RETURNS IN 2026

Camelot Community Care will again host our annual Bags & Brews Adult Charity Cornhole Tournament on Saturday, June 13, 2026, at the Charlotte County Fairgrounds in Port Charlotte, with proceeds benefiting foster care services and programs at the Port Charlotte Office.

The indoor event will feature both advanced and recreational brackets and will include food, music, raffles, a 50/50 drawing, vendor participation, and sponsorship opportunities. This returning community fundraiser continues to serve as both a revenue-generating event and a valuable engagement opportunity that increases local awareness and support for Camelot's mission.

BAGS & BREWS ADULT CHARITY CORNHOLE TOURNAMENT

SATURDAY JUNE 13, 2026

9:00 AM
REGISTRATION & PRACTICE
10:00 AM
TOURNAMENT BEGINS
If playing in tournament, please arrive by 9:30 AM to read the rules of play.

ADVANCED BRACKET
\$50 per 2-player team*
\$400 1st Place, \$300 2nd Place
\$200 3rd Place, \$100 4th Place

RECREATIONAL BRACKET
\$50 per 2-player team*
Prizes to 1st & 2nd places
*Register by June 8th to receive the Early-Bird rate. Increases to \$60 a team on June 9th.

DAY WILL INCLUDE
Food • Raffle • 50/50 • Music
Special Beer Pricing
Vendors Just in time for Father's Day!

REGISTER AT
camelot4kids.com by
Monday, June 8, 2026
Payment required at time of registration.
All players (must be 21 or older)
receive 3 free raffle tickets
and 2 complimentary beers.

PLAY & ATTEND
Plan to sponsor this great, fun event!

TOURNAMENT HOSTED BY AND BENEFITTING



Bringing Families Together For A Bright Future.
camelotcommunitycare.org

TOURNAMENT LOCATION



**2333 El Jobean Rd
Port Charlotte, FL 33948**
Held indoors with AC!

OFFICIAL FOOD VENDOR

Donating 100% of proceeds from food, drink, and beer!



SUPPORT

Proceeds from this tournament will benefit the foster care services and programs of Camelot Community Care – Port Charlotte Office. Camelot Community Care serves children and families experiencing abuse, neglect, behavioral health and substance abuse issues. Camelot accomplishes our mission of enabling children and families to realize their fullest potential by stopping the cycle of abuse and neglect in families and in our community. No child should have to recover from their childhood and you can join us in keeping children safe and creating a bright future for our most important resource... our children!

QUESTIONS?

Contact us at
marketing@
camelotcommunitycare.org.



REGISTER AT CAMELOT4KIDS.COM TO PLAY, SPONSOR, OR BE A VENDOR!



SIGNATURE EVENT EVOLUTION - CHEF'S GONE WILD: YACHT ROCK EDITION

As part of ongoing efforts to evolve the fundraising strategy and strengthen donor engagement, a new signature event will launch in 2026: **Chef's Gone Wild: Yacht Rock Edition**.

Following many successful years of the **Golf Classic**, a strategic decision was made to transition to a chef-driven culinary experience designed to broaden appeal while maintaining strong philanthropic impact.

The inaugural event will take place on Friday, October 23, 2026, from 6:30–10:00 PM at The West Events in Madeira Beach, featuring local chefs, coastal-inspired cuisine, and Yacht Rock entertainment.

Previous **Golf Classic** sponsors were personally notified of the transition and thanked for their long-standing support, with follow-up outreach planned to discuss sponsorship opportunities and reinforce relationship-based donor stewardship. **Chef's Gone Wild** honors the legacy of the **Golf Classic** while positioning the organization for continued growth and sustainable fundraising impact.



CHEF'S GONE WILD YACHT ROCK EDITION

Friday, October 23, 2026 • 6:30–10:00 PM
The West Events • Madeira Beach

Coastal Cuisine • Local Chefs • Smooth Yacht Rock

An unforgettable coastal culinary experience is coming to Madeira Beach. Join us for an evening featuring local chefs, elevated coastal hors d'oeuvres, and smooth Yacht Rock vibes for a laid-back yet elevated night out.



*Bringing Families Together
For A Bright Future.*

Tickets
\$150

Limited space available.
Secure your spot today.

Dress
Coastal Chic
Yacht Rock Inspired



LEARN MORE &
GET YOUR TICKETS!

All proceeds benefit Camelot
Community Care, supporting children
and families across our communities.

CAMELOTCOMMUNITYCARE.ORG/CHEFSGONEWILD

**CAMELOT COMMUNITY CARE
BOARD OF DIRECTORS MEETING**

January 22, 2026

LEGAL/RISK MANAGEMENT UPDATE

PROFESSIONAL LIABILITY CASES:

- Logemann Case: This case involves a foster family in Clearwater that has received a lot of media attention after the home was raided by Clearwater Police and was followed by a DCF investigation. Both investigations were closed with no findings but almost 2 dozen current and former foster youth have filed suit claiming years of abuse and neglect. Camelot was added to the suite on the second amendment and 17 agencies have been named. Camelot has never licensed this home or placed a child in the home. Our Independent Living program has served youth in the home but was not involved in placement in any fashion.

January 2026 Update: Camelot has been dropped by some of the plaintiffs but remain named for the rest. Our attorneys are preparing affidavits and motions to dismiss.

- Ramirez v. CNSWFL: Client is claiming to have been sexually abused by a caretaker he was placed in by DCF and CNSWFL;

January 2026 Update There is only a notice of a potential claim and has not been filed as of this time.

EMPLOYMENT MATTERS:

- White EEOC claim CNSWFL: Employee claims age discrimination for not being chosen for an internal position.

January 2026 Update: CNSWFL's motion to dismiss for lack of claim and venue was granted.

- Pustolka EEOC Claim (Camelot): Employee is claiming discrimination and unfair treatment by her African American supervisor

January 2026 Update: Case Settled for \$5,000

- Santizo EEOC (CNSWFL): Current employee is claiming unfair treatment due to a previous sexual relationship with the program director.

January 2026 Update: EEOC has dismissed the case and the plaintiff has filed a civil suit.

- Holcombe v. CNHC: Suit filed by employee claiming violation of FMLA rights. Suit filed in December.
- January 2026 Update: A mediation occurred but failed to reach an agreement. Discovery and depositions have started.
- Henry v, CNSWFL: EEOC suit filed by in January 2025 claiming ADA discrimination.

November 2025 Update Awaiting EEOC results