

**Camelot Community Care, Inc.
Board of Directors Meeting Agenda
September 18, 2025 9:00AM – 11:00AM**

Order of Business for September 18, 2025

<u>Call to Order/Introductions</u>	Ron Mirenda
<u>Approval of Minutes</u>	Ron Mirenda
<u>Financial Report</u>	Mindy Forey
<u>CEO Report</u> <ul style="list-style-type: none">• Development Planning	Michael DiBrizzi
<u>Leadership Team Reports</u>	
<u>Legal Report</u>	Michael DiBrizzi
<u>New Business</u>	Board Chair
<u>Adjournment</u>	Board Chair

BOARD OF DIRECTORS MEETING MINUTES
CAMELOT COMMUNITY CARE, INC.
May 15, 2025

After giving proper notice to all Board Members, a meeting of the Board of Directors (the “Board”) of Camelot Community Care, Inc. was held on May 15, 2025, at 9:00AM. This was a hybrid meeting conducted via video conferencing on the Zoom platform as well as some members attending in person.

Board Members Attendance:

Board Member	Present	Absent
Ron Mirenda	x	
Annemarie Hare	x	
Jon Tsourakis	x	
Melissa Henry	x	
Jenny Mannion	x	
Tammy Davis	x	
Antoinette Hagley		x
Kathy Rainey	x	
Kimberly Perez	x	
Mallory Everitt	x	

Others in Attendance: Michael DiBrizzi,

Quorum Present: Yes

Proceedings:

Call to Order

The meeting was called to order at 9:03 AM by Ron Mirenda

Approval of Previous Minutes

DISCUSSION: The minutes of the March 20, 2025, Board meeting were presented for review and approval.

ACTION TAKEN: A motion to approve the March 20, 2025 Board meeting minutes was made by Tammy Davis, seconded by Annemarie Hare, voted on and approved unanimously.

Approval of 2023-2024 IRS Tax Filing

DISCUSSION: The IRS tax filing for 2023-2024 was provided to the Board prior to the Board meeting. Camelot’s CFO and CEO provided an overview of the filing.

ACTION TAKEN: A motion to approve the 2023-2024 IRS tax filing was made by Melissa Henry, seconded by Annemarie Hare, voted on and approved unanimously.

Policy and Procedure Approval

DISCUSSION: Over the last 9 months, Camelot leadership has conducted a comprehensive review of Camelot's policy and procedures. The review resulted in numerous changes to reflect current procedures as well as grammar and format changes. Prior to the Board meeting, Board members were provided with a log of changes as well as the entire policy manual for review.

ACTION TAKEN: A motion to approve the updated policy manual was made by Melissa Henry, seconded by Annemarie Hare, voted on and approved unanimously.

Possible Board Retreat

DISCUSSION: The Board held a discussion regarding holding a Board retreat during the fall and instructed the CEO to explore options and report back.

ACTION TAKEN: None

Upcoming COA Accreditation

DISCUSSION: CEO Mike DiBrizzi provided the Board an overview of the COA accreditation process and site visit activities.

ACTION TAKEN: None

Other Business

None

Adjournment

With no further business to come before the Board, Tammy Davis adjourned the meeting at 10:30 AM.

BOARD OF DIRECTORS MEETING MINUTES
CAMELOT COMMUNITY CARE, INC.
July 17, 2025

After giving proper notice to all Board Members, a meeting of the Board of Directors (the “Board”) of Camelot Community Care, Inc. was held on July 17, 2025, at 9:00AM. This was a hybrid meeting conducted via video conferencing on the Zoom platform as well as some members attending in person.

Board Members Attendance:

Board Member	Present	Absent
Ron Mirenda	x	
Annemarie Hare		x
Jon Tsourakis	x	
Melissa Henry	x	
Jenny Mannion		x
Tammy Davis		x
Antoinette Hagley	x	
Kathy Rainey	x	
Kimberly Perez	x	
Mallory Everitt	x	

Others in Attendance: Michael DiBrizzi,

Quorum Present: Yes

Proceedings:

Call to Order

The meeting was called to order at 9:01 AM by Ron Mirenda

Children’s Network of Southwest Florida Update

DISCUSSION: Nadereh Salim joined the meeting to provide an update of CNSWFL operations. Topics included the recent auditor general review, meetings with the community alliances and outcome performance. Ms. Salim answered several questions from the Board members.

ACTION TAKEN: None

Executive Session

The Board conducted an executive session to discuss the CEO’s interim performance evaluation.

Financial Report

DISCUSSION:

Income Statement:

FY2025 Camelot has net revenue of \$230,353 for the month of May 2025 and net revenue of \$733,367 YTD.

Balance Sheet Items Camelot:

Cash Management:

	05/31/2025	05/31/2024	Difference
Bank of Tampa Operating	1,980,832	3,503,466	(1,522,634)
Bank of Tampa Money Market	1,748,085	1,566,293	181,792
Ameris Bank Money Market	1,109,349	1,066,199	43,151
SouthState Bank Money Market	1,092,063	1,042,895	49,168
Petty Cash	4,698	5,083	(385)
	5,935,027	7,183,935	(1,248,908)

Accounts Receivables: collections of billing remain very strong.

Accounts Receivable Days: (AR Trade / Grant & Service Revenue) x Number of Days YTD

31.98 Days May 31, 2025
27.96 Days April 30, 2025
26.75 Days March 31, 2025
26.07 Days February 28, 2025
35.32 Days January 31, 2025
27.92 Days December 31, 2024
26.89 Days November 30, 2024
33.48 Days October 31, 2024
37.67 Days September 30, 2024

Total Accounts Receivable over 90 days at the end of May 31, 2025 is \$118,059. The total AR is \$3,885,237.

Current Year Contract Surplus:

Some contracts require year-end surplus amounts to be paid back. While an allowance is not recorded on a monthly basis, these amounts are tracked. As of 05/31/2025, **\$1,627,306** in contract surplus amounts are subject to pay back if not utilized by the end of the fiscal year.

Property Holdings:

Net YTD surplus with building expenses = \$170,740

Net YTD Deficit with Owners expenses included = <\$23,929>

ACTION TAKEN: None

CEO Report

DISCUSSION: Board members were provided a copy of the CEO report prior to the meeting which covered the following topics:

- Camelot's participation in the Non-Profit Insurance Coalition
- Strategic planning
- Post adoption support program funding
- Recent program development and bid activity

The Board also held a discussion regarding Camelot's endowment account being held at the Community Foundation of Tampa Bay. Beginning in October of 2025, dividends paid by the community foundation will become permanently endowed if re-invested. Camelot can change its election by October 1 and be paid all previous dividends as well as future ones.

ACTION TAKEN: A motion to change the dividend election for the Endowment held at the Community Foundation of Tampa Bay was made by Kim Perez, seconded by Melissa Henry, voted on and approved unanimously.

Legal Report

DISCUSSION: Board members were provided a copy of the legal report prior to the meeting for review. During the meeting, a brief overview of legal activity was given and questions from the Board were answered.

ACTION TAKEN: None

Other Business

None

Adjournment

With no further business to come before the Board, Tammy Davis adjourned the meeting at 10:25 AM.

Camelot Community Care, Inc.

Comparative Balance Sheet

	Current YTD 07/31/2025	Prior YTD 07/31/2024	Change Over Prior Year
Assets			
Current Assets			
Cash and Cash Equivalents	\$7,157,247	\$6,200,005	\$957,242
Accounts Receivable Trade	\$3,753,237	\$4,453,046	(\$699,809)
Accounts Receivable Other	\$738,940	\$1,294,700	(\$555,760)
Other Current Assets	\$1,003,496	\$831,488	\$172,008
Total Current Assets	\$12,652,920	\$12,779,239	(\$126,319)
Long Term Assets			
Property and Equipment	\$2,623,673	\$2,762,209	(\$138,536)
Accum Amortization of Assests under Capital Lease	(\$14,813)	(\$14,813)	\$0
Deposits	\$143,332	\$146,085	(\$2,753)
Beneficial Interest In Assets Held by Others	\$472,857	\$429,942	\$42,914
Investments CCC Property Holdings	\$1,000,000	\$1,000,000	\$0
Total Long Term Assets	\$4,225,049	\$4,323,423	(\$98,375)
Intercompany			
Intercompany	\$731,421	\$922,133	(\$190,712)
Total Intercompany	\$731,421	\$922,133	(\$190,712)
Total Assets	\$17,609,389	\$18,024,795	(\$415,406)
Liabilities & Net Assets			
Liabilities			
Current Liabilities			
Accounts Payable	\$410,951	\$429,346	(\$18,395)
Accrued Expenses	\$4,227,905	\$2,136,650	\$2,091,255
Accrued Salaries, Wages, Benefits	\$1,037,602	\$1,098,513	(\$60,911)
Self Insured Health Insurance Reserve	\$350,665	\$1,239,404	(\$888,740)
Other Accrued Liabilities	\$149,720	\$2,688,117	(\$2,538,396)
Deferred Revenue	\$195,105	\$258,606	(\$63,501)
Total Current Liabilities	\$6,371,948	\$7,850,636	(\$1,478,688)
Total Liabilities	\$6,371,948	\$7,850,636	(\$1,478,688)
Net Assets			
Unrestricted Net Assets	\$10,736,132	\$9,735,736	\$1,000,396
Grant Fund Assets	(\$43,949)	(\$62,922)	\$18,973
Temporarily Restricted Net Assets	\$545,258	\$501,344	\$43,914
Total Net Assets	\$11,237,441	\$10,174,158	\$1,063,282
Total Liabilities & Net Assets	\$17,609,389	\$18,024,795	(\$415,406)

Camelot Community Care, Inc.

Income Statement

	Year To Date 07/31/2025	Last FYTD 07/31/2024	Current YTD vs PYTD
Revenues			
Grant Revenue			
State Grants	\$2,900,390	\$3,395,564	(\$495,174)
Local Grants	\$129,223	\$140,976	(\$11,753)
Total Grant Revenue	\$3,029,612	\$3,536,540	(\$506,927)
Program Revenue			
Service Revenue	\$415,636	\$429,822	(\$14,185)
Total Program Revenue	\$415,636	\$429,822	(\$14,185)
Fund Raising Revenue			
Special Event Revenue	\$1,250	\$15,250	(\$14,000)
Donations Revenue	\$687	\$918	(\$231)
Employee Donation	\$1,376	\$1,556	(\$180)
Total Fund Raising Revenue	\$3,313	\$17,724	(\$14,411)
Other Revenue			
Int Inc-Financial Institutions	\$10,496	\$13,403	(\$2,906)
Other Income	\$2,165	\$2,562	(\$397)
Total Other Revenue	\$12,661	\$15,964	(\$3,303)
Total Revenues	\$3,461,223	\$4,000,050	(\$538,827)
Expenses			
Payroll and Benefits			
Salaries	\$2,305,695	\$2,917,745	(\$612,050)
Payroll Taxes	\$169,073	\$214,850	(\$45,777)
SUTA Tax	\$7,791	\$9,783	(\$1,992)
401K	\$4,382	\$5,302	(\$920)
Workers Compensation Ins	\$27,040	\$33,354	(\$6,314)
Medical	\$266,207	\$227,895	\$38,312
Humana Vitality	\$1,472	\$2,900	(\$1,428)
HSA Employer	\$1,764	\$1,774	(\$10)
Dental	\$4,678	\$6,059	(\$1,381)
Disability and Other	\$950	\$1,130	(\$180)
Outside Contractors (1099)	\$76,338	\$61,766	\$14,572
Total Payroll and Benefits	\$2,865,389	\$3,482,557	(\$617,169)
Other Employee Expenses			
Employee Conferences Registration	\$1,545	\$17,694	(\$16,149)
Employee Train, Educate, License	\$15,529	\$42,545	(\$27,017)
Meals - Travel	\$99	\$2,308	(\$2,209)
Employee Mileage Reimbursement	\$112,923	\$154,847	(\$41,924)
Employee Cell Phone Expense	\$20,601	\$23,279	(\$2,678)
Travel & Per Diem Expenses	\$18,499	\$38,709	(\$20,209)
Total Other Employee Expenses	\$169,196	\$279,382	(\$110,186)

Camelot Community Care, Inc.

Income Statement

	Year To Date 07/31/2025	Last FYTD 07/31/2024	Current YTD vs PYTD
Staff Recruitment and Retention			
Backgrounds Checks-Employees	\$2,295	\$2,148	\$147
Employee Welfare	\$161	\$397	(\$236)
Total Staff Recruitment and Retention	\$2,456	\$2,545	(\$89)
Client Expenses			
Client Meeting/Act/Wraparound	\$10,226	\$7,098	\$3,129
Client Educational Supplies	\$0	\$364	(\$364)
Client Lab Supplies	\$646	\$3,583	(\$2,937)
Client Medical Expenses & Rx	\$18	\$37	(\$19)
Client Meals	\$50	\$1,590	(\$1,540)
Client Housing & Rent Expense	\$3,406	\$5,953	(\$2,548)
Client Transportation & Travel	\$147	\$210	(\$63)
Clinical Programs	\$289	\$289	\$0
Other Client Expense	\$21,106	\$2,638	\$18,468
Incidental Client Expense	(\$260)	(\$124)	(\$135)
Client Incentive Expense	\$150	\$744	(\$594)
Client Exp Nonreimbursable	\$1,443	\$0	\$1,443
Total Client Expenses	\$37,222	\$22,384	\$14,838
Foster Parent Expenses			
Conf/Meeting Foster Families	\$75	\$75	\$0
Foster Parent Mileage	\$72	\$71	\$1
Foster Parent Incidentals	\$150	\$264	(\$114)
FC Recruitment/Training/Adver	\$1,057	\$1,228	(\$171)
Foster Parent Payments	\$98,821	\$133,643	(\$34,821)
Foster Parent Respite Payments	\$2,885	\$6,945	(\$4,060)
Total Foster Parent Expenses	\$103,061	\$142,226	(\$39,165)
Fund Raising Expenses			
Fundraising Event Fees	\$0	\$25	(\$25)
Fundraising Expense	\$1,591	\$1,588	\$3
Total Fund Raising Expenses	\$1,591	\$1,613	(\$22)
Business Promotion & Marketing			
Business Promotion & Marketing	\$106	\$37	\$70
Web Site Develop & Maint	\$269	\$307	(\$38)
Total Business Promotion & Marketing	\$375	\$343	\$32
Facilities Management			
Rent - Real Property	\$103,530	\$101,887	\$1,643
Facility Repairs, Maint & Janitor	\$3,383	\$4,876	(\$1,493)
Facility Expense-Pest Control, Alarm	\$664	\$916	(\$252)
Taxes - Property & Personality	\$0	\$30	(\$30)
Storage Facility	\$2,492	\$3,321	(\$829)
Utilities	\$7,166	\$7,340	(\$174)

Camelot Community Care, Inc.

Income Statement

	Year To Date 07/31/2025	Last FYTD 07/31/2024	Current YTD vs PYTD
Total Facilities Management	\$117,235	\$118,371	(\$1,136)
Commercial Insurance			
Ins - Property and Casualty	\$4,746	\$4,883	(\$136)
Ins - General/Professional Liability	\$48,896	\$37,688	\$11,208
Ins - Officers & Directors	\$1,049	\$1,049	\$0
Ins - Auto Insurance	\$5,446	\$8,440	(\$2,994)
Total Commercial Insurance	\$60,137	\$52,059	\$8,078
Professional Services			
Accounting & Auditing Fees	\$1,037	\$2,602	(\$1,565)
Payroll Expense	\$23,319	\$15,079	\$8,240
Legal Fees	\$2,715	\$4,056	(\$1,341)
Lobbying Expense	\$3,333	\$3,333	\$0
Professional Fees	\$1,433	\$1,226	\$208
Total Professional Services	\$31,837	\$26,296	\$5,541
Other Operating Expenses			
Bank Service Charges	\$286	\$341	(\$55)
Billing Systems & Claims Proce	\$8,551	\$7,089	\$1,461
Computers - Related Supplies & Maint	\$13,189	\$9,347	\$3,842
Copier Lease and Maint Fee Exp	\$2,590	\$2,479	\$111
Dues and Subscriptions	\$6,665	\$7,148	(\$482)
Meeting Expenses	\$12,979	\$37	\$12,941
Office Supplies	\$2,664	\$3,636	(\$972)
Office Exp - Cable, Water, Shredding	\$1,307	\$1,707	(\$400)
Postage & Shipping	\$1,125	\$1,453	(\$328)
Printing	\$204	\$349	(\$145)
Accrediation Fees	\$617	\$617	\$0
Donation Expenses	\$0	\$43	(\$43)
Facility Telephone Expense	\$4,159	\$5,507	(\$1,348)
Internet Fees	\$1,770	\$3,116	(\$1,346)
Compnay Owned Vehicle Lease & Exp	\$2,237	\$4,154	(\$1,917)
Overhead Allocation - Corp Admin	\$0	\$0	\$0
Total Other Operating Expenses	\$58,343	\$47,023	\$11,320
Depreciation Expense	\$11,653	\$12,443	(\$790)
Total Expenses	\$3,458,494	\$4,187,242	(\$728,748)
Net Revenue Over (Under) Expenses	\$2,729	(\$187,192)	\$189,921

July 2025

Net Program Revenue/(Loss) By Region

Location	Program	Contract	CURRENT YTD Thru 07/31/2025			PRIOR YTD Thru 07/31/2024		
			Revenue	Expense	Surplus (Deficit)	Revenue	Expense	Surplus (Deficit)
01 - Administration	0 - General		13,563	(12,748)	815	32,127	(6,187)	25,940
10 - Ocala	04010 - Comprehensive Assessments		10,118	(3,969)	6,149	4,155	(2,564)	1,591
10 - Ocala	04114 - Intensive Reunification Program	Kids Central	10,004	(10,815)	(811)	1,743	(10,693)	(8,950)
10 - Ocala	04153 - FSPS	Lutheran Services Florida	23,893	(20,475)	3,418	20,985	(24,648)	(3,663)
10 - Ocala	22008 - Therapeutic Foster Care		31,573	(42,190)	(10,617)	33,005	(50,702)	(17,698)
14 - Gainesville	04010 - Comprehensive Assessments		10,411	(5,874)	4,538	13,407	(9,571)	3,836
14 - Gainesville	22008 - Therapeutic Foster Care		57,292	(49,121)	8,171	67,469	(58,631)	8,838
			143,291	(132,443)	10,847	140,764	(156,809)	(16,045)
17 - Central Florida Adoptions	04016 - Adoption Services	Family Partnerships of Central FL	123,628	(124,981)	(1,353)	48,970	(48,970)	-
17 - Central Florida Adoptions	04016 - Adoption Services (WWK 29171)	Dave Thomas Foundation	12,500	(10,318)	2,182	-	-	-
33 - Tampa Tech	04016 - Adoption Services	DCF (Appropriation)	27,097	(24,685)	2,413	27,087	(29,746)	(2,659)
34 - Tampa CWCM	04012 - Child Welfare Case Management	Children's Network Hillsborough	301,693	(275,309)	26,384	359,809	(282,880)	76,928
			464,919	(435,293)	29,626	435,866	(361,597)	74,270
56 - Pinellas CPT	22010 - CPT DOH 30011	FL Department of Health	72,816	(61,960)	10,856	96,014	(82,105)	13,909
56 - Pinellas CPT	22010 - CPT VOCA 30015	VOCA	1,317	(1,748)	(431)	1,258	(1,904)	(646)
56 - Pinellas CPT	22010 - CPT Pinellas BOCC 30016	Pinellas County	9,188	(14,657)	(5,469)	9,188	(6,918)	2,270
56 - Pinellas CPT	22010 - CPT AG 30013	Victim's Comp	2,000	(613)	1,387	4,000	-	4,000
			85,320	(78,977)	6,343	110,459	(90,926)	19,533
30 - Orange	04012 - Child Welfare Case Management	Family Partnerships of Central FL	286,063	(294,424)	(8,361)	360,437	(369,796)	(9,359)
32 - Seminole	04012 - Child Welfare Case Management	Family Partnerships of Central FL	261,244	(225,172)	36,072	308,690	(337,965)	(29,274)
			547,307	(519,596)	27,711	669,127	(707,761)	(38,633)
31 - Tallahassee	04001 - In-Home/Outpatient Counseling		14,721	(23,011)	(8,290)	11,505	(22,675)	(11,171)
31 - Tallahassee	04010 - Comprehensive Assessments		9,202	(4,973)	4,229	6,807	(4,259)	2,548
31 - Tallahassee	04012 - Child Welfare Case Management	NWF Health	265,894	(270,961)	(5,067)	308,871	(352,990)	(44,120)
31 - Tallahassee	04016 - Adoption Services (NWF)	NWF Health	39,934	(46,998)	(7,064)	50,149	(67,973)	(17,825)
31 - Tallahassee	04016 - Adoption Services (WWK 29171)	Dave Thomas Foundation	6,250	(5,654)	596	6,250	(7,189)	(939)
31 - Tallahassee	22008 - Therapeutic Foster Care		-	(2,677)	(2,677)	10	(7,285)	(7,275)
			336,001	(354,273)	(18,273)	383,591	(462,372)	(78,781)
15 - Alachua	04012 - Child Welfare Case Management	Partnerships for Strong Families	-	-	-	188,637	(188,606)	31
16 - Clay County	04012 - Child Welfare Case Management	Partnerships for Strong Families	187,338	(177,248)	10,090	207,984	(204,025)	3,959
28 - Live Oak	04012 - Child Welfare Case Management	Partnerships for Strong Families	264,107	(274,255)	(10,149)	261,634	(281,323)	(19,689)
			451,444	(451,503)	(59)	658,255	(673,955)	(15,699)
33 - Tampa Tech	22006 - Foster Home Management	Children's Network Hillsborough	73,142	(75,392)	(2,250)	56,418	(75,419)	(19,001)
33 - Tampa Tech	22008 - Therapeutic Foster Care		48,995	(59,370)	(10,375)	51,191	(75,300)	(24,110)
35 - Tampa IL	04025 - IL CNHC	Children's Network Hillsborough	136,736	(135,125)	1,611	117,781	(114,599)	3,182
35 - Tampa IL	04025 - IL HHFA, Spurlino, Lazy Days		8,369	(18,965)	(10,596)	6,006	(7,588)	(1,581)
40 - Sarasota	04001 - In-Home/Outpatient Counseling		-	-	-	4,631	(9,127)	(4,496)
40 - Sarasota	04010 - Comprehensive Assessments		-	-	-	-	(1,301)	(1,301)
40 - Sarasota	22008 - Therapeutic Foster Care		-	-	-	14,312	(16,695)	(2,383)
50 - Clearwater	04010 - Comprehensive Assessments		892	(19)	873	2,530	(1,231)	1,298
50 - Clearwater	04104 - Targeted Case Management		-	(569)	(569)	686	(6,284)	(5,598)
50 - Clearwater	04025 - Independent Living	FSS Family Support Services	-	-	-	76,348	(64,925)	11,422
50 - Clearwater	04114 - Intensive Reunification Program	FSS Family Support Services	107,832	(103,255)	4,577	107,822	(92,119)	15,703
50 - Clearwater	22008 - Therapeutic Foster Care		88,133	(111,426)	(23,294)	140,471	(115,269)	25,203
			464,098	(504,121)	(40,023)	578,195	(579,857)	(1,661)

July 2025

Net Program Revenue/(Loss) By Region

Location	Program	Contract	CURRENT YTD Thru 07/31/2025			PRIOR YTD Thru 07/31/2024		
			Revenue	Expense	Surplus (Deficit)	Revenue	Expense	Surplus (Deficit)
47 - Naples	04012 - Child Welfare Case Management	Children's Network SW Florida	436,595	(439,339)	(2,744)	427,743	(499,910)	(72,167)
49 - Fort Myers	04153 - FSPS/Family Support Services	Children's Network SW Florida	33,141	(50,707)	(17,566)	42,050	(56,351)	(14,301)
			469,736	(490,046)	(20,310)	469,793	(556,261)	(86,468)
70 - Lauderdale	04001 - In-Home/Outpatient Counseling	BBHC	4,790	(14,331)	(9,541)	6,425	(24,763)	(18,338)
70 - Lauderdale	04010 - Comprehensive Assessments		3,910	(3,332)	578	1,955	(1,360)	595
70 - Lauderdale	04025 - Independent Living	CSC & BBHC	71,989	(61,185)	10,804	56,518	(58,667)	(2,148)
70 - Lauderdale	04025/29170 Independent Living JM	Jim Moran	9,167	(6,314)	2,852	9,167	(6,531)	2,636
70 - Lauderdale	04041 - Juvenile Justice New Day	CSC	25,822	(20,964)	4,858	14,069	(19,027)	(4,958)
70 - Lauderdale	04150 - CARE Team	BBHC	25,021	(32,180)	(7,159)	12,520	(8,292)	4,228
70 - Lauderdale	22006 - Foster Home Management	Childnet	11,917	(15,665)	(3,748)	7,188	(23,173)	(15,985)
70 - Lauderdale	22008 - Therapeutic Foster Care		27,804	(25,823)	1,981	35,988	(45,681)	(9,693)
80 - Palm Beach	04010 - Comprehensive Assessments		13,027	(13,056)	(29)	13,956	(9,180)	4,776
80 - Palm Beach	22006 - Foster Home Management	Childnet	6,519	(21,817)	(15,298)	11,555	(31,623)	(20,067)
80 - Palm Beach	22008 - Therapeutic Foster Care		24,677	(45,572)	(20,894)	35,586	(39,786)	(4,201)
81 - Stuart	04153 - FSPS	Communities Connected for Kids	-	-	-	29,515	(19,530)	9,985
81 - Stuart	04010 - Comprehensive Assessments		36,660	(14,790)	21,870	-	-	-
81 - Stuart	22006 - Foster Home Management	Communities Connected for Kids	9,993	(18,786)	(8,793)	11,711	(18,582)	(6,872)
			271,297	(293,815)	(22,518)	246,153	(306,195)	(60,041)
86 - Palm Beach CPT	22010 - Child Protection Team - DOH	Department of Health	92,105	(78,616)	13,489	120,539	(99,003)	21,536
86 - Palm Beach CPT	22010 - Child Protection Team - VOCA	VOCA	3,683	(3,766)	(83)	8,885	(7,278)	1,607
86 - Palm Beach CPT	22010 - Child Protection Team - AGVC	Victim's Comp	6,000	(1,145)	4,855	9,000	(166)	8,834
86 - Palm Beach CPT	22010 - Child Protection Team - PB County	Palm Beach County	9,600	(1,999)	7,601	18,000	(7,602)	10,398
			111,388	(85,526)	25,862	156,424	(114,049)	42,375
90 - Cincinnati Reading	04001 - In-Home/Outpatient Counseling		36,032	(51,027)	(14,995)	41,391	(52,628)	(11,237)
90 - Cincinnati Reading	04153 - Intensive Home Basted Treatment		36,000	(25,182)	10,818	38,135	(38,941)	(806)
91 - Cincinnati PH	04108 - Day Treatment		30,826	(23,942)	6,884	39,770	(79,706)	(39,936)
			102,858	(100,151)	2,707	119,296	(171,275)	(51,979)
			3,461,223	(3,458,494)	2,729	4,000,050	(4,187,242)	(187,192)
	Contract Surplus subject to return				109,274			146,671
	Surplus (Deficit) net of potential returns				(106,545)			(333,862)

Detail of Self-Insured Health Plan
As of 07/31/2025

	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 - 07/31/2025	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	361,664.48	17,640,629.53
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)	(738,829.92)	(11,809,730.01)
RX claims paid	(470,459.84)	(350,550.93)	(439,805.80)	(629,824.83)	(783,492.80)	(814,124.04)	(56,771.78)	(3,545,030.02)
Stop loss insurance	(367,595.48)	(509,931.39)	(517,587.23)	(551,024.87)	(482,432.76)	(564,048.25)	(49,632.54)	(3,042,252.52)
Administrative fees	(25,798.04)	(30,782.42)	(39,696.72)	(68,207.39)	(89,598.11)	(129,080.63)		(383,163.31)
Stop loss reimbursements	72,693.61	-	-	255,677.45	366,978.04	264,826.24	263,837.71	1,224,013.05
RX/other rebates & refunds	45,222.99	71,153.77	48,731.77	108,999.45	202,989.14	317,315.52	(5,718.94)	788,693.70
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)	(225,450.99)	725,720.72
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	725,720.72	
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	203,224.07	8,423,517.02
Medical claims paid	(284,337.31)	(664,735.26)	(736,966.49)	(792,194.45)	(1,570,952.17)	(1,658,704.93)	(249,807.86)	(5,957,698.47)
RX claims paid	(174,343.00)	(259,818.37)	(369,063.34)	(388,312.58)	(421,398.28)	(576,708.23)	(38,290.47)	(2,227,934.27)
Stop loss insurance	(167,535.21)	(222,028.79)	(233,169.45)	(238,479.68)	(228,231.64)	(334,307.71)	(28,446.40)	(1,452,198.88)
Administrative fees	(2,505.00)	(900.00)	(675.00)	(795.00)	(675.00)	(675.00)		(6,225.00)
Stop loss reimbursements	-	26,850.12	-	113,250.97	415,776.73	286,097.28		841,975.10
RX/other rebates & refunds	7,198.50	29,922.10	7,581.76	25,149.97	60,986.88	133,341.61	(3,857.21)	260,323.61
Other credits	-	-	-	-	-	-	-	-
Net Activity	474,114.69	95,655.87	(177,447.84)	29,556.98	(159,289.31)	(263,653.41)	(117,177.87)	(118,240.89)
Balance of Reserve	474,114.69	569,770.56	392,322.72	421,879.70	262,590.39	(1,063.02)	(118,240.89)	
CNH								
EE & ER premiums collected	-	-	-	973,162.12	1,436,122.39	1,460,312.09	179,566.21	4,049,162.81
Medical claims paid	-	-	-	(406,169.56)	(1,217,583.56)	(1,246,594.71)	(217,017.56)	(3,087,365.39)
RX claims paid	-	-	-	(143,583.44)	(416,237.05)	(748,892.25)	(33,211.83)	(1,341,924.57)
Stop loss insurance	-	-	-	(181,280.41)	(208,104.56)	(261,029.61)	(25,147.59)	(675,562.17)
Administrative fees	-	-	-	(575.00)	(675.00)	(675.00)		(1,925.00)
Stop loss reimbursements	-	-	-	-	25,349.08	387,327.30	148,776.24	561,452.62
RX/other rebates & refunds	-	-	-	9,299.52	60,239.93	173,152.54	(3,345.61)	239,346.38
Other credits	-	-	-	-	-	-	-	-
Net Activity	-	-	-	250,853.23	(320,888.77)	(236,399.64)	49,619.86	(256,815.32)
Balance of Reserve	-	-	-	250,853.23	(70,035.54)	(306,435.18)	(256,815.32)	
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	744,454.76	30,113,309.36
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)	(1,205,655.34)	(20,854,793.87)
RX claims paid	(644,802.84)	(610,369.30)	(808,869.14)	(1,161,720.85)	(1,621,128.13)	(2,139,724.52)	(128,274.08)	(7,114,888.86)
Stop loss insurance	(535,130.69)	(731,960.18)	(750,756.68)	(970,784.96)	(918,768.96)	(1,159,385.57)	(103,226.53)	(5,170,013.57)
Administrative fees	(28,303.04)	(31,682.42)	(40,371.72)	(69,577.39)	(90,948.11)	(130,430.63)	-	(391,313.31)
Stop loss reimbursements	72,693.61	26,850.12	-	368,928.42	808,103.85	938,250.82	412,613.95	2,627,440.77
RX/other rebates & refunds	52,421.49	101,075.87	56,313.53	143,448.94	324,215.95	623,809.67	(12,921.76)	1,288,363.69
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)	(293,009.00)	350,664.51
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	350,664.51	



*Bringing Families Together
For A Bright Future.*

Board Report: Operations



Ohio

Day Treatment (DT) is located within a new school this year. Within the first month, we are currently at a total of 6 kids in the program. We have the capacity to have a total of 16 kids. We have active referrals that we are working on to increase our daily census. The team has also adjusted well to being in a new classroom and school setting this school year. We are looking at one vacant position amongst the team as Carlie, our long-standing therapist, has tendered her resignation. We are sad to see her go but are excited for her and all that she will accomplish in her new role. We are actively recruiting for this position at this time.

The Home and Community Based team (HCB) and Intensive Home-Based Therapy (IHBT) are already seeing an increase in referrals with the start of the 2025-2026 school year. The IHBT team has one vacant position, therapist. The team is currently managing two qualified mental health specialists and one therapist. The leadership team is currently working on increasing our referrals through collaborative engagement with the members of the Ohio Rise care coordinators team. The HCB team has moved through all remaining referrals that were on the waitlist going into summer. We are still looking to fill our Multidimensional Family Therapy (MDFT) position.



North Florida

We were so excited with our follow up for our potential Treatment Foster Care parents. After completing a home visit and orientation, one of the families began participation in Pressley Ridge classes. Unfortunately, as the process progressed, they decided not to pursue licensure at this time. While we are so disappointed, we will continue to recruit for a new Licensing Specialist and STFC foster parents to grow our program.

In August, we on-boarded a new therapist and we attended a back to school event, Jumpstart to Success, where we provided information about our Camelot Tallahassee services including

STFC and In-Home/Outpatient Counseling services. During the time we were there, two separate families approached our table to tell us they were currently involved in our IHC services. Both families talked about how much they loved their therapist and how much they have been helped by our services. A teenager in one of the families stated, "I wanted to know if I can request that one of your therapists get a raise or a promotion...Mr. Dom is the best!!!" One of the caregivers reported that she feels very supported by our program and feels that her family is better off because of it. Needless to say, although we were there to provide information to the community and talk about our services, it was a pleasant surprise to be able to hear this positive feedback!!

The Tallahassee adoption team has started the year with a BANG!! For this fiscal year, we've had 21 of our kiddos adopted, and that equates to 19.5 out of 85 credits towards our goal. It's early, but we're anticipating 8 more kids for National Adoption Day so far. That may change since we just got a few TPRs and some kids just came off of appeal, so look forward to more updates!

The Live Oak and Lake City office just ended their "Safety Summer" in which they safely closed out 40 kids between the two service sights! Great job to Casey and her team!!



North Central Florida

During this period, the Gainesville STFC program welcomed two new therapists, Roberta Pivoriute and Monica Roberts. Roberta transitioned smoothly from the FSPT program, bringing valuable experience in in-home services and familiarity with Carelogic. Monica, a former Camelot case manager, returned after pursuing a clinical social work path and gaining experience in mental health counseling. Her hiring helps address the challenge of long travel times for therapists, as she resides closer to rural areas like Live Oak and Lake City and is now maintaining a caseload in those communities.

To meet the growing demand for services, the program is actively recruiting a third full-time therapist. The clinical team successfully placed three new children during this period, including one child who was discharged to adoption by a therapeutic foster parent. By the end of August, the Gainesville office was serving 16 children, with a combined total of 29 across both Gainesville and Ocala.

Recruitment efforts in July and August led to one new home progressing toward licensure. Outreach through local libraries has increased community recognition and fostered connections with a local service organization that supports collaboration among children's agencies in Gainesville.

During this quarter, the Ocala STFC program made significant progress in reducing travel demands for therapists. Currently, only one therapist is traveling outside the Ocala area to serve a child, and that number is expected to drop to zero within the next couple of weeks. This improvement allows staff to focus more time on direct service delivery and family engagement. The clinical team successfully placed two new children and welcomed two additional children and their therapeutic home through a transfer from another Camelot location. Two children were discharged during this period, one transitioned to a traditional foster care setting, and another was adopted by their therapeutic foster parent. By the end of August, Ocala was serving 13 children, contributing to a combined census of 29 across the Ocala and Gainesville offices.

Recruitment and retention efforts have led to one home nearing licensure for therapeutic foster care. Outreach efforts, including library-based marketing, have helped build community connections and uncovered free resources for children and foster parents. These partnerships are strengthening local support systems and increasing visibility for the program.

Looking ahead, the Ocala and Gainesville teams will continue working to raise name recognition, deepen community relationships, and develop innovative strategies for recruiting new foster homes. A key focus will be increasing the number of therapeutic homes in centralized, accessible locations to further reduce travel burdens and enhance service delivery.

During this period, the FSPT team celebrated Roberta Pivoriute's three years of service as FSPT Coordinator while she pursued her Master's in Social Work. On July 20th, Roberta transitioned into a new role as an STFC Therapist in the Gainesville office under the direction of Clinical Director Janice Wynn. Her experience with in-home services and Carelogic made for a smooth transition. We also welcomed Sandy Boyett as the new FSPT Coordinator for Circuits 3 and 8. She is currently training under FSPT Director Donna Koncinsky, and the transition has been positive and enthusiastic, setting the stage for continued success.

From July 1st through August 31st, the program served 72 children, including 11 new admissions. Of the 11 discharges, 9 were successful, with one resulting in shelter placement and one general unsuccessful discharge. Two children were admitted to a Statewide Inpatient Psychiatric Program (SIPP), and two were discharged from SIPP. Notably, 69 of the 72 children served were successfully diverted from out-of-home care, achieving a 95% diversion rate—well above the contractual goal of 65%. This reflects the program's strong impact on stabilizing families and preventing higher levels of care.

Purchase of Services (POS) expenditures began slowly this fiscal year but supported key services such as equine therapy through the Marion Therapeutic Riding Program, summer camps, and a home camera monitoring system for a child discharged from residential care. Pending referrals include a gym membership, boxing club, and dance classes. POS funding continues to be essential in providing therapeutic services not covered by Medicaid or private insurance,

complementing clinical care from community providers and ensuring comprehensive support for families.



Clearwater & Tampa

During July and August, Camelot Community Care welcomed two children into therapeutic foster care, including one youth transitioning from a residential treatment facility. His move into a family setting marked a major step in his healing journey, and he has adjusted well, engaging positively with staff and peers. Efforts to keep a sibling group from South Florida together despite differing care needs reflect our commitment to preserving family bonds. We're also preparing for the intake of a teen into the home of a long-time foster parent whose children consistently go on to college or trade school.

Several children are now preparing for adoption, including a sibling set finding permanency with their foster parent and another child nearing discharge into a forever home. Others are building relationships with prospective adoptive families, supported by our counselors who help them process their experiences and prepare emotionally for the transition.

In response to changes at another agency, our licensing team has proactively engaged foster families seeking new partnerships. This outreach strengthens our network and expands our capacity to serve more children in need of therapeutic placements, while supporting program sustainability and innovation.

As we move into fall, our focus remains on expanding placement capacity, enhancing trauma-informed clinical services, growing our foster parent community, and launching therapeutic case management and High-Fidelity Wraparound services. Camelot remains committed to providing compassionate, high-quality care that promotes healing, stability, and long-term success for the children and families we serve.

During July and August, the FRS FFT program continued to receive steady referrals from both the Lead Agency and Case Management Organizations, with 14 new referrals and 10 successful closures in July, followed by 16 referrals and 4 closures in August. Throughout this period, families actively engaged in the program received back-to-school bags and supplies, supporting 24 families in preparing their children for the new school year.

The team provided food and essential items to 13 families in July and 16 in August, ensuring basic needs were met while building trust and engagement. Feedback from families remains overwhelmingly positive, both through satisfaction surveys and follow-up contacts at 30 days, 6 months, and one-year post-completion.

Staff have continued to make strides in engaging resistant families, helping them recognize the value of the program and encouraging participation. However, the program is also navigating challenges, including the resignation of three staff members from a single team. This has impacted FFT-CW data and left one therapist without a consultation group. Temporary solutions are being explored, including integrating staff into other teams for weekly consultations. The resignations have also created a service gap in Pasco County, increasing travel and workload for staff based elsewhere. Despite these challenges, the team remains committed to growth and learning. Six staff members attended a Prevention Conference, gaining valuable insights into water safety, mental health skill-building, and family-centered practices—knowledge that will further strengthen service delivery in the months ahead.

During July and August 2025, the Pinellas County Child Protection Team (CPT) led a training for the Pinellas County Child Abuse Committee (PCCAC) on medical neglect. Additionally, the team presented on child sexual abuse during the Sexual Assault Response Team (SART) quarterly meeting. During this meeting, a detective advised they had been unaware of all the services CPT provided. A few weeks later, he called the team to refer a case and presented himself to observe a forensic interview. This is a great win for the team and shows the importance of community trainings. During PCCAC, CPT addressed recent barriers in communication between Johns Hopkins All Children's Hospital, CPT, and law enforcement, agreeing to an updated rapid response plan. CPT also led trainings for case management, to educate them on referring cases to CPT when necessary; these have been consistently scheduled for about a year now. CPT and the DCF Family Support Worker (FSW) team have been collaborating more closely than ever to assure medical records and provided to CPT for assessments and that all mandated cases get referred to the team. Since the new procedure began, the percentage of mandated cases not referred has decreased. In April it was at 55% referral rate, and for July it was at 69% referral rate. During July and August, the team saw an increase in hospital cases as well. CPT has been searching for a part-time Certified Nurse Assistant position, which has yet to be filled. In addition, the part-time Advanced Practice Registered Nurse position became vacant. Fortunately, a new hire is already in the onboarding process for this position. CPT leadership met with the new administration team for Department of Children and Families (DCF), and monthly meetings have been scheduled. Pinellas County DCF has been experiencing issues with staffing, thus Hillsborough and Pasco DCF have been assisting. This has created some new barriers in communication and CPT has seen several cases be left without assignment after their investigator resigned or was terminated. We are hopeful regular meetings with the new administration will assist in addressing this issue.

In July, the Tampa STFC program celebrated the adoption of one of our youth by his caregiver, marking a joyful milestone in his journey. In August, another youth, whose deepest wish was to find a forever home after experiencing multiple placements, was also adopted by his caregiver. These moments reflect the heart of our mission: creating lasting, loving connections for children

who have faced instability. Additionally, one youth was successfully reunified with his biological mother. Susan, one of our dedicated team members, worked closely with both mother and child to ensure a smooth transition and continuity of services. The program continues to grow, with several families expanding their child profiles to welcome older youth in response to current referral trends. The average age of youth referred to STFC is now 12, and our families are rising to meet this need with flexibility and compassion.

In July, the Tampa the Foster Care Management Program licensed three new homes, including one that supported the reunification of a sibling group of four with their mother after over a year in care. This milestone reflects the dedication of our foster families to healing and family restoration. In August, the Baker-Ditta family was nominated for recognition at the Summit for their outstanding efforts in supporting reunification and serving as a strong community partner. Two additional homes were licensed in August, one designated for teens and another for sibling placements, further expanding our capacity to meet diverse needs. One child transitioned from foster care to placement with his grandmother after years in care, marking another meaningful step toward permanency.

Alysiah, one of our team members, completed six re-licensures across July and August, demonstrating her commitment to maintaining high standards of care. One of our foster parents also took in a challenging step-down youth from a therapeutic home in June and has worked diligently to stabilize him throughout July and August. Her success in supporting this youth, where other traditional homes struggled, highlights the resilience and skill of our foster families.

Independent Living Services, Tampa Program, experienced notable growth over the summer, expanding outreach to younger populations while continuing to provide safe housing, mentorship, life skills development, and trauma-informed case management. These efforts support youth ages 13–23 in building independence and preparing for long-term success. Key initiatives included the launch of our first workshop for youth ages 13–15, a Summer Nights Social, and monthly “Meet the ILS Team” Zoom sessions. We served 450 youth during this period, with 80 young adults receiving housing support through rental assistance programs and partnerships, and 60 youth in Extended Foster Care supported supervised living arrangements.

Mentorship efforts advanced with our first mentor/volunteer mixer, generating 28 youth interest surveys now being digitized for future matching. Community engagement included participation in the Employment Pathways Expo with Madi’s Movement and presentations at the National Daniel Memorial Conference, highlighting youth voice and engagement strategies.

A standout participant, Matthew, transitioned from the juvenile justice system to barbering school with support from his ILS team. He is now preparing to launch a small business and provide free haircuts to youth as a form of mentorship and community service.

Looking ahead, we are finalizing the 2025–2026 ILS calendar, expanding life skills and leadership workshops, revising orientation to include expanded services, and exploring digital platforms for youth engagement. We are also identifying funding opportunities to support our Youth Empowerment Program and resume our national advocacy trip to Washington, D.C., while exploring ways to integrate coaching services from our Ft. Lauderdale program into Tampa's service model.

The Hillsborough Adoption Support Program was excited to welcome new fiscal year! The Program's Director is envisioning upcoming changes and improvements for the team and is identifying new fiscal year goals. The program has been busy preparing for new adoption support counselors joining the team, which is much needed based on the continuous growth and demand for services in Hillsborough County. The Program Director and Regional Director attended July's Florida Coalition for Children Conference in Orlando and was able to network with other agencies. The Program Director also attended the Heart Gallery of Tampa's Graduation/Panel Night for Adoptive Parents, providing insight and feedback regarding the adoption process and the importance of receiving sufficient services, like the Adoption Support Program! In August, the program began preparations for National Adoption Day this coming November, as well as another cycle of Adoption Competency Training that will be facilitated in September. Our program now officially has 3 MSW interns that will begin shadowing clinical sessions and co-facilitating support groups. Finally, perhaps the best news, one of our clinicians and the MSW intern that is assigned to the case was invited to the family's adoption finalization ceremony at the county courthouse in August!

The Hillsborough Case Management Team has been continuing our focus on Permanency and hiring/retention. For the first two months of the fiscal year, we have successfully reunified 10 children along with closing 10 others either in-home with their parents or with permanent guardianship with their current caregiver! The success of these 20 children is in part due to the initiation and continuation of revisiting training topics that include assessing families where they are and determining true safety issues. Additionally, projection meetings have been initiated with case managers, along with leadership where each case is reviewed on a bi-weekly basis for the purpose of driving permanency. The team also ended July with 79.59% of parents with the goal of reunification being engaged by their case manager face to face, which is an increase of 33.56% over the last six months! The staffing focus has allowed the team to have 5 case managers finishing up preservice training (3 passed their exams this week). The team has also been continually conducting interviews which has led to the onboarding of an additional 6 case managers, who will enter the upcoming preservice class in October. These 6 new staff members will be the second round of our newer initiative utilizing shadowing and internal training activities in order to create a baseline understanding of the agency and job prior to the initiation of the preservice class. Feedback from the first 5 that participated in this shadowing opportunity has largely been positive and we are excited for them to finish their classroom training! Currently,

there are only 4 vacant CM positions, and all other positions are filled. Finally, on 8/15 Supervisor Emily Schlosser and Quality Specialist Sabrina Feliciano were recognized at a luncheon by the Circuit 13 Judicial Staff, that included attendance by Tampa Mayor Jane Castor, for their outstanding work and partnership over the past year (photo below). Only 5 staff in the system of care were honored and the team was very excited to have 2 of our own recognized.



Central Florida: Orange, Osceola, Seminole & Brevard

We are currently in the midst of a major transition, as we were recently awarded the contract for all of Orange County (The area is divided between East and West). While Westside is facing a 50% vacancy rate, we are actively recruiting to ensure we bring on the right candidates to strengthen and support our team. Caseloads remain high, averaging about 38 children.

However, our leadership team is working closely with case managers to provide guidance and support during this period. Part of this, we are pleased to announce the promotion of Krystal Gould, formerly our Assistant Program Director in Seminole County, to Program Director for Orange County West, effective August 4, 2025.

Krystal is a seasoned and passionate social work professional with more than nine years of experience leading child welfare teams and programs across Florida. She holds a Master of Social Work from Barry University and has extensive expertise in trauma-informed care, systems navigation, and community-based service delivery. Throughout her career, Krystal has built a strong reputation as a steady, solutions-focused leader, trusted to guide teams through challenges, mentor staff, and drive program performance while ensuring children and families remain at the heart of the work. Her leadership background spans case management, quality assurance, and program supervision, always emphasizing the alignment of frontline practice with agency goals and compliance standards. We completely transition out of Seminole County in September.

The Adoptions Team of Central Florida area grew from serving Brevard County only to encompassing Orange, Osceola and Seminole Counties effective July 1, 2025. The transition went smoothly and all open positions, except for one, have been filled. There were 7 open positions to fill in total. Leadership has hit the ground running and has spent the last two months meeting with various partners (lead agency, CMO, Judges, GAL Program, etc.) in the tri-county area; to hear about their experiences in working with the adoptions units and to discuss ways we can ensure a strong working relationship moving forward. Outreach efforts have also been initiated in the tri-county area to build awareness of adoption through Camelot, as well as expand our pool of community families. As such, there has been an increased and positive response from the community. Additionally, DCF provided the FY 25-26 adoption target number, which is 406 adoptions between the four counties. The county specific targets were provided to each team and projections/planning have been initiated. Preparation has also started for our 2025 National Adoption Day celebrations. Each of the four counties has their own individual date, which will not only allow for shared resources, but will also allow for all of the team members/system partners to be able to attend each county's celebration. It was very important to leadership that each county felt equally worthy of their own celebration day. In an effort to increase adoption awareness and our adoptive family pool, a representative from the Family Match agency has partnered with our adoption recruiters to review available children who have not yet been matched to a family. Family Match maintains a database of approved adoptive families and has worked closely with these families in determining their strengths and preferences as it relates to their desire to adopt. The teams will be meeting with Family Match monthly to discuss any potential matches and hopefully decrease the number of children waiting.



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

The Child Protection Team has been busy the last quarter with reviewing 2791 abuse reports with 100% compliance. The team completed 298 assessments: 58 Forensic Interviews, 110, Medical evaluations, 14 medical consultations, and 104 Specialized Interviews. There were zero assessments that were completed past deadlines.

In August we promoted Katharine Muehlberg to the Team Coordinator position. Katharine has been with the CPT for the past 16 years and has been instrumental in training the new case coordinators in Forensic Interviewing as well as being mentored by the previous team coordinator around daily operations. We are excited to have her in this new role. Additionally, we have been busy interviewing candidates to fill the 4 case coordinator vacancies. We are pleased to report that we have hired 4 new Case Coordinators who are in the process of being onboarded. The team will currently be completely staffed at this time. We also welcomed back Dr. Phillip Colaizzo who previously worked as the medical director at the CPT. He along with Katharine and Dr. Rosenstein, our Medical Director, attended the CPT Statewide Conference in July.

In Therapeutic Foster Care, we continue to review referrals to make clinical matches to place children in our open beds. We continue to need to grow our foster parent inventory and are participating in recruitment events to generate interest. Currently we have a home study at DCF waiting for approval of a new home, Janus Richard, who lives on the Treasure Coast. There is also a family that is interested in transferring from another agency wanting to be licensed as therapeutic in Palm Beach. As part of our recruitment efforts, in July, our Clinical Director, Tamoya Bell, presented at a church where one of our families attends to recruit and educate the community.

We recently promoted Rhoda Cantor to the Foster Home Recruitment & Licensing Supervisor position in our Treasure Coast program. She has been with Camelot 12 years and brings a wealth of knowledge & passion. Samantha Holmes joined the team as our new licensing specialist and is currently attending certification class. We are still recruiting for a licensing specialist in the Palm Beach location and a Supervisor for Broward County. Recruitment and placement are the primary focus of the programs as we continue to participate in a variety of recruitment/retention activities.

Pressley Ridge Pre Service Class began on 8/14/25 and we have 12 families participating from the region: 6 in Palm Beach, 5 in Treasure Coast and 1 in Broward County.

New Day: Currently in our New Day program, the therapists are at full caseloads. The Clinical Director is out on FMLA and Amanda Capalbo is overseeing the program administratively while FFT, LLC is providing clinical support through weekly consultation.

The Independent Living program continues to be fiscally sound and operations are consistent. We hired a new life coach Rye'el Delgado who started recently as we continue to recruit for another Life Coach through funding from our BBHC contract. Casi and 3 Life Coaches attended the Daniel Memorial Conference on Independent Living in Orlando and Casi presented a workshop at the event.

We continue to participate in the BBHC/CSC Trauma Responsiveness Initiative as part of Cohort 8 to continue to find opportunities to move the organization forward from being trauma informed to trauma responsive. A "Guide" team has been identified to include all levels of staff and they are participating in required trainings as well as consultation. We recently had our site visit in July and the location was given a positive review. We continue to look for opportunities to make the space more trauma responsive and inviting. The "Guide Team" has taken the initiative to re-decorate areas of the office. The two part trauma trainings as part of this initiative were additionally offered to the entire company with the opportunity to participate.



Southwest Florida: Port Charlotte, Ft. Myers & Naples

As we continue to fundraise, our silent auction brought in over \$1000 that we will use to continue to recruit and support our foster homes. We have already licensed 1 new home this fiscal year and had a PRIDE graduation last week with 5 families in the class. The families were from several different counties in the area (2 Charlotte, 1 Collier, 1 Hendry, and 1 Lee). We are also already working on our annual Trunk or Treat which will take place in October, in the parking lot of our Port Charlotte office.

The Fort Myers office has had a very slow start of referring families into the program the past two months and at the same time had 2 staff resign. We have been able to fill one of the positions and are continuing to hire for the other vacancy. Due to these changes, the director is out in the field seeing families while having the new hire shadow her at the same time. We continue to work on the RFP for this program and have been through 2 negotiations so far, now we are patiently waiting a response from the lead agency.

Case Management in Charlotte had a significant loss when one of our supervisors (employed over 7 years) who was battling cancer passed away in August. This took an emotional hit on the office. We were all very thankful for EAP coming out to our building and helping us all process out feelings. Vacancies continue to be an issue in Charlotte, but the Labelle office has

stepped up and one supervisor and two case managers have come up to Charlotte to help in this time of need. Positions are posted and we are actively interviewing, hoping to have an offer to a supervisor sometime next week.

Despite all ongoing staffing issues, we are very proud of our performance measures and outcomes in case management. In July, both Camelot Port Charlotte and Camelot Collier/Hendry/Glades scored the highest in all of Camelot Case Management statewide with both areas having 11 out of the 15 measures in the green at 73%.

Also, in July the Director of Hendry/Glades/Collier put together a Breakfast and Team Building Morning at a local church who also catered the event for the staff to get together and have some team building and wellness exercises. This was very well received. This same director does a "Shout Out Friday" every Friday giving the opportunity for anyone on the team to give Kudos to another member of the team. These are always fun emails and a great way to end the busy week.

CAMELOT COMMUNITY CARE
BOARD OF DIRECTORS MEETING
September 18, 2025
LEGAL/RISK MANAGEMENT UPDATE

PROFESSIONAL LIABILITY CASES:

- Crump vs. Camelot: This child was adopted, and the adoptive parent has filed suit indicting that Camelot and the lead agency failed to provide the necessary treatment the child needed. The mother has since surrendered her rights to the child. Counsel has been assigned and the case is in the initial stages.

September 2025 Update: Initial answers, and discovery is happening.

- 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.

September 2025 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;

September 2025 Update There is only a notice of a potential claim and has not been filed as of this time.

- Munguia v. CNHC: Pre-suit status with biological father claiming CNHC was negligent in the death of his son after the child was reunified with the biological mother

September 2025 Update: The potential plaintiff has taken no action. The insurance carrier has closed the files.

EMPLOYMENT MATTERS:

- *Miller whistleblower claim against CNSWFL*: Foster Parent Erin Miller claims she is being retaliated against for calling in abuse report against the parent of the children in her home. She claims she is being prohibited from fostering as a result of her actions. During the abuse call investigation, it was discovered that Ms. Miller was a nurse at the Child Protection Team, thus giving her access to all abuse reports and potentially conducting medical evaluations on children who could be placed in her home. Due to the conflict of interest, a decision was made to only place children from another county in her home.

September 2025 Update: Depositions are occurring leading to an upcoming mediation.

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

September 2025 Update: A failed mediation has occurred and depositions are continuing. Our attorneys feel strongly that the allegations cannot be proven and have pressured the plaintiff to dismiss the case but this has not occurred.

- *Gildyard EEOC Claim (CNSWFL)*: Employee claims age and ADA discrimination

September 2025 Update: The court dismissed all but one count and the defendant agrees to voluntarily dismiss the remaining charge in return for CNSWFL not seeking damages.

- *Johnson EEOC claim (Children's Network Hillsborough)*: This is the 3rd EEOC complaint filed by this former employee with the previous 2 being dismissed. All 3 claims are essentially for the same reason claiming discrimination for age and race.

September 2025 Update: EEOC once again dismissed the case

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

September 2025 Update: The EEOC dismissed the charge and issued a right to sue letter. Defendant has 1 year to file a suit if they choose.

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

September 2025 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.

September 2025 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.

September 2025 Update Awaiting EEOC results

- *Martinez v. Camelot*: Threatened EEOC and FMLA/ADA violations case. Attorneys have been assigned by our carrier.

AUTO LIABILITY CLAIMS:

- Stephens v. Camelot/Jones: Camelot employee was transporting 3 siblings in her private vehicle when she was hit by another driver. There were no injuries, and the other driver was cited. The relative caregivers for the 3 siblings have now filed a claim against Camelot's auto insurance. They have no claim against Camelot and our carrier has assigned an attorney.



Marketing & Communications Snapshot

Board Meeting- September 17, 2025



POWERPOINT: Camelot Community Care - Overview

A PowerPoint presentation was created to highlight Camelot Community Care's mission, vision, and impact. It outlines the organization's 14 programs, key statistics such as 7,000 children and families served daily, and Camelot's 50+ year history. The presentation serves as an engagement tool for board members, partners, and community stakeholders to better understand the scope and importance of Camelot's work



SCAN TO VIEW/
DOWNLOAD
THE PPT

View Download the PPT
<https://tinyurl.com/mvrc8nad>

Slide 1: Bringing Families Together For A Bright Future.

Slide 2: WHO WE ARE
Camelot Community Care is a nonprofit charitable organization employing over 1,000 social service professionals and serving more than 7,000 children and families each day, dedicated to supporting those experiencing abuse, neglect, behavioral health, and substance abuse challenges.

Slide 3: OUR MISSION
To develop and provide services that enable children and families to realize their fullest potential.

Slide 4: OUR VISION
We will excel in providing the highest quality of services that are community-based, family-centered, and highly effective.

Slide 5: WHERE WE SERVE
FLORIDA
• Broward County
• Brevard County
• Central Florida
• Clay County
• North Florida
• Palm Beach/Treasure Coast
• Southwest Florida
• Tampa Bay Area
• Tallahassee
OHIO
• Cincinnati

Slide 6: CORE VALUES
• **VALUES**
• **MISSION**
• **VISION**
• **VALUES**
• **MISSION**
• **VISION**

Slide 7: OUR HISTORY: 50+ YEARS OF SERVING CHILDREN & FAMILIES
For over five decades, we have supported children and families facing abuse, neglect, behavioral health, and substance abuse challenges.

Slide 8: WHAT WE DO
• Adoption Program
• Post-Adoption Support
• Child Protection Team
• Child Welfare Case Management
• Child Welfare Health Assessment
• Family Reunification Services
• Foster Home Recruitment and Licensing
• In-Home Counseling
• Independent Living
• Juvenile Justice Clinician
• Multi-Generational Family Therapy
• Substance Use Treatment
• Treatment Foster Care

Slide 9: FLORIDA'S CHILD WELFARE SYSTEM
Florida's child welfare system is structured around a Community-Based Care (CBC) model, where private agencies—rather than the state—are contracted to manage and deliver services such as foster care, adoption, and independent living. These agencies, like Camelot Community Care, serve children in the state's child welfare system.

Slide 10: HIGHLY ACCOUNTABLE
COMMUNITY-BASED CARE MEETS 30% STATE & FEDERAL ACCOUNTABILITY MEASURES
Over the past few decades, Community-Based Care (CBC) model agencies have demonstrated their ability to meet or exceed state and federal accountability measures.

Slide 11: HIGHLY EFFECTIVE
Florida's Community-Based Care model has been highly successful since its inception in 1987 when the state's child welfare system had an all-time high of 100,000 children in care.

Slide 12: UNDER THE MANAGEMENT OF FLORIDA DCF
Florida's state-managed child welfare system has the highest standards in America.

Slide 13: NUMBER OF FLORIDA CHILDREN IN OUT-OF-HOME CARE (2008-2023)

Slide 14: IN OTHER WORDS: WHAT OUR CPT DOES
The Child Protection Team is child-focused and trauma-informed, serving as the first step in the healing process for children who have suffered significant abuse or neglect.

Slide 15: CHILD PROTECTION TEAM IMPACT
JULY 1, 2024 - JUNE 30, 2025

Slide 16: BRIGHT FUTURES TOGETHER
Your support can change lives by becoming a foster parent, adopting, volunteering, donating, and/or attending one of our events.

Slide 17: CAMELOT COMMUNITY CARE
1800 Riverchase Parkway, Suite 100
Orlando, FL 32811
Phone: (407) 486-4000 • Fax: (407) 486-4001
www.camelotcommunitycare.org





Marketing & Communications Snapshot

Board Meeting- September 17, 2025



FLYER: Meet Camelot - Dedicated to Brighter Futures

The **Meet Camelot - Dedicated to Brighter Futures** flyer introduces Camelot Community Care's mission and programs that serve over 7,000 children and families across Florida and Ohio. It highlights foster care, counseling, behavioral health, and family support services while showcasing Camelot's impact, workforce, and community partnerships.



SCAN TO VIEW/
DOWNLOAD
THE FLYER

View Download the Flyer
<https://tinyurl.com/whtntmm6>



MEET CAMELOT DEDICATED TO BRIGHTER FUTURES



Serving Children and Families Across Communities in Florida and Ohio

Camelot Community Care is a non-profit organization founded in 1973 and headquartered in Clearwater, Florida who is committed to providing services that enable children and families to realize their full potential.

PROGRAMS OVERVIEW

Camelot Community Care currently serves over 7,000 children and families daily across Florida and Ohio through a wide array of programs and services including:

FOSTER CARE AND ADOPTION

Camelot Community Care provides foster care and adoption services to children who have experienced abuse, neglect, or abandonment. These children often face challenges such as trauma, behavioral issues, and the need for stable, permanent homes.

Populations Served

- Children and adolescents in the child welfare system
- Youth with histories of trauma or behavioral challenges
- Families seeking to adopt or foster

Sources: www.camelotcommunitycare.org/adoption; oppaga.fl.gov/Documents/Reports/23-15.pdf

IN-HOME COUNSELING

The In-Home Counseling program offers therapeutic services to clients within their homes, schools, or community settings. Utilizing evidence-based practices, the program aims to address behavioral health needs and strengthen family dynamics.

Populations Served

- Children and adolescents with behavioral or emotional challenges
- Families requiring support to improve communication and relationships
- Individuals at risk of out-of-home placement

Source: www.camelotcommunitycare.org/home-counseling

THERAPEUTIC FOSTER CARE

Therapeutic Foster Care, also known as Treatment Foster Care, is designed for children and youth who require a more structured home environment due to behavioral or emotional difficulties. Camelot Community Care recruits and trains therapeutic foster parents to provide specialized care and support.

Populations Served

- Children and adolescents with significant behavioral or emotional needs
- Youth transitioning from residential treatment facilities
- Foster families equipped to handle specialized care requirements

Source: www.camelotcommunitycare.org/treatment-foster-care

BEHAVIORAL HEALTH SERVICES

Camelot Community Care's Behavioral Health Services address mental health and substance use issues among children and families. Services include counseling, psychiatric evaluations, and support for co-occurring disorders, aiming to promote overall well-being and stability.

Populations Served

- Children and adolescents with mental health or substance use disorders
- Families in need of behavioral health support
- Individuals at risk of hospitalization or out-of-home placement

Sources: www.camelotcommunitycare.org/programs; www.childnet.us/sites/default/files/Childnet-Documents/

- Parents and guardians involved in child welfare services

Source: www.camelotcommunitycare.org/family-safety-preservation-services

FAMILY SAFETY & PRESERVATION SERVICES

Family Safety & Preservation Services focus on preventing child abuse and maintaining family stability by offering education, crisis intervention, and ongoing support. These services strengthen family relationships, promote safe parenting, and address underlying issues such as

MEET CAMELOT BRIGHTER FUTURES

use or mental health challenges, all with the goal of providing a safe and nurturing environment for

served children, children in foster care, and families needing support in parenting skills and crisis intervention. [www.camelotcommunitycare.org/family-reunification-](http://www.camelotcommunitycare.org/family-reunification)

OVERVIEW

Camelot Community Care employs over 600 professionals across Florida and Ohio, including case managers, counselors, and administrative staff.

REUNIFICATION

Camelot Community Care's Reunification Services focus on helping families reunite with their children. Services include counseling, case management, and support for co-occurring issues. We serve diverse populations, including White, Asian, and

www.camelotcommunitycare.org/working-camelot; www.camelotcommunitycare.org/careers-288337/

OVERVIEW

Camelot Community Care partners with organizations such as the City of Hillsborough and the Children's Hospital of Orange County to enhance service delivery.

Volunteers, Donors & Events

Volunteer opportunities, donor engagement, and annual events, i.e., Golf Classic and Cornhole Tournament, to foster community involvement.

Sources: childrensnetworkhillsborough.org; childrensnetworkflorida.org/cns; www.camelotcommunitycare.org

BUILDING BRIGHTER FUTURES

Phone: 727-593-0003

Email: info@camelotcommunitycare.org

Website: www.camelotcommunitycare.org



SCAN TO
VISIT OUR
WEBSITE

HEADQUARTERS

Camelot Community Care
15500 Roosevelt Blvd., Suite 204
Clearwater, FL 33760





Marketing & Communications Snapshot

Board Meeting- September 17, 2025



WEBSITE: Introducing Our New Careers Page

We've re-designed the Careers section of our website to create a more engaging and user-friendly experience for prospective employees. The updated page offers streamlined navigation, full access to Paycom Career Opportunities, and a new series of videos that bring Camelot Community Care to life. From a heartfelt welcome to our mission and values, to showcasing career paths and employee benefits, the refreshed Careers section provides an authentic look at what it means to be part of Team Camelot.



SCAN TO VISIT
THE CAREERS
WEBPAGE



View the Careers Website

<https://camelotcommunitycare.org/careers>

HOME ABOUT CAMELOT PROGRAMS LOCATIONS FOSTER PARENTING GET INVOLVED CAREERS AT CAMELOT EVENTS CAMELOT STORE

Careers at Camelot

Welcome to Camelot Community Care — we're so glad you're exploring a future with us!

At Camelot, you'll join a team united by a powerful mission:
Bringing families together for a brighter future.

Whether you work directly with children and families or support behind the scenes, every role here plays a vital part in creating safe, healthy, and hopeful futures. Since our founding, Camelot has been a place where passionate people come together to make a real difference. We proudly serve children and families across Florida and Ohio through behavioral health, foster care, child welfare, and prevention services.

What sets us apart?

Our people. Compassionate, driven, and deeply committed to the work we do. At Camelot, you'll find a team that lives our values — integrity, family, and excellence — while growing, learning, and lifting each other up every day.

Ready to be the change for children?

We'd be honored to welcome you to the Camelot family.

BROWSE OUR CAREER OPENINGS

What Guides Camelot: Mission, Vision & Core Values

At Camelot Community Care, our work is rooted in purpose to help children and families reach their fullest potential.

We do this through compassionate, community-based care that is both family-centered and grounded in excellence. Our mission and vision are brought to life by a strong set of core values—emphasizing facts, empathy, equity, and respect.

We are committed to building a diverse and inclusive workplace where every background is welcomed and every voice is valued. Guided by principles of safety, ethics, responsibility, and cultural competence, we lead with integrity and intention. These values shape not just what we do—but how we do it.

Because when those who support children and families thrive—children and families do too. This is what guides us at Camelot Community Care.

Now Hiring: Careers at Camelot

Here at Camelot Community Care, we are hiring in Florida and Ohio for a variety of impactful roles.

Some opportunities include roles such as dependency and foster care case managers, behavioral health therapists and counselors, family support workers, licensing and adoption specialists, as well as quality assurance and administrative professionals.

Whether you're starting your career or bringing years of experience, you'll find positions that offer growth, stability, and the chance to make a difference.

We're looking for professionals who are qualified, motivated, and ready to step into roles that support children and families in meaningful ways. With opportunities across multiple locations, flexible roles, and a supportive team environment, Camelot is a great place to grow your career.

The Benefits of Joining Team Camelot

At Camelot Community Care, we believe in taking care of those who care for others. That's why we offer meaningful work paired with supportive benefits that help you thrive—professionally and personally. Our team enjoys a comprehensive benefits package including:

- Health and dental insurance plans
- 401K retirement plan
- 11 paid holidays
- Generous vacation and sick time
- Tuition and CEU reimbursement
- Flexible spending accounts
- Disability, life, and other insurances

Beyond benefits, Camelot fosters a culture of respect, inclusion, and growth—offering opportunities so you can grow your career while making a lasting difference. Join Team Camelot and be part of a community with purpose.

BROWSE OUR CAREER OPENINGS

Camelot Community Care is an equal opportunity employer.

We value the unique perspectives and experiences each individual brings and welcome all who are passionate about making a difference in the lives of children and families.





EMAIL: Honoring Your Work for COA and Beyond

On Sunday, August 24, 2025, the communication titled “Honoring Your Work for COA and Beyond” was distributed via email to all Staff and Partners. The message, sent from Mike, highlighted Camelot’s appreciation for the dedication and professionalism shown throughout the COA process and beyond, reinforcing Camelot’s commitment to recognizing and celebrating the ongoing impact of our team.

Honoring Your Work for COA and Beyond



Dear Staff of CNHC, CNSWFL, and Camelot,

On behalf of the leadership of **Children's Network of Hillsborough**, **Children's Network of Southwest Florida**, and **Camelot Community Care**, we extend our deepest gratitude for the outstanding work you've accomplished in meeting the **Council on Accreditation (COA)** requirements. This achievement is a direct reflection of your professionalism, dedication, and unwavering commitment.

Our gratitude goes beyond this important milestone. Every day, through your hard work, compassion, and collaboration, you make it possible for our three partner agencies to thrive — and, most importantly, to provide children and families with the care, stability, and hope they deserve.

We've created a short video to celebrate this accomplishment and to honor each of you. It is a heartfelt thank-you for the impact you make, not only in achieving COA standards but also in the countless ways you change lives.

With profound gratitude,

The Leadership of Children's Network of Hillsborough, Children's Network of Southwest Florida, and Camelot Community Care



Terri Balliet
Chief Executive Officer
Children's Network
of Hillsborough



Nadereh Salim
Chief Executive Officer
Children's Network
of Southwest Florida



Michael DiBrizzi
President &
Chief Executive Officer
Camelot Community Care

View the Message

<https://camelotcommunitycare.org/honoring-your-work-for-coa-and-beyond>



Marketing & Communications Snapshot Board Meeting- September 17, 2025



SOCIAL MEDIA: Various Posts



Camelot Community Care

2,092 followers
3d • 🌐

🌟 Aligned Missions for Good

This week, Camelot Community Care had the great opportunity to speak at the Rotary Club of Clearwater's weekly meeting. Our CEO, Michael DiBrizzi, shared about Camelot's work providing hope and support for at-risk children and families across Florida and Ohio.

What made this moment so meaningful was recognizing the shared mission between Camelot and Rotary:

- 🧡 Camelot Community Care – Empowering at-risk children and families with essential resources to help them thrive.
- 🌐 Rotary International – Advancing humanitarian service and uplifting communities worldwide.

Together, these aligned missions create a powerful collaborative impact—fostering hope, inspiring change, and strengthening communities.

Thank you to the Clearwater Rotary for welcoming us and for your dedication to service that uplifts lives every day. ❤️

#CamelotCommunityCare #ClearwaterRotary #AlignedMissions #CommunityImpact International

Rotary
CLUB OF CLEARWATER



CAMELOT COMMUNITY CARE



Camelot Community Care

2,092 followers
1mo • 🌐

Care in Action: Thank You, FK Your Diet! 🍷

We are so grateful to our amazing community partner, FK Your Diet, for donating 80 back-to-school backpacks for the children and teens in our Prevention Program! ❤️

Because of your generosity, kids across Charlotte, Collier, Lee, Hendry, and Glades Counties will start the school year with some tools they need to succeed — and the confidence that their community cares. 🌟

Together, we're Creating Brighter Futures. 🌟

#CareInAction #ThankYou #FKYourDiet #BackToSchool #CamelotCommunityCare #





Marketing & Communications Snapshot Board Meeting- September 17, 2025



SOCIAL MEDIA: Various Posts



Camelot Community Care

2,092 followers
3w • 🌐

👋 A HUGE thank you to the Renegades Bar and Grill for making Back to School brighter for the children and youth we serve in Palm Beach and Fort Lauderdale!

✂️ With your generous support, our kids are set up for success as they head into a brand-new school year.

💚 We are so grateful for your ongoing partnership and commitment to helping ensure every child has the tools and confidence they need to thrive.

#BackToSchool #CommunitySupport #CamelotCommunityCare #ThankYou #Reneg

Back to School!



CAMELOT COMMUNITY CARE



Camelot Community Care

2,092 followers
2w • 🌐

🌟 Celebrating Excellence at Camelot Community Care!

We are thrilled to share that Supervisor Emily Schlosser and Quality Specialist Sabrina Feliciano were recognized by the Circuit 13 Judicial Staff, including Judge Darryl Manning and General Magistrate Lisa Philips, for their outstanding work and partnership over the past year.

This special recognition ceremony, held on Friday, August 15, 2025, also included remarks from Tampa Mayor Jane Castor, CNHC Lead Agency leadership, and Chief Judge Christopher Sabella.

👏 Please join us in congratulating Emily and Sabrina for their dedication, excellence, and the incredible impact they continue to make for children and families in our community!

#CamelotCommunityCare #ChildrensNetworkofHillsborough #BringingFamiliesToge

Celebrating Excellence

SPECIAL RECOGNITION CEREMONY

FRIDAY, AUGUST 15, 2025



Supervisor Emily Schlosser (left) and
Quality Specialist Sabrina Feliciano

CAMELOT COMMUNITY CARE





Marketing & Communications Snapshot Board Meeting- September 17, 2025



SOCIAL MEDIA: Various Posts



Camelot Community Care

2,092 followers
6d • 🌐

Big congratulations to Kaylee Mulligan and Carolina Menes from our LaBelle office!

On August 26, 2025, both officially became fully certified Child Welfare Case Managers. 🌟

We're so proud of their dedication, hard work, and commitment to strengthening families and protecting children. Please join us in celebrating this amazing milestone in their careers! ❤️

#ChildWelfare #Certification #TeamCamelot #BringingFamiliesTogether



Carolina Menes reacted to your message:

From: Jerry N. Cutchens <jcutchens@camelotcommunitycare.org>
Sent: Tuesday, September 9, 2025 4:09:42 PM
To: Jennifer M. O'Bryan <JOBryan@cnswwf.org>; Rebecca Payne <RPayne@camelotcommunitycare.org>
Cc: Carolina Menes <Carolina.Menes@cnswwf.org>; Kaylee Mulligan <Kaylee.Mulligan@cnswwf.org>
Subject: Big Congratulations Kaylee Mulligan and Carolina Menes! 🌟

Hi Kaylee and Carolina,

Congratulations with your certifications!
Shared the great news on our socials. 🌟



Camelot Community Care

2,083 followers
1h • 🌐

Big congratulations to Kaylee Mulligan and Carolina Menes from our LaBelle office!

On August 26, 2025, both officially became fully certified Child Welfare Case Managers. 🌟

We're so proud of their dedication, hard work, and commitment to strengthening families and protecting children. Please join us in celebrating this amazing milestone in their careers! ❤️

#ChildWelfare #Certification #TeamCamelot #BringingFamiliesTogether



Your work is greatly admired,
Jerry



Jerry N. Cutchens
Director of Marketing & Communications
Camelot Community Care, Inc.
15500 Roosevelt Blvd., Suite 204
Clearwater, FL 33760
www.camelotcommunitycare.org





Marketing & Communications Snapshot Board Meeting- September 17, 2025



SOCIAL MEDIA: PayCom and PBA Book Drives



Camelot Community Care

2,092 followers

1w •

Partnership in Action!

We are so grateful to our friends at Paycom for donating 40 books to the Pinellas Child Protection Team!

Every child who visits our CPT office is gifted a book to take home—and in some cases, it may be the very first book they've ever owned.

Thanks to this generous gift, children and teens receiving services will not only find support, but also the joy of discovering a story that's theirs to keep.

Pictured: The amazing Pinellas CPT team with Mark Noah, Sr. Executive Client Relations at Paycom.

#CamelotCommunityCare #ChildProtectionTeam #BrighterFutures #ThankYou #Pay

THANK YOU PAYCOM!



Camelot
Community Care
Child Protection Team

paycom®

CAMELOT COMMUNITY CARE



The **Suncoast Police Benevolent Association** has been hosting a book drive in support of **Camelot Community Care's Child Protection Team (CPT) – Pinellas**. On Wednesday, September 17, Suncoast PBA representatives will deliver the collected books to the CPT – Pinellas office at Creekside, helping provide children with resources that inspire hope and healing.





The Camelot Weekly



MONDAYS IN YOUR INBOX

*Keeping Team Camelot Informed, Inspired,
and Creating Brighter Futures Together*

Announcing *The Camelot Weekly*

Created to Inform and Engage

Keeping Team Camelot connected across all regions.

Sharing Tools for Learning & Growth

Providing resources, updates, and opportunities to learn and grow together.

Celebrating Team Members: *Camelot WOW!*



Camelot WOW! (Watching Outstanding Work) is a fun way for employees to highlight successes, recognize rising stars, encourage positive interaction, and make appreciation a daily habit. Take a moment to recognize a fellow

employee and show how much you appreciate them!

Submit your *Camelot WOW!* recognition here:

www.camelotcommunitycare.org/wow

The Camelot Weekly Mix of Updates

Important Updates - Key policies, HR info, and more.

Looking Ahead - Upcoming priorities and deadlines.

Opportunities to Engage - Trainings, events, and volunteer activities.

Celebrating Our Team - New hires, milestones, and staff spotlights.

Camelot WOW! - Staff recognizing one another's great efforts.

Wellness Corner - Tips, resources, and Vitality updates.

Staff Links and Resources - Contacting HR, IT, Marketing, and more.

First Edition and Beyond

Monday, October 13, 2025

New editions emailed each Monday morning.

Share Your Updates

Who Should Submit

We invite submissions from every Camelot employee!

Submissions

To be considered for the next edition, send items by Wednesday at 5 PM.

Submission Suggestions

- Success stories from your region (2–3 sentences or bullet points).
- Staff recognition or milestones.
- Upcoming events or important dates.
- Training or opportunities for staff.
- Share a *Camelot WOW!* to recognize and appreciate a fellow staff member.

Why Your Submissions Matter

Your updates help ensure every Camelot team member feels informed, inspired, and part of our shared mission to create brighter futures for the children and families we serve.

Submit Your Updates

Submit to marketing@camelotcommunitycare.org.

Thank You Team Camelot

Let's celebrate our mission, our people, and our impact—together!

Submit your content to: marketing@camelotcommunitycare.org | Deadline: Wednesdays, 5 PM



Celebrating Team Members: *CAMELOT WOW!*



Celebrating Team Members: *Camelot WOW!*

Camelot WOW! (Watching Outstanding Work) is a fun way for employees to highlight successes, recognize rising stars, encourage positive interaction, and make appreciation a daily habit. Take a moment to recognize a fellow employee and show how much you appreciate them! Submit your *Camelot WOW!* recognition here:
www.camelotcommunitycare.org/wow




Bringing Families Together For A Brighter Future.

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Camelot WOW!

Celebrating Camelot Team Members



At Camelot, we believe recognition should be part of every day. *Camelot WOW!* (Watching Outstanding Work) is a fun way to highlight successes, recognize rising stars, and encourage positive interaction across our team.

Take a moment to celebrate a fellow team member. Your words of appreciation can make a big difference!

Your Name (Optional)

Leave blank if you'd like to stay anonymous.

Email (Optional)

Leave blank if you'd like to stay anonymous.

Team Member You're Recognizing (Required)*

Enter the name of the employee you'd like to celebrate.

Location (Optional)

Helps us share this Camelot WOW! across all regions.

Reason for Recognition (Required)*

Briefly tell us what they did that deserves a Camelot WOW! -- big or small, every success counts.

Impact (Optional)

How did their actions make a difference for you, their team, or Camelot as a whole?

Date (Optional)

MM/DD/YYYY

When this Camelot WOW! moment happened.

Upload a Photo or File (Optional)

Drag and drop here or [Browse files](#)
Max file size: 10 MB

If you want to include something visual that shows their great work.

Upload a Photo or File (Optional)

Drag and drop here or [Browse files](#)
Max file size: 10 MB

If you want to include something visual that shows their great work.

Permission to Share

☐ Yes

☐ No

I'm okay with this recognition being shared in internal newsletters or staff communications.

[Submit Form](#)

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		
Krista Eckhoff: Regional Case Management Director			
Tampa CMO	None		
Brevard Adoptions	None		
Adoptions Support	None		
Pinellas CPT	None		
Jessica Eickstedt: Regional Case Management Director			
Live Oak/Lake City	None		
Clay	4/1/2025	Permanency in 12 months, placement moves, relative/non relative and sibling groups placements, timely incident reports. II	Follow up regarding progress, tracking of measures, meetings with leadership
Tallahassee CM	7/18/2025	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 30 day, 60 day, 90 day and 6 months follow ups to include file review for progress. Performed Home Visit note reviews weekly, then bi weekly , then monthly when performance achieving 80% consistently. At next HV review by lead agency, Program recently fell to 74% due to forms not being uploaded.
Tallahassee Adoptions	7/18/2025	Adoption assignment timely, adoption exchange, adoption case plan, progress updates, clients seen every 30 days, client study, match staffings, recruitment plans.	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.
Tallahassee Fiscal Monitoring	4/29/2024	Transactions with comparable documentation	Extended to 11/1/2025.

Program	Corrective Action Date	Areas Covered	Progress
Kimberly Ellis: Regional Executive Director			
Tallahassee IHC	None		
Christina Suarez- Regional Executive Director			
Ocala STFC	None		
Gainesville STFC	None		
FSPT	None		
IRP	None		
Jennifer O Bryan: Regional Executive Director			
Port Charlotte	None		
Naples	None		
Ft. Myers FSPS	6/1/2024	None	None - Corrective Action Resolved
Natisha Redding: Regional Case Management Director			
Orange	None		
Seminole	None		
Leslie Serena: 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	CAP Response submitted 8/28/2025. Documentation provided to support all placements. Training provided.
Palm Beach CPT			
Stuart Foster Home Recruitment and Licensing	None		
Christina Suarez- Regional Executive Director			
IL Tampa	None		
Clearwater STFC	2/26/2025	All areas of documentation needs	Documentation deficiencies were covered prior to the CAP taking effect; quarterly audits and random audits conducted to ensure that documentation continues to be uploaded.
Tampa STFC	None		
Clearwater FRSP	None	Documentation deficiencies were covered prior to the CAP taking effect; quarterly audits and random audits conducted to ensure that documentation continues to be uploaded.	
Sarasota STFC	None		
Sarasota IHC	None		
Tampa Foster Home Recruitment and Licensing	None		