



# MINUTES

## Board of Directors Retreat

January 25, 2024 | 1:00 – 6:00 PM | Stiles Headquarters

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### IN ATTENDANCE

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**Present:** Alé Arnold, Ray Berry, Susan Cameron, Pat Damoorgian, Justin DuVernois, Robert Given, Steve Halmos, Bill Hawk, Christina Jolley, Jeffery Klink, Robert Lochrie, Elizabeth Lowsky, Scott MacLaren, Greg Martin, Sigrid McCawley, Tom McManus, Kate Murphy-Voltz, Angie Parker, Ann Payne, Tim Petrillo, Caitlin Stella, Casey Swercheck, Stephanie Toothaker.

**\*Absent:** Denise Day, Julious Grant, David Herman, Bruce March, Pat McKay, Neki Mohan, Lily Pardo.

**Staff:** Heather Siskind, Susan Stanley, Maria Meyer, Patti Hommes.

**Guest Staff:** Denise Athis, Martina Constantino, Jeanette Johnson, Ashley King, Anne Meoli, Rachael Nassiri, Angella Schroller.

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### WELCOME- Scott MacLaren and Heather Siskind

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Heather Siskind welcomed the Retreat attendees and recognized the Jack & Jill Team in attendance. Scott MacLaren also welcomed attendees and stated that he was looking forward to some good group discussions. Heather then reviewed the agenda.

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### MINUTES- Jeff Klink

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Jeff presented the Minutes for approval. Bill Hawk motioned to accept, Ann Payne seconded and all approved.

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### STATE OF JACK & JILL CENTER – Program Updates

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**FAMILY PROGRAM:** Heather introduced Jeanette Johnson, Senior Director of Family Services, who reviewed the Family Program statistics and goals, family successes and challenges. Jeanette asked the Board for possible solutions for housing and employment opportunities, and presented other possible solutions to solving family challenges. A group discussion followed.

**HEALTH PROGRAM:** Heather introduced Dr. Anne Meoli, Director of Health Initiatives. Anne began with a group breathing exercise. She then shared her story, and reviewed the current Health Program data. Anne also discussed the Therapy Dog Program and the latest innovations, including telehealth for children and families, local university collaborations, health related events, the Go365 employee fitness program, and a grant for chronic absence study. The Health Program is primarily funded by the United Way of Broward County.

**EDUCATION PROGRAMS:** Angella Schroller, Senior Director of Education, introduced herself and talked about her experience and her passion for education. She then introduced the Education Team: Ashley King, Director of Schools, Rachael Nassiri, Assistant Director of Elementary Education and Martina Constantino, Assistant Director of Early Education.

EDUCATION PROGRAMS (cont.): Angella talked about the early education programs and shared statistics including the number of students per grade per year, attendance, and chronic absences. She then discussed the current teacher qualifications and continuing education. Ashley discussed the family engagement strategies, including Families as Partners, Parent Ambassadors, Class Dojo, and the monthly newsletters. Martina shared about the assessments used in Early Education, including the STAR Early Literacy Assessment, LENA Grow and Teaching Strategies GOLD. Rachael talked about the Star Assessments for K-5, and the current elementary education data. Group discussion followed.

Heather congratulated the Education Team on the incredible scores that have been achieved in all testing and assessment platforms.

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## **FINANCIAL UPDATE – Ann Payne and Susan Stanley**

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Ann shared the Financial Committee Report for November, 2023. There was a net operating income of \$154K for November, which was \$57K favorable to the budget. Total income was \$725K, which was \$17K favorable to budget due to a catch-up adjustment in revenue received in November from the Early Childhood Learning Coalition. Total expenses were \$571K, which was \$40K favorable to budget principally related to open staff positions resulting in a favorable variance in salaries and payroll taxes (\$20K), repairs and maintenance (\$8K) and program expenses (\$10K).

Year to date, the operating income is \$128K versus a budgeted loss of \$22K resulting in a favorable variance of \$150K. This favorable variance is due to favorable variances to budget for both income (\$56K) and expenses (\$94K).

Susan presented the 2023 Audit and 990 reports for approval. A motion was made and seconded and all approved.

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## **STATE OF JACK & JILL CENTER – Committee/Department Updates**

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CRA UPDATE: Susan Stanley shared that we have received \$2M to date from the CRA. \$500K is due next quarter.

HUMAN RESOURCES UPDATE: Heather introduced Denise Athis, Director of People and Culture. Denise shared that we continue to have staff turnover. Development lost two key team members to non-profits paying higher wages. Finance lost a key team member and program lost three teachers. Substitutes are currently being used to cover those positions. Group discussion followed to brainstorm on how to slow down the staff turnover.

DEVELOPMENT UPDATE: Maria Meyer stated that both of the vacant positions have been filled. She also shared that the next event will be the Winter Carnival, which will be held on Sunday, February 4th at the Center with Joe DiMaggio Children's Hospital serving as the Presenting Sponsor.

CEO SUCCESSION UPDATE: Heather reported that Stephen Ferrante interviewed Jack & Jill staff to determine what qualities/experience they would look for in a CEO. The position has been posted on Indeed, LinkedIn and the Jack & Jill website. We are trying to avoid using a search firm.

PROGRAM EXPANSION: We are currently in a discussion with Saint Mark's Episcopal School to look at potential opportunities for Middle School expansion.

OUTCOMES COMMITTEE UPDATE: Angella Schroller and Board member Casey Swercheck reported on the efforts to convert to a total school management system. In conjunction with PwC, Jack & Jill is vetting several software companies, favoring Blackbaud over others.

ENDOWMENT AND PLANNED GIVING UPDATE: Board members Robert Given and Alé Arnold reported on both programs, sharing the goal to offer donors two new opportunities for sustained giving.

Following the meeting, Board members enjoyed a cocktail reception in the Stiles' 10<sup>th</sup> Floor Amenity Space.

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**Meeting Adjourned- 5:35 PM | Next Scheduled Meeting: March 12, 2024 @ 8:00 AM via Microsoft Teams**

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