



549 NW Lake Whitney Place Suite 204• Port St. Lucie, FL 34986
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Board of Directors Monthly Meeting

December 1st, 2025

Agenda

- | | |
|---|------------------|
| 1. Call to Order | Melanie Wiles |
| 2. Board Chair Comments | Melanie Wiles |
| 3. October Minutes | Melanie Wiles |
| 4. Conflict of Interest and Job Description | Carol Deloach |
| 5. Board Membership, Bylaws, and Committees | Denise Natalizio |
| 6. Approval of Policy 1242 | Carol Deloach |
| 7. CEO Board Report | Carol Deloach |
| 8. Quality Assurance Update | Rusty Kline |
| 9. External Affairs | Dana Anderwald |
| 10. Finance Update | Lauren Hahn |
| • October Financial Approval | |
| 11. Public Comments | Melanie Wiles |
| 12. Adjournment | Melanie Wiles |

2026 Schedule of Meetings

Meetings are scheduled for the fourth Tuesday of the month at 3 pm. The November and December meetings usually are combined to accommodate the holiday schedule.

January 27 th	May 26 th	September 22 nd
February 24 th	June 23 rd	October 27 th
March 24 th	July 28 th	November 24 ^{th***}
April 28 th	August 25 th	December 22 ^{nd***}



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Board of Directors Meeting
Communities Connected for Kids Headquarters
October 28th, 2025
3:00 pm

October 2025 Minutes

1) Call to Order – Chair Wiles has called the meeting to order at 3:00 p.m.

Board members in attendance include: Mark Young, Michelle Miller, Melanie Wiles, Gloria Seidule, Pat McCoy, and Vanessa Farnes.

Board members not present: Dr. Angie Bailey, Leslie Kroger, and Kristy Conway.

Internal staff in attendance include: Elisabeth Eugene, Lauren Hahn, Josie Kirchner, Denise Natalizio, Holly Ives, Nicky Smith, Carol Deloach, Rusty Kline, Suzie Kulscar, Katie Vella, Alisa Carter, Andi Poli, Dana Anderwald, Grace Sayre, Cheri Sheffer, Evan Hunsberger, Lesa Sims, Caryn Toole, and Shannon Davenport.

Guests include: Glen Torcivia, Nancy Wall, Nistri Maria, Christina Peterson, Christy Gillis, and Robert McPartland.

2) Board Chair Comments- Ms. Wiles presents:

- Important topics that need to be discussed today are Sunshine Law, Subcommittees, and policy approval.
- An email was sent out to everyone stating that CCKids has subcommittees and that we'd like to get all of our Board members on at least one subcommittee. Some meet monthly, some meet quarterly, and others as needed. However, simply having the buy-in of people sitting on those committees is crucial.
- Kristy Conway, who chairs the Board nominating committee, will be sending information out to the Board, requesting information on new potential Board members who may be a good fit for CCKids' Board.

3) Approval of August and September Minutes- Ms. Wiles reports:

Ms. McCoy made a motion to approve the August and September 2025 Minutes, and Ms. Farnes seconded. The motion passed unanimously.

4) Sunshine Law – Mr. Torcivia presents:

- This is the overview of the Sunshine Law. All meetings are open to the public. There must be reasonable notice of the meetings. Meeting minutes need to be taken. They do not need to be verbatim. They only need to be actionable items. Short, less detailed minutes are better.
- There must be a 72-hour advance notice of a Board meeting. The location needs to be accessible to the public. For example, restaurants can't be used, as there is the expectation of having to purchase something.
- There shouldn't be any communication between Board members about Board business requiring a vote through e-mails, text messages, or other electronic communications.
- There isn't a need to have everything CCKids wants to discuss on the agenda. A notice for every item isn't required. If you need to bring something up that isn't on the agenda, that is okay.



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- Tape recordings are not minutes. Minutes have to be written.
- Every Board member is required to vote unless there is a conflict of interest.
- The public has to be given a reasonable amount of time to speak. Most places give 3 minutes. CCKids can put a policy together for public speaking.
- Be careful of what you say. Think before speaking, as your words can be used against you.
- If CCKids violates the law, there could be lawsuits brought against the Board as well as CCKids staff
- CCKids can cure a violation by having another meeting and fixing the mistake, with approval from the Board.

5) Approval of Policy 701 & 702 - Ms. Deloach presents:

- This policy revision is an update to include Federal government requirements for contract procurement. The old language stated, "perform lease versus purchase analysis when appropriate." The new language amends this clause to state "Use procedures that avoid the acquisition of unnecessary or duplicative items. Perform consolidation vs. breaking out procurements and lease vs. purchase analyses when appropriate to determine the most economical and practical choice. [2 CFR Part 200.318(d)]"

Ms. Miller made a motion to approve the changes to policy 701 & 702, and Ms. Farnes seconded. The motion passed unanimously.

6) Review Bylaws and Board Make-up - Ms. Deloach presents:

- It may be time for a review of the Bylaws. We also need to look at committee structure, ensuring every Board member is at least on one committee.
- We need additional members to represent the population we serve.
- The bylaws need to reflect what is needed by the agency. It states that anyone who serves as a member at large cannot serve as chair on any committee, which is a conflict currently for Mark Young. Changes need to be made.

7) Subcommittee Charters - Ms. Deloach presents:

- Most committees don't have charters, but are they needed? With CCKids having only 9 Board members, there will be an overlap in serving on committees. Vice-Chair Conway will be looking at the by-laws and committee structure with Board members to assist via an ad hoc workgroup.
- For potential new Board members, the Board nominating committee can review the submitted recommendations and assess the candidates' resumes to determine who may be a good fit. The potential Board member will need to meet with the Board Chair and CCKids CEO. Following that meeting, the decision will be submitted to the Board for approval.
- The external affairs committee is important, especially as the legislative session starts. There are some significant changes that the department is proposing regarding the funding formula

8) Nov/Dec Board Meeting - Ms. Deloach presents:

- This is the meeting CCKids always combines. There needs to be a date chosen.
- Elisabeth Eugene will send a doodle poll out.

9) CEO Report- Ms. Deloach presents



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- As of October 17th, the ESEP contract was executed. It will start on Oct 1st. CCKids is waiting for the settlement agreement, which will cover the months of July, August, and September.
- CCKids has decided to continue the ESEP program. This program has been operational for a year, from October 2024 through Sept 2025. There are 181 children who have been diverted from coming into care. We project the savings in out of home care costs to be around \$2.9 million compared to a \$700,000 investment in cost of the program. It's such a powerful statistic that one would hope the legislature would want other lead agencies to include this program in their service array and ensure the necessary funding. Carol DeLoach is so proud of the staff who have worked so hard to make the program a success. CCKids can't afford not to continue this program.
- CCKids reported last month on staff appreciation activities. However, there is concern as the budgeted 2% cost-of-living increase approaches. The cost of living has exceeded 2% by a significant margin. We have Evan Hunsberger, our HR Director, looking at a few additional options. One way we could show our appreciation to staff is by adding nine designated holidays. We added ½ day on Wednesday before Thanksgiving, Thanksgiving, and the Friday after Thanksgiving. There is a total of 9 designated holidays at this point.
- Oct 21st was the Martin County Delegation meeting, and Denise Natalizio represented CCKids. On the 22nd, Indian River held its meeting, and Caryn Toole spoke on behalf of CCKids. Tomorrow, for St. Lucie County, Carol DeLoach, Dana Anderwald, and Chair Wiles will be in attendance. We have attached the topics we will cover to the Board packet. We will only have 3 minutes to speak. Carol will begin by outlining our legislative priorities and demonstrating our progress with ESEP. Our priorities are limited liability insurance, public record exemption, and the funding methodology. Senate Bill 2502 states that the funding formula must be based on cost. Instead, the formula is based on expenditures. There are many other challenging issues.
- There is a new training curriculum for case management and adoption. Sherina Johnson and Mira Lane are our champions for testing the curriculum under Nicky Smith's mentorship. For CCWIS, we have had ongoing testing teams.
- October 21st, CCKids was awarded its CPA license, so the organization is licensed to operate for another year.
- CCKids was notified on October 22nd that Sunshine would be awarding us \$31,030 as a bonus for our performance in meeting contract objectives.

10) QA Committee Report – Ms. Carter Reports:

- The QA subcommittee meeting was held today at 2:00 pm.
- We discussed incident reports. CCKids has had kids leaving in groups from one of our group facilities.. Thus the numbers for reports are higher than usual.
- There were no HIPAA violations this past month that needed to be reported.
- CCKids has one missing child, and case management is trying to locate the youth. There is communication with the child, but she will not reveal her location
- In the "At A Glance" report, CCKids is red in 3 areas.
- For sibling groups, 51 of 83 are placed together, which for us is doing well.
- Suzie discussed our quality desk reviews and CFSR. The discussion of priorities for the agency, as far as funding our ESEP program, was reviewed.
- The next meeting is to be determined based on the scheduling of the next Board meeting.



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11) External Affairs/Advocacy- Ms. Anderwald presents

- The Christmas holiday drive is in full swing. Sponsors are working on their gifts.
- New brochures are in circulation.
- Delegation talking points were distributed.
- The Thanksgiving co-parent lunch is coming up. Pat McCoy, Mark Young, and Melanie Wiles are coming to help. The caregiver support team is leading that. CCKids is looking for additional sponsors for this event.
- Ms. Anderwald has been meeting with community partners to see how CCKids can partner with them.
- Ms. Anderwald is also working on calming bags for kids. It is designed with materials that help kids ground themselves.

12) Finance Report – Ms. Hahn reports:

- The first quarter of the year has passed. We are looking at an operating loss of \$750K and projected loss of \$2.8M for the year. The risk pool is coming, and we will take advantage of it by applying.
- The line items that are off budget are the foster care and group home costs.
- The KPMG discussion that involves no new money brings such a challenge for CCKids. In the last 5 years, there has been about \$20M in back-of-the-bill funding per year. Unfortunately, DCF is not examining the costs of running child welfare, but instead, they are creating an allocation model. They will just reallocate funds among the CBCs instead of focusing on providing sufficient money to fund the child welfare system. Thursday, Carol, Cheri, and Lauren will meet with DCF.
- Ms. Hahn has an upcoming meeting on Wednesday with DCF and all CFOs. The group will ask DCF to address many concerns.
- DCF is looking at switching more systems than just FSFN.

Ms. McCoy made a motion to approve the July, August, and September financials, and Mr. Young seconded. The motion passed unanimously.

13) Board Comments – N/A

14) Public Comments – N/A

15) Adjournment – The meeting was adjourned at 4:18 p.m.



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CEO Report
December 2025
CEO Report

Hopefully, everyone will have had a wonderful Thanksgiving. CCKids offered additional days off so our folks could observe and spend time with family and friends.

As of this writing, the security incident is still affecting CCKids. While FSFN access is now up, our URefer systems and printers are still offline. Our IT staff are working on fixes or workarounds as is our clinical team. We will have more of an update for the Board meeting.

As reported last month. On October 30th, Lauren Hahn, Cheri Sheffer, and I went to Orlando to meet with KMPG and DCF. The funding model was the focus of discussion. Some CBC recommendations were accommodated, while others were to be taken back and discussed between KMPG and DCF leadership. The draft “final” report was sent to the CBC on 11/18/25 with a one-day turnaround. The very final report is due to the legislature on December 1st. On the afternoon of the 19th, the CBCs had a call to go over our issues. DCF wanted one consolidated response, which will come from Karin Flositz, CBC Council Chair.

November is National Adoption Month. CHS hosted our C19 celebration at the Flying Pig Ranch on Saturday, November 15th. The event was very well attended by our children and potential families, as well as families who had already adopted. Hayrides, food, snow cones, games, prizes, etc., kept everyone excited and involved.

DCF has sent out the preliminary scores for the annual Accountability report. The CBCs have told DCF to revise the color coding to show green if, in fact, a CBC is performing better than the state average. What they have is coded red if you went down from last year, even if you are performing above the state average performance. DCF promised to take the message back to leadership. The “Oranges” report will be out by December 1st. For CCKids we are performing above the state average in all but two of the thirteen measures: children not abused during in-home services and children with no recurrence of a verified maltreatment within 12 months of a prior verified maltreatment.

November 24th, we are scheduled to have our bi-monthly call with DCF Secretary Hatch.

CCWIS meetings, calls, and activities continue to roll out involving representatives from all CCKids departments. Much time is being devoted to training and testing.

Board recruitment, committee structure, and by laws review are under consideration. Denise Natalizio and Kristy Conway are our leaders.

Departmental reports follow:



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OPERATIONS

Cheri Sheffer, Chief Operating Officer

Over the last two months, our team, including the county directors and intake and operations coordinators, has been working with DCF Child Protective Investigations to review and update the case transfer agreement. The updates that we propose are designed to reduce the number of days from shelter to receipt of the documents needed for timely case transfer. We have submitted a draft of the agreed-upon changes to the region CPI team and are awaiting their response.

ST LUCIE COUNTY

Katie Vella, St Lucie County Director

St. Lucie Case Management:

The average turnover rate within St. Lucie County case management for 2025 is 12.24% in comparison to 23% in 2024. There was a case manager who left the agency in October. Case management remains fully staffed. The client ratio remains 1:10.

The Alpha Kappa Alpha's Childhood Hunger Initiative Power Pack (AKA CHIPP) Program awarded case management 100 food bags for the children we serve. These were distributed during the week of Thanksgiving.

Early Services Engagement and Preservation Program (ESEP):

The ESEP program in October received 18 referrals. ESEP has served 98 children this fiscal year. The program has already met 52.7% of the targeted goal within the 1st quarter.

During the Month of October, Director Vella attended the following:

- Case Management Efficiency Work Group
- Statewide CCWIS committee
- FCC Legal Issues Council
- FCC Case Management Subcommittee
- FCC Licensing and Placement Subcommittee
- 2025 St Lucie County Legislative Delegation Meeting
- 2025 Martin County Legislative Delegation Meeting
- November Alliance Meeting



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MARTIN COUNTY

Denise Natalizio, MS, Martin County Director

Martin County Case Management

We are fully staffed, and with approximately 55 children, caseloads are manageable.

Level I Licensing (Relatives and Non-Relatives)

Our team is currently supporting 135 families, with a target to license 40% of them. In recent weeks, we've made encouraging progress rising to 34%. Thanks to the team's continued dedication, we anticipate steady growth toward our goal.

Level II-V Licensing (traditional/therapeutic/medical)

- For the 25/26 fiscal year, we have a net loss of 4 homes and 8 beds.
- We received 6 referrals for the statewide Florida Foster Information Center (FFIC).
- Child Placing Agencies (CPAs) currently have approximately 29 homes in progress toward licensure.

Kinship Navigator Program

In October, we extended our services to 19 additional kinship caregiver families, our fiscal year total is 51.

In October, Director Natalizio remained actively engaged in community leadership and collaboration efforts. Her key activities included:

- Continued service on the CCKids Succession Planning Team
- Delivered our agenda at the Martin County Delegation meeting
- Participated in the following meetings and events:
- Martin County Interagency Coalition (member and board meetings)
- Martin County Children's Services Council meeting
- United Way Community Conversation
- Two Martin County Community Health Improvement Plan (CHIP) meetings
- FCC Legal Council meeting
- Conducted a site tour of the Martin County Boys & Girls Club

INDIAN RIVER & OKEECHOBEE COUNTY

Caryn Toole, Okeechobee, and Indian River Director

Road to Success Program:

- EFC = 15 (+ 19 EFC Out of County Services)
- Aftercare/PESS =24



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- Under 18 minors served =69

RTS staff continue to work with our clients from 13-23 on all aspects of available programming.

Okeechobee:

This month County Director Caryn Toole participated in the Okeechobee Children's Services monthly meeting. Ms. Toole attended the Health and Human Services meeting and the Department of Juvenile Justice Council meeting. Caryn attended the Okeechobee Sexual Assault Recovery Team monthly meeting.

Indian River:

County Director Caryn Toole is a member of the United Way of Indian River County Board of Directors, she attended her monthly board meeting. Caryn is also a member of the Samaritan Center (a transitional living program for Homeless Families) Advisory Board and attended their monthly board meeting. Caryn participated in the Healthy Start of Indian River County Community Action team, studying Infant Mortality, and participated in both bi-monthly meetings. This month, Caryn also participated in the IRC Children's Services Council Grant subcommittee monthly meeting, the IRC Executive Roundtable meeting, and the IRC School and Health Advisory team meeting. Caryn also attended a School District of Indian River County Community impact meeting.

QUALITY MANAGEMENT

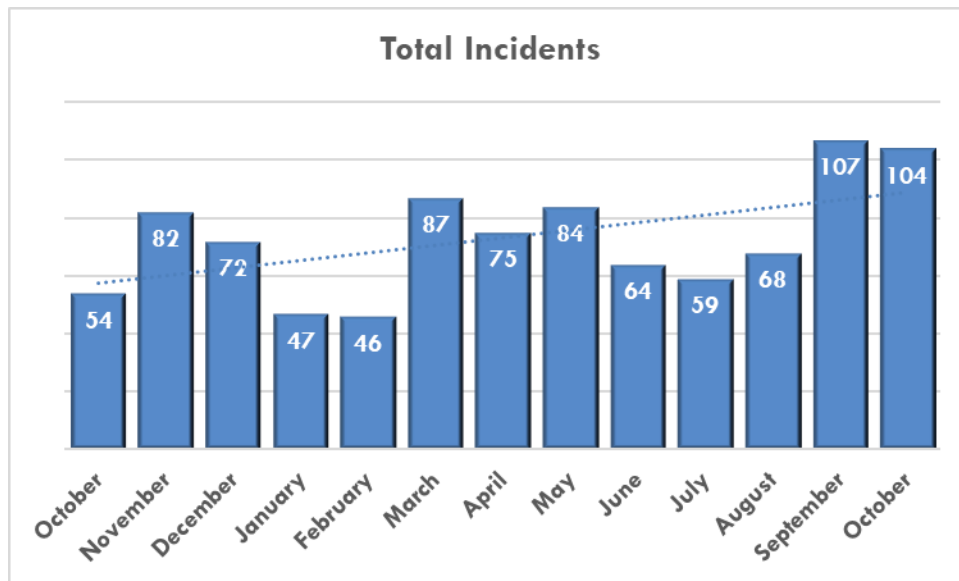
Rusty Kline, Director of Quality Management

The data highlighted below represents incident reports received during the month of October 2025 and will be presented to CCKids Senior Management, County Directors, Program Directors, and Case Manager Supervisors.

104 incidents were reported during the month of October 2025. Of the 104 incidents, 12 were listed as secondary categories in conjunction with other incidents. These reports listed 42 individual children, 4 parents, and 2 employees as active participants. Five of the 42 children are placed in Circuit 19 by another CBC agency and are only receiving courtesy supervision services from CCKids. Of the 42 children involved, 22 were named as participants in more than one incident report and/or incident type.

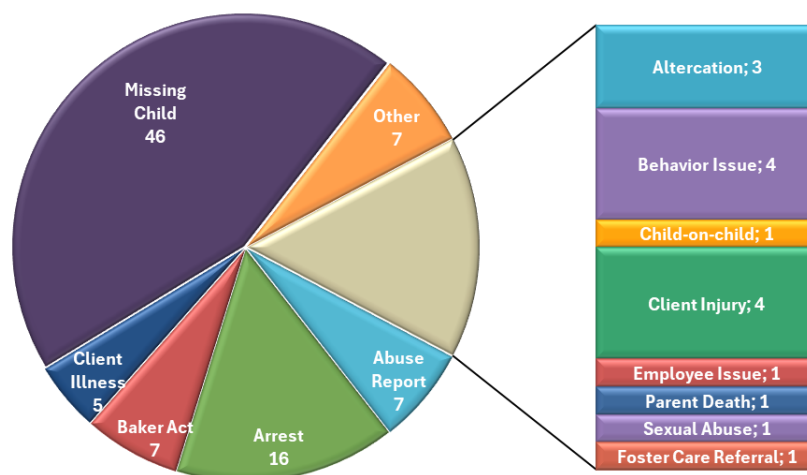


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The total number of incidents reported did not change significantly from September to October and remains well above the average (70) for the last 12 months.

INCIDENT REPORTS BY CATEGORY





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TRAINING AND DEVELOPMENT

Nicky Smith, Director of Training and Development

The next cycle of Pre-Service Training for Case Managers and Licensing staff started on November 17, 2025. The training team continues to provide individual mentoring and coaching support for recent graduates who are working to attain their case manager certification. Upcoming In-service training includes Case Work Practice, and Lift Lite Facilitation skills.

I continue to participate in the monthly meeting with representatives from DCF, and the Florida Certification Board to discuss collaboration and share information about training issues across the state. I continue to participate in the monthly collaborative forum as we plan for the roll out of the new Academy. CCKids is currently scheduled to implement the Academy starting in the summer of 2026. I continue to participate on the Florida Certification Board Advisory Council and on the ethics sub-committee, we meet monthly to review ethics complaints from across the state. I continue to facilitate the monthly FCC Quality & Training Sub-committee and participate in the monthly FCC Systems Operations meeting. The FCC Conference planning Committee meetings have started to meet on a monthly basis to plan the 2026 conference, which will take place at the Sunseeker Resort.

The CCKids Compliance Committee continues to meet on a quarterly basis. There have been no incidents of Fraud, Waste, or Abuse. The quarterly unaudited financial statement was submitted on 11/16/2025.

FINANCE

Lauren Hahn, CFO

We finally received our year-end closeout letters and documents from DCF. I am happy to report that the only dollars we have to return to DCF are those related to unused pass-throughs. With the receipt of the risk pool and back of the bill, we ended up the year with a surplus of \$417,624, which wiped out most of the carryforward deficit we had from FY2024 coming into FY2025 (\$661,083). That leaves us with a carryforward deficit from FY2025 of \$189,765 going into FY2026.

The audit for FY2025 is going smoothly. Although we did not receive the year-end documents until 11/19/2025, we are still working toward a 12/31/2025 deadline. In addition, with the federal government shutdown, the Federal Compliance Supplement (the annual guidebook for single audits) was published by the Federal Government on 11/25/25. Receiving the year-end documents or the guidebook any later would have jeopardized our ability to meet our deadline. We will hold an audit committee meeting later in December to review the draft report.



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We are four months into the fiscal year, and operations are going as expected. When comparing to our budget, the residential group care line continues to stick out the most with the largest unfavorable variance. The losses are expected to continue throughout the rest of the year.

As we go through the risk pool process, we will compile projections through the rest of the year as concerns grow regarding losses and cash flows. The Risk Pool application process opened on November 7. We are working diligently to compile our narrative and projections through year-end, and we will submit by the due date of 12/1/2025.

A draft of the report of the KPMG funding model from DCF to the legislature has been released to the CBCs with an opportunity for us to review and forward questions on the draft. Although the report calls for funding an additional \$110 million into the child welfare system, it remains unclear if DCF will request such funds from the legislature, and if so, if the legislature will award that money. Unfortunately, many parts of the model are still not yet developed. Among the major concerns is the actual funding that CBCs will not only receive but will be able to retain. Even though CBCs may be awarded more funds upfront under this model, we have not seen final results, so we are unable to determine how much CBCs will be able to retain under different scenarios.

Our policies for general, commercial, and auto insurance liabilities are coming due 1/1/2026. We are currently preparing the documents for our broker to obtain quotes, which we hope will come back favorably, but are highly unlikely. Other CBCs have reported much higher premiums, and some cannot get coverage at all.

Stay tuned.



AT-A-GLANCE

Scorecard/Contract Performance Measures		September	October	Target	% Change
SAFETY	Children Not Abused in OOHC	21.52	20.24	9.07	▶ -1.28
	No Abuse during In-Home Services	100.00%	100.00%	98.00%	0.00%
	Children with No Recurrence of Verified Abuse within 12 Months	91.36%	93.75%	90.30%	▶ 2.39%
WELL-BEING	Kids Seen Every 30 Days	100.00%	100.00%	99.50%	0.00%
PERMANENCY	Placement Moves per 1000 Days in OOHC	3.66	3.78	4.50	▶ 0.13
	Kids Exiting OOHC to a Permanent Home w/In 12 Months of Removal	64.71%	0.00%	35.20%	▶ -64.71%
	Kids in OOHC 12-23 Months who Exit to a Permanent Home	68.38%	63.39%	44.00%	▶ -4.98%
	Kids Who do Not Re-enter OOHC within 12 Months of Exit*	96.00%	94.83%	94.40%	▶ -1.17%
	Percentage of Children in OOHC Placed with Relative/Non-Relatives	49.00%	48.43%	60.00%	▶ -0.57%
	Sibling Groups Placed Together in OOHC	62.20%	60.24%	65.00%	▶ -1.95%
	Number of Finalized Adoptions (YTD)	27	27	84	0

**CFSR Desk Review Data
2025-2026
Qualitative Metrics**

	CFSR items	Quarter 1 July 1, 2025 - September 30, 2025	Quarter 2 October 1, 2025 - December 31, 2025	Fiscal Year July 1, 2025 - June 30, 2026
	Number of Cases	18 3: In Home 15: Foster Care	5 0: In Home 5: Foster Care	23 3: In Home 20: Foster Care
Safety	Item 1: Timeliness of Initiating Investigations of Reports of Child Maltreatment Purpose of Assessment	83%	100%	 85%
	Item 2: Services to prevent removal	79%	100%	 80%
	Item 3: Risk and Safety Assessment and Management	67%	80%	 70%
Permanency	Item 4: Stability of Foster Care Placement	87%	100%	 90%
	Item 5: Permanency Goal for the Child	100%	80%	 95%
	Item 6: Achieving Reunification, Guardianship, Adoption, or Other Planned Permanent Living Arrangement	47%	60%	 50%
	Item 7: Placement with Siblings	57%	100%	 63%
	Item 8: Visiting with Parents and Siblings in Foster Care	36%	100%	 44%
	Item 9: Preserving Connections	20%	20%	 20%
	Item 10: Relative Placement	53%	25%	 47%
	Item 11: Relationship of Child in Care with Parents	18%	50%	 23%
Well-Being	Item 12: Needs and Services of Child, Parents, and Foster Parents	22%	60%	 30%
	Item 12A: Needs Assessment and Services to Children	89%	80%	 87%
	Item 12B: Needs Assessment and Services to Parents	7%	50%	 13%
	Item 12C: Needs Assessment and Services to Foster Parents	75%	50%	 71%
	Item 13: Child and Family Involvement in Case Planning	35%	50%	 38%
	Item 14: Caseworker Visits with the Child	39%	80%	 48%
	Item 15: Caseworker Visits with Parents	7%	50%	 13%
	Item 16: Educational Needs of the Child	44%	80%	 57%
	Item 17: Physical Health of the Child	63%	60%	 62%
	Item 18: Mental/Behavioral Health of the Child	50%	100%	 64%
	Is an Immediate Child Safety Action Required?	0%	0%	 0%



Higher Percentage from Quarter 1 Reviews



Lower Percentage from Quarter 1 Reviews



No change from Quarter 1 Reviews

Communities Connected for Kids, Inc.
Financial Dashboard
as of October 31, 2025
(unaudited and for internal purposes only)

Cash in Bank	\$ 8,397,957
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Total Assets	\$ 10,564,549
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Total Liabilities	\$ 7,879,078
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Total Net Assets	\$ 2,685,471
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Current Assets (a)	\$ 7,320,187
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Current Liabilities (b)	\$ 4,576,468	1.60 Current Ratio [a/b]
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	Current Month	Year-to-Date
Total Revenues	\$ 3,392,754	\$ 13,322,165
Total Expenses	\$ 3,553,202	\$ 14,070,528
Net Surplus (Deficit)	\$ (160,449)	\$ (748,363)

Communities Connected for Kids, Inc.
Statement of Activities by Program
For the Month and Fiscal Year-to-Date ending October 31, 2025
(unaudited and for internal use only)

	Oct-25						
	(C) DCF Child Welfare Core Plus (ZJ002)	(D) DCF Child Welfare - Independent Living (ZJ002)	(E) Total DCF Child Welfare (ZJ002)	(F) DCF ESEP (ZJ001)	(G) Sunshine	(H) Other	(I) TOTAL All Programs
Revenue:							
DCF Core Services	2,061,343		2,061,343				2,061,343
DCF IL	-	104,982	104,982				104,982
DCF Other	32,711		32,711				32,711
CBCAP	-		-				-
Housing Specialist	-		-				-
ESEP	-		-	41,667			41,667
DCF Total	2,094,053	104,982	2,199,035	41,667	-	-	2,240,702
Sunshine State Health Plan	-		-		54,634		54,634
Other	250		250				250
Total Revenue	2,094,303	104,982	2,199,285	41,667	54,634	-	2,295,586
Expenses							
Lead Agency Expenses							
Salaries & Wages							
Salaries	582,978	38,540	621,518	42,458	6,525		670,501
Overtime	13,687	3,425	17,111	(63)	-		17,048
Total Salaries & Wages	596,665	41,965	638,629	42,394	6,525	-	687,549
Employee Benefits	174,984	12,174	187,158	13,402	1,804		202,363
Occupancy							
Rent	73,863	1,796	75,660	2,793	227		78,680
Utilities	4,683	59	4,742	258	8		5,009
Phone	11,933	764	12,697	661	67		13,425
Equipment rental	4,278	266	4,544	12	33		4,589
Repairs and maintenance	6,405	383	6,788	16	48		6,852
Total Occupancy	101,162	3,269	104,431	3,740	384	-	108,555
Insurance	18,719	1,042	19,761	1,158	237		21,157
Office/Travel/Other							
Office expense	2,565	18	2,584	113	3		2,699
Travel	18,120	652	18,772	1,216	-		19,988
Legal	7,460		7,460		-		7,460
Audit	5,300		5,300		-		5,300
PR, Conferences, Trainings	1,677	-	1,677		-		1,677
Total Office/Travel/Other	35,122	670	35,792	1,329	3	-	37,124
Administrative/IT	50,026	8	50,033	-	1		50,034
Total Lead Agency Costs	976,677	59,128	1,035,805	62,023	8,954	-	1,106,782

Communities Connected for Kids, Inc.
Statement of Activities by Program
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(unaudited and for internal use only)

	Oct-25						
	(C) DCF Child Welfare Core Plus (ZJ002)	(D) DCF Child Welfare - Independent Living (ZJ002)	(E) Total DCF Child Welfare (ZJ002)	(F) DCF ESEP (ZJ001)	(G) Sunshine	(H) Other	(I) TOTAL All Programs
Contracted Services							
CM/Adoption							
Case management	327,771		327,771				327,771
Adoption services	100,452		100,452				100,452
Total CM/Adoption	428,223	-	428,223	-	-	-	428,223
Prevention and intervention	50,691		50,691	-			50,691
Diversion services	50,000		50,000				50,000
Foster care recruitment	175,281		175,281	-			175,281
Total Contracted Services	704,195	-	704,195	-	-	-	704,195
Out of Home Care							
Foster home	89,430		89,430				89,430
Residential group care	506,911		506,911				506,911
Clothing	-		-				-
Total Out of home care	596,341	-	596,341	-	-	-	596,341
Independent Living							
Room and board	-	9,435	9,435				9,435
PESS and Aftercare Services	-	32,210	32,210				32,210
Total Independent Living	-	41,645	41,645	-	-	-	41,645
Client support services							
Children's mental health							
wraparound services	25,923		25,923				25,923
Lab services	13,338	242	13,580	225			13,804
Other services	22,660	87	22,746	73	(150)		22,670
Total Client support services	61,920	328	62,249	298	(150)	-	62,397
Total Operating Expenses	2,339,134	101,101	2,440,234	62,321	8,804	-	2,511,359
Other Expenses	3,426		3,426				3,426
Total Expenses	2,342,560	101,101	2,443,661	62,321	8,804	-	2,514,785
Operating surplus (decifit)	(248,257)	3,881	(244,376)	(20,654)	45,830	-	(219,200)

Communities Connected for Kids, Inc.
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	Oct-25						
	(C) DCF Child Welfare Core Plus (ZJ002)	(D) DCF Child Welfare - Independent Living (ZJ002)	(E) Total DCF Child Welfare (ZJ002)	(F) DCF ESEP (ZJ001)	(G) Sunshine	(H) Other	(I) TOTAL All Programs
Maintenance Subsidies							
Revenue - Adoption	879,719		879,719				879,719
Revenue - Level 1 Licensed Care	79,301		79,301				79,301
Revenue - Guardianship Assistance	98,028		98,028				98,028
Revenue - Child Care Subsidies	40,120		40,120				40,120
Total Revenue - Subsidies	1,097,168	-	1,097,168	-	-	-	1,097,168
 Expense - Adoption	893,317		893,317				893,317
Expense - Level 1 Licensed Care	38,787		38,787				38,787
Expense - Guardianship Assistance	78,662		78,662				78,662
Expense - Child Care Subsidies	27,652		27,652				27,652
Total Expense - Subsidies	1,038,417	-	1,038,417	-	-	-	1,038,417
 Net Subsidies	58,751	-	58,751	-	-	-	58,751
 Gross Revenue	3,191,471	104,982	3,296,453	41,667	54,634	-	3,392,754
Expenses (incl MAS)	3,380,977	101,101	3,482,078	62,321	8,804	0	3,553,202
Net surplus (decifit)	(189,506)	3,881	(185,625)	(20,654)	45,830	-	(160,449)

Communities Connected for Kids, Inc.
Statement of Activities by Program
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(unaudited and for internal use only)

	YTD						
	(D) DCF Child		(E) Total	(F) DCF	(G)	(H)	(I) TOTAL All
	(C) DCF	Welfare -	DCF Child	ESEP	Sunshine	Other	Programs
	Child	Independent	Welfare	(ZJ001)			
	Welfare Core	Living	Plus (ZJ002)				
	Plus (ZJ002)	(ZJ002)	(ZJ002)				
Revenue:							
DCF Core Services	8,091,746		8,091,746				8,091,746
DCF IL	-	419,926	419,926				419,926
DCF Other	130,844		130,844				130,844
CBCAP	-		-				-
Housing Specialist	-		-				-
ESEP	-		-	166,667			166,667
DCF Total	8,222,590	419,926	8,642,517	166,667	-	-	8,809,183
Sunshine State Health Plan	-		-		124,060		124,060
Other	-		-			250	250
Total Revenue	8,222,590	419,926	8,642,517	166,667	124,060	250	8,933,493
Expenses							
Lead Agency Expenses							
Salaries & Wages							
Salaries	2,379,362	152,402	2,531,763	165,433	25,881	-	2,723,077
Overtime	30,698	8,605	39,303	1,417	-	-	40,720
Total Salaries & Wages	2,410,059	161,007	2,571,066	166,850	25,881	-	2,763,797
Employee Benefits	704,239	47,897	752,136	46,240	7,203		805,579
Occupancy							
Rent	295,936	7,067	303,003	11,173	920		315,095
Utilities	16,469	440	16,909	782	22		17,713
Phone	43,472	2,724	46,196	2,497	252		48,944
Equipment rental	13,113	703	13,815	47	91		13,953
Repairs and maintenance	25,936	1,531	27,467	86	193		27,746
Total Occupancy	394,926	12,464	407,390	14,585	1,477	-	423,451
Insurance	70,444	3,922	74,366	4,358	893		79,617
Office/Travel/Other							
Office expense	26,365	30	26,395	234	1		26,631
Travel	39,445	3,422	42,867	1,684			44,551
Legal	7,460		7,460				7,460
Audit	5,300		5,300				5,300
PR, Conferences, Trainings	6,762	675	7,438	-			7,438
Total Office/Travel/Other	85,332	4,128	89,459	1,918	1	-	91,379
Administrative/IT	193,564	31	193,596	55	4		193,655
Total Lead Agency Costs	3,858,564	229,449	4,088,013	234,005	35,460	-	4,357,478

Communities Connected for Kids, Inc.
Statement of Activities by Program
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(unaudited and for internal use only)

	YTD						
	(D) DCF Child						
	(C) DCF	Welfare -	(E) Total				
	Child	Independent	DCF Child	(F) DCF			
	Welfare Core	Living	Welfare	ESEP	(G)	(H)	(I) TOTAL All
	Plus (ZJ002)	(ZJ002)	(ZJ002)	(ZJ001)	Sunshine	Other	Programs
Contracted Services							
CM/Adoption							
Case management	1,150,319		1,150,319				1,150,319
Adoption services	316,662		316,662				316,662
Total CM/Adoption	1,466,980	-	1,466,980	-	-	-	1,466,980
Prevention and intervention	218,338		218,338				218,338
Diversion services	200,000		200,000				200,000
Foster care recruitment	728,796		728,796				728,796
Total Contracted Services	2,614,115	-	2,614,115	-	-	-	2,614,115
Out of Home Care							
Foster home	327,856		327,856				327,856
Residential group care	2,132,447		2,132,447				2,132,447
Clothing	56,900		56,900				56,900
Total Out of home care	2,517,204	-	2,517,204	-	-	-	2,517,204
Independent Living							
Room and board	(8,900)	63,490	54,590				54,590
PESS and Aftercare Services	-	118,627	118,627				118,627
Total Independent Living	(8,900)	182,117	173,217	-	-	-	173,217
Client support services							
Children's mental health							
wraparound services	79,061		79,061				79,061
Lab services	41,774	242	42,016	311			42,327
Other services	137,917	688	138,606	73	(1,000)		137,679
Total Client support services	258,752	930	259,682	385	(1,000)	-	259,067
Total Operating Expenses	9,239,734	412,496	9,652,230	234,389	34,460	-	9,921,080
Other Expenses	14,009		14,009				14,009
Total Expenses	9,253,743	412,496	9,666,239	234,389	34,460	-	9,935,089
Operating surplus (decifit)	(1,031,153)	7,430	(1,023,723)	(67,723)	89,600	250	(1,001,596)

Communities Connected for Kids, Inc.
Statement of Activities by Program
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	YTD						
	(D) DCF Child						
	(C) DCF	Welfare -	(E) Total	(F) DCF		(H)	(I) TOTAL ALL
	Child	Independent	DCF Child	ESEP	(G)	Other	Programs
	Welfare Core	Living	Welfare		Sunshine		
	Plus (ZJ002)	(ZJ002)	(ZJ002)	(ZJ001)			
Maintenance Subsidies							
Revenue - Adoption	3,518,876		3,518,876				3,518,876
Revenue - Level 1 Licensed Care	317,204		317,204				317,204
Revenue - Guardianship Assistance	392,112		392,112				392,112
Revenue - Child Care Subsidies	160,480		160,480				160,480
Total Revenue - Subsidies	4,388,671	-	4,388,671	-	-	-	4,388,671
Expense - Adoption	3,569,139		3,569,139				3,569,139
Expense - Level 1 Licensed Care	131,681		131,681				131,681
Expense - Guardianship Assistance	329,729		329,729				329,729
Expense - Child Care Subsidies	104,890		104,890				104,890
Total Expense - Subsidies	4,135,439	-	4,135,439	-	-	-	4,135,439
Net Subsidies	253,233	-	253,233	-	-	-	253,233
Gross Revenue	12,611,262	419,926	13,031,188	166,667	124,060	250	13,322,165
Expenses (incl MAS)	13,389,182	412,496	13,801,678	234,389	34,460	0	14,070,528
Net surplus (decifit)	(777,920)	7,430	(770,490)	(67,723)	89,600	250	(748,363)

Communities Connected for Kids, Inc.
Statement of Activities by Program
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	Oct-25			YTD			33.33% YTD	
	Actual	Budget	Fav (Unfav) Variance	Actual	Budget	Fav (Unfav) Variance	% of Actual To Total Budget	Approved Budget FY25-26
Revenue:								
DCF Core Services	2,061,343	2,048,541	12,802	8,091,746	8,194,163	(102,417)	32.9%	24,582,489
DCF IL	104,982	104,982	-	419,926	419,926	-	33.3%	1,259,779
DCF Other	32,711	32,711	-	130,844	130,843	1	33.3%	392,529
CBCAP	-	-	-	-	-	-	0.0%	-
Housing Specialist	-	-	-	-	-	-		
ESEP	41,667	77,083	(35,417)	166,667	308,333	(141,667)	18.0%	925,000
DCF Total	2,240,702	2,263,316	(22,615)	8,809,183	9,053,266	(244,082)	32.4%	27,159,797
Sunshine State Health Plan	54,634	24,000	30,634	124,060	96,000	28,060	43.1%	288,000
Other	250	1,250	(1,000)	250	5,000	(4,750)	1.7%	15,000
Total Revenue	2,295,586	2,288,566	7,019	8,933,493	9,154,266	(220,772)	32.5%	27,462,797
Expenses:								
Lead Agency / System of Care Expense								
Salaries and wages								
Salaries	670,501	610,973	(59,527)	2,723,077	2,443,893	(279,185)	37.1%	7,331,679
Overtime	17,048	12,500	(4,548)	40,720	50,000	9,280	27.1%	150,000
Total Salaries & Wages	687,549	623,473	(64,075)	2,763,797	2,493,893	(269,904)	36.9%	7,481,679
Employee benefits	202,363	198,004	(4,359)	805,579	792,017	(13,562)	33.9%	2,376,052
Occupancy								
Rent	78,680	80,304	1,624	315,095	321,217	6,122	32.7%	963,651
Utilities	5,009	3,049	(1,959)	17,713	12,197	(5,516)	48.4%	36,590
Phone	13,425	14,050	625	48,944	56,200	7,256	29.0%	168,601
Furniture and equipment	4,589	4,705	115	13,953	18,819	4,865	24.7%	56,457
Repairs and maintenance	6,852	9,631	2,778	27,746	38,523	10,777	24.0%	115,570
Total Occupancy	108,555	111,739	3,184	423,451	446,956	23,505	31.6%	1,340,868
Insurance	21,157	28,335	7,178	79,617	113,340	33,723	23.4%	340,019
Office/Travel/Other								
Office expense	2,699	10,000	7,301	26,631	40,000	13,369	22.2%	120,000
Travel	19,988	16,667	(3,322)	44,551	66,667	22,116	22.3%	200,000
Legal	7,460	2,083	(5,376)	7,460	8,333	874	29.8%	25,000
Audit	5,300	4,667	(633)	5,300	18,667	13,367	9.5%	56,000
Other (PR, Conf, Training)	1,677	6,250	4,573	7,438	25,000	17,562	9.9%	75,000
Total Office/Travel/Other	37,124	39,667	2,543	91,379	158,667	67,288	19.2%	476,000
Administrative / management	50,034	51,250	1,216	193,655	205,000	11,345	31.5%	615,000
Total Lead Agency Costs	1,106,782	1,052,468	(54,314)	4,357,478	4,209,873	(147,605)	34.5%	12,629,618

Communities Connected for Kids, Inc.
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	Oct-25			YTD			33.33% YTD	
	Actual	Budget	Fav (Unfav) Variance	Actual	Budget	Fav (Unfav) Variance	% of Actual To Total Budget	Approved Budget FY25-26
Contracted Services								
Case Management/Adoption								
Case management	327,771	266,084	(61,687)	1,150,319	1,064,334	(85,984)	36.0%	3,193,003
Adoption services	100,452	68,500	(31,952)	316,662	273,998	(42,664)	38.5%	821,994
Total CM/Adoption	428,223	334,583	(93,640)	1,466,980	1,338,332	(128,648)	36.5%	4,014,997
Prevention and Intervention services	50,691	57,075	6,384	218,338	228,300	9,962	31.9%	684,901
Diversion services	50,000	50,000	-	200,000	200,000	-	33.3%	600,000
Foster care administration	175,281	169,574	(5,707)	728,796	678,297	(50,500)	35.8%	2,034,890
Total Contracted Services	704,195	611,232	(92,962)	2,614,115	2,444,929	(169,185)	35.6%	7,334,788
Out of Home								
Foster home	89,430	122,338	32,908	327,856	489,351	161,494	22.3%	1,468,052
Residential group care	506,911	372,642	(134,269)	2,132,447	1,490,567	(641,880)	47.7%	4,471,701
Clothing	-	6,250	6,250	56,900	25,000	(31,900)	75.9%	75,000
Total Out of Home Care	596,341	501,229	(95,112)	2,517,204	2,004,918	(512,286)	41.9%	6,014,753
Independent Living								
Room and board	9,435	13,750	4,315	54,590	55,000	410	33.1%	165,000
Services	32,210	27,083	(5,127)	118,627	108,333	(10,293)	36.5%	325,000
Total Independent Living	41,645	40,833	(811)	173,217	163,333	(9,883)	35.4%	490,000
Client support services								
Children's mental health wraparound services	25,923	21,108	(4,814)	79,061	84,434	5,373	31.2%	253,301
Lab services	13,804	10,722	(3,083)	42,327	42,887	560	32.9%	128,661
Other services	22,670	35,019	12,349	137,679	140,076	2,397	32.8%	420,228
Total Client support services	62,397	66,849	4,453	259,067	267,397	8,330	32.3%	802,190
Total Operating Expenses	2,511,359	2,272,612	(238,746)	9,921,080	9,090,450	(830,630)	36.4%	27,271,350
Other Expenses	3,426	2,500	(926)	14,009	10,000	(4,009)	46.7%	30,000
Total Expenses	2,514,785	2,275,112	(239,673)	9,935,089	9,100,450	(834,639)	36.4%	27,301,350
Net operating surplus (deficit)	(219,200)	13,454	246,692	(1,001,596)	53,816	(613,867)	-620.4%	161,447

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	Oct-25			YTD			33.33% YTD	
	Actual	Budget	Fav (Unfav) Variance	Actual	Budget	Fav (Unfav) Variance	% of Actual To Total Budget	Approved Budget FY25-26
Maintenance Subsidies								
Revenue - Maintenance Adoption Subsidies	879,719	879,719	-	3,518,876	3,518,876	-	33.3%	10,556,628
Revenue - Level 1 Licensed Care	79,301	79,301	-	317,204	317,204	-	33.3%	951,611
Revenue - Guardianship Assistance Program	98,028	98,028	-	392,112	392,112	-	33.3%	1,176,335
Revenue - Child Care Subsidies	40,120	40,120	-	160,480	160,480	-	33.3%	481,440
Total Revenue - Subsidies	1,097,168	1,097,168	-	4,388,671	4,388,671	-	33.3%	13,166,014
Expense - Maintenance Adoption Subsidies	893,317	879,719	(13,598)	3,569,139	3,518,876	(50,263)	33.8%	10,556,628
Expense - Level 1 Licensed Care	38,787	79,301	40,514	131,681	317,204	185,523	13.8%	951,611
Expense - Guardianship Assistance Program	78,662	98,028	19,366	329,729	392,112	62,383	28.0%	1,176,335
Expense - Child Care Subsidies	27,652	40,120	12,468	104,890	160,480	55,590	21.8%	481,440
Total Expense - Subsidies	1,038,417	1,097,168	58,751	4,135,439	4,388,671	253,233	31.4%	13,166,014
Net surplus (deficit) subsidies	58,751	-	58,751	253,233	-	253,233		-
Gross Revenue	3,392,754	3,385,734	(7,019)	13,322,165	13,542,937	220,772	32.8%	40,628,811
Expenses	3,553,202	3,372,280	(180,922)	14,070,528	13,489,121	(581,407)	34.8%	40,467,364
Net surplus (deficit)	(160,449)	13,454	(173,903)	(748,363)	53,816	(802,179)	-463.5%	161,447

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	Jul-25	Aug-25	Sep-25	Oct-25	Total
Revenue:					
DCF Core Services	1,984,531	1,984,531	2,061,342	2,061,343	8,091,746
DCF IL	104,982	104,982	104,982	104,982	419,926
DCF Other	32,711	32,711	32,712	32,711	130,844
CBCAP	-	-	-	-	-
Housing Specialist					-
ESEP	41,667	41,667	41,667	41,667	166,667
DCF Total	2,163,890	2,163,890	2,240,702	2,240,702	8,809,183
Sunshine State Health Plan	23,114	23,100	23,212	54,634	124,060
Other	-	-	-	250	250
Total Revenue	2,187,004	2,186,990	2,263,914	2,295,586	8,933,493
	-	-	-	-	-
Expenses:					
Lead Agency / System of Care Expense					
Salaries and wages					
Salaries	704,218	683,302	665,057	670,501	2,723,077
Overtime	2,906	11,980	8,786	17,048	40,720
Total Salaries & Wages	707,124	695,282	673,842	687,549	2,763,797
Employee benefits	202,571	200,322	200,322	202,363	805,579
Occupancy					
Rent	79,090	78,270	79,055	78,680	315,095
Utilities	6,498	2,493	3,713	5,009	17,713
Phone	5,797	12,970	16,752	13,425	48,944
Furniture and equipment	761	3,975	4,628	4,589	13,953
Repairs and maintenance	6,696	6,809	7,389	6,852	27,746
Total Occupancy	98,843	104,517	111,537	108,555	423,451
Insurance	26,529	15,966	15,966	21,157	79,617
Office/Travel/Other					
Office expense	20,280	533	3,118	2,699	26,631
Travel	2,642	10,958	10,963	19,988	44,551
Legal	-	-	-	7,460	7,460
Audit	-	-	-	5,300	5,300
Other (PR, Conf, Training)	3,125	847	1,788	1,677	7,438
Total Office/Travel/Other	26,048	12,338	15,869	37,124	91,379
Administrative / management	46,898	48,716	48,006	50,034	193,655
Total Lead Agency Costs	1,108,012	1,077,141	1,065,543	1,106,782	4,357,478

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Statement of Activities by Program
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	Jul-25	Aug-25	Sep-25	Oct-25	Total
Contracted Services					
Case Management/Adoption					
Case management	285,000	285,000	252,548	327,771	1,150,319
Adoption services	74,190	71,190	70,829	100,452	316,662
Total CM/Adoption	359,190	356,190	323,377	428,223	1,466,980
Prevention and Intervention services	47,040	50,691	69,916	50,691	218,338
Diversion services	50,000	50,000	50,000	50,000	200,000
Foster care administration	184,324	186,581	182,611	175,281	728,796
Total Contracted Services	640,554	643,462	625,904	704,195	2,614,115
Out of Home					
Foster home	78,204	79,142	81,081	89,430	327,856
Residential group care	561,169	524,325	540,043	506,911	2,132,447
Clothing	57,300	(1,600)	1,200	-	56,900
Total Out of Home Care	696,672	601,866	622,324	596,341	2,517,204
Independent Living					
Room and board	16,102	20,827	8,226	9,435	54,590
Services	17,617	24,080	44,720	32,210	118,627
Total Independent Living	33,718	44,907	52,946	41,645	173,217
Client support services					
Children's mental health wraparound services	1,146	18,239	33,753	25,923	79,061
Lab services	-	11,099	17,424	13,804	42,327
Other services	27,612	37,804	49,594	22,670	137,679
Total Client support services	28,758	67,141	100,771	62,397	259,067
Total Operating Expenses	2,507,715	2,434,518	2,467,488	2,511,359	9,921,080
Other Expenses	3,406	3,576	3,601	3,426	14,009
Total Expenses	2,511,120	2,438,095	2,471,089	2,514,785	9,935,089
Net operating surplus (deficit)	(324,116)	(251,104)	(207,175)	(219,200)	(1,001,596)
Maintenance Subsidies					
Revenue - Maintenance Adoption Subsidies	879,719	879,719	879,719	879,719	\$ 3,518,876
Revenue - Level 1 Licensed Care	79,301	79,301	79,301	79,301	317,204
Revenue - Guardianship Assistance Program	98,028	98,028	98,028	98,028	392,112
Revenue - Child Care Subsidies	40,120	40,120	40,120	40,120	160,480
Total Revenue - Subsidies	1,097,168	1,097,168	1,097,168	1,097,168	4,388,671
Expense - Maintenance Adoption Subsidies	874,843	892,820	908,160	893,317	3,569,139
Expense - Level 1 Licensed Care	32,070	27,941	32,884	38,787	131,681
Expense - Guardianship Assistance Program	82,279	82,437	86,352	78,662	329,729
Expense - Child Care Subsidies	22,800	30,126	24,312	27,652	104,890
Total Expense - Subsidies	1,011,991	1,033,324	1,051,707	1,038,417	4,135,439
Net Income - Subsidies	85,177	63,843	45,461	58,751	253,233

Communities Connected for Kids, Inc.
Statement of Activities by Program
For the Month and Fiscal Year-to-Date ending October 31, 2025
(unaudited and for internal use only)

	Jul-25	Aug-25	Sep-25	Oct-25	Total
Gross Revenue	3,284,172	3,284,158	3,361,082	3,392,754	13,322,165
Expenses (incl MAS)	3,523,111	3,471,419	3,522,796	3,553,202	14,070,528
Net Income (loss)	(238,939)	(187,261)	(161,714)	(160,449)	(748,363)