



Board of Directors' Meeting

MINUTES

Wednesday, April 18, 2018

4:30 p.m.

Board of Education Office, Chesley

- Present:** Selwyn Hicks (Chair), Donald Porterfield, Christena Dawson, Jamie McKinnon (phone) and Linda Van Sligtenhorst, Julie Lawrence, Marie Tudor, Tim Nicol, Don Moore, George Sanz and Gary Harron
- Staff:** Phyllis Lovell, Julie Lipsett, Anne Bester and Jeff Nicol
- Guests:** Sylvie Girard, Ministry of Children & Youth Services and Matt Brown, Nicol Insurance
- Regrets:** Renee Abram
- Recorder:** Kim Fleming
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1. Welcome / Opening Remarks

Selwyn Hicks welcomed board members, guests and staff. Mr. Hicks also extended a big welcome to Sylvie Girard, Program Supervisor and thanked her for her commitment and work with BGCFS over the last number of years. As we sadly say goodbye to Sylvie, we welcome Shaun Cassar as our new program supervisor.

2. Approval of the Agenda / Conflict of Interest Declaration

BE IT RESOLVED

THAT the Board accepts the agenda as presented.

MOVED by Don Moore; SECONDED by Gary Harron

CARRIED

Conflict of Interest Declared by Tim Nicol – Insurance Renewal & In-Camera Item

3. Approval of the Minutes from February 21, 2018 & Business Arising

BE IT RESOLVED

THAT the Board accepts the minutes from February 21, 2018 meeting as presented.

MOVED by Don Porterfield; SECONDED by Christine Dawson

CARRIED

4. Presentation – Insurance Presentation

Matt Brown from Nicol Insurance presented. Matt is a broker for Bruce Grey Child and Family Services and has been employed at Nicol Insurance for 4 years.

Nicol Insurance has over 60 years of insurance experience and 30 years as an industry leader with child welfare insurance. Nicol Insurance also operates a program called 'Ontario Group & Foster Care' which insures over 80 clients across Ontario that are both not for profit and for profit. There are currently 5 offices with 40 employees.

Mr. Brown presented on Cyber attacks and insurance. Cyber liability is defined as the risk posed by conducting business over the internet, over other networks using electronic technology. The top five risks for cyber liability are human error, hacker (ransomware), spear phishing, extortion by rogue employee, and hacktivist (hacker whose activity is aimed at promoting a social or political cause)

BGCFS's current cyber insurance covers claims made during our policy period. This coverage allows us to purchase policy limits that correspond with current economic and legal environment.

There have been ransomware attacks this year that hit two Ontario CAS's. Ransom was paid out from one of the organizations. It is important to remember that if we are attacked, we should remain calm, do not pay a ransom and let the insurance company know immediately.

Mr. Brown acknowledged that BGCFS is in good shape. There are security measures in place to prevent cyber attacks and we have a backup external server that backups all of our data on a regular basis. CPIN has been implemented and CPIN comes with a high degree of security as well.

5. Reports

- **Board Chair**

No report provided.

- **OACAS**

No report provided.

- **Foster Parent Association**

No report provided.

- **Chief Executive Officer**

Phyllis Lovell presented on her report. Ms. Lovell welcomed Sylvie Girard to the meeting and thanked her for her commitment and expertise over the years. Sylvie has been the program supervisor for both legacy organizations as well as she attended monthly meetings during amalgamation to BGCFS in 2012. Sylvie is one of the most responsive program supervisors and we appreciate and value the relationship that she helped build between our organization and the Ministry. We are going to truly miss her and wish her well.

The Ontario Human Rights Commission (OHRC) recently released a report called 'Interrupted Childhoods' into the over-representation of Indigenous and Black Children in Ontario Child Welfare. This report will be shared on the Board's Portal.

When child welfare authorities remove children from their caregivers because of concerns about abuse or neglect, it can be traumatic and tragic for everyone involved – children, their families and even their communities. Being admitted into care comes with far-reaching consequences that can have a negative

impact on children's future ability to thrive. It is an unfortunate reality that some children need to be placed in care to keep them safe. But too often, for First Nations, Métis, Inuit, Black and other racialized families, being involved with the child welfare system and having a child removed is fraught with concerns that the system is not meeting their or their children's needs, is harmful, and may be discriminatory.

BGCFS did participate in this data study. We did not have a complete set of data points as other organizations that were faced with the same issues. The commission is challenging the sector to work together to track this data to insure that our services are equitable.

The Province of Ontario and the Ministry of Children & Youth Services are in partnership around working with vulnerable children and families who lack immigration status. Currently, there are a large number of adults who are subject to deportation and some of these adults who were served by child welfare organizations. Peel CAS has been working with Pearson Airport on immigration issues for the past 18 years. Some of the issues that they deal with are the unaccompanied or separated minors who spend time in detention upon entering Canada, experiencing extended wait times to start school and barriers to accessing health care and employment. Peel CAS have come to our area to do training with our staff and community partners.

BGCFS currently have two children (siblings) who have been placed in a kinship home. Julie Lipsett and her team will work on a plan to obtain citizenship for these two American children. These children require their own legal representation. The cost would be by a 'child's needs'. The Board will receive a guide on April 30th from the Ministry. All child welfare organizations are currently asked to provide quarterly reports on residential bed scan in order to track where children are staying and to closely monitor OPR usage and performance. This is important data for the Ministry to track.

- **Community, Governance and Stakeholder Relation Committee**

Christena Dawson presented on the report from the April 11th, 2018 meeting. The committee reviewed the six Ontario Association of Children's Aid Societies (OACAS) Strategic Councils. A call out from the committee to Board Members to join one of the six councils.

The committee confirmed with the Board that the Annual General Meeting will be held on Wednesday, June 27th, 2018 at the Bruce County Museum in Southampton beginning at 8 a.m. with breakfast and the business meeting will follow.

Dave Wyles will be added to the nomination slate along with Christine John and Gord Hammer. This brings our number of Board members back up to 13.

BE IT RESOLVED

THAT the Board accepts the Governance report as revised.

MOVED by Don Moore; SECONDED by Julie Lawrence

CARRIED

- **Service & Quality Committee**

Donald Porterfield presented the report from the April 4th, 2018 meeting.

The committee review the Quality Improvement Plan for Q3. This QIP is a good news story as there has been a significant improvement from Q2. Kudos to leaders and staff in Family Based Care and

Protection for this positive change. The Board made a commitment to do this work and track our progress on a quarterly basis.

The committee also discussed the 'education data reports'. All child welfare organizations across the province are paying close attention to education as we wish each child to be successful. The rate of youth in care who have been suspended or expelled is much higher than the provincial average.

Phyllis Lovell and Julie Lipsett have had meetings with both board of education and recognize how different the boards are from each other. The catholic schools offer and community support system for children and have a higher degree of tolerance when it comes to difficult behaviours. The public school does not have this in place and more children in the public system are being suspended or expelled or removed from the schools permanently. BGCFS has received funding for children and youth and will look at how we can enhance the education experience for all of our kids in care. We will seek Board's input before we put a plan in motion.

BE IT RESOLVED

THAT the Board accepts the Service & Quality report as presented.

MOVED by Donald Porterfield; SECONDED by Linda Van Sligtenhorst

CARRIED

- **Finance, Risk Management and Audit committee**

George Sanz presented the report from the meeting on April 18th, 2018. The committee reviewed the projected expenditures for 2018/2019 and felt confident that we will be able to sign a balanced budget.

BE IT RESOLVED

THAT the Board of Directors approve the insurance renewal for 2018/19.

MOVED by George Sanz; SECONDED by Don Moore

CARRIED

BE IT RESOLVED

THAT the Board accepts the FRMA report as presented.

MOVED by George Sanz; SECONDED by Donald Porterfield

CARRIED

6. **New Business**

No new business.

7. **In-Camera (required)**

BE IT RESOLVED

THAT the Board move in-camera at 7:15 p.m.

MOVED by Donald Porterfield; SECONDED by Christena Dawson

CARRIED

RESOLVED

THAT the Board move out of camera at 7:24 p.m.

MOVED by Don Moore; SECONDED by George Sanz

CARRIED

8. **Next Meeting – *Wednesday, May 16, 2018 at 4:30 in Chesley***

9. **Adjournment**

BE IT RESOLVED

THAT the Board of Directors meeting be adjourned at 7:24 p.m..

MOVED by Don Porterfield; SECONDED by Marie Tudor

CARRIED