



## **Board of Directors' Meeting**

### **MINUTES**

Wednesday, January 16, 2019

4:30 p.m.

Owen Sound Board Room

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**Present:** George Sanz (Chair), Linda Van Sligtenhorst, Donald Porterfield, Selwyn (Buck) Hicks, Julie Lawrence, George Mackowski, Christine John, Christena Dawson, Gord Hammer and Tim Nicol

**Staff:** Phyllis Lovell, Anne Bester, Kelly Ferris, Deb Pope and Julie Lipsett

**Guests:** Jay Kaufman & Karen Beitel, KTA; Patti Ottewell, FPA and Karah Wall, Union Rep

**Regrets:** Jamie McKinnon, Dave Wyles and Marie Tudor

**Recorder:** Kim Fleming

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#### **1. Welcome / Opening Remarks**

George Sanz welcomed everyone to the meeting and gave a warm welcome to Jay Kaufman and Karen Beitel from KTA.

#### **2. Approval of the Agenda / Conflict of Interest Declaration**

*BE IT RESOLVED*

*THAT the Board accepts the agenda as presented.*

*MOVED by Christena Dawson; SECONDED by Julie Lawrence*

*CARRIED*

No Conflict of Interest Declared.

#### **3. Approval of the Minutes from December 19, 2018 Meeting & Business Arising**

*BE IT RESOLVED*

*THAT the Board accepts the minutes from the December 19, 2018 meeting as presented.*

*MOVED by Selwyn Hicks; SECONDED by Donald Porterfield*

*CARRIED*

#### **4. Presentation – Strategic Planning Process**

**Presenters: Jay Kaufman & Karen Beitel, KTA**

Jay Kaufman announced to the board that he is delighted to be back working with the board again on a new 5-year strategic plan. KTA has worked with the board on a number of different occasions beginning with the

Strategic Planning process in 2013. BGCFS is in a very different place now since 2013 where the two legacy organizations had come together to work on a brand new plan.

Some of the perimeters have been established to help guide the process including shared services, the commitment to support reconciliation and restoration of jurisdictions for our First Nations' communities and upcoming anticipated legislative changes.

The goal is to create a 5- year strategic plan that positions Bruce Grey Child and Family Services for the future and will strengthen its commitment to children and youth and its relationships with families, communities, first nations and other partners. The plan will be aligned with the OACAS strategic plan's directions and will reflect the unique regional circumstances and opportunities.

The process will provide an opportunity to review the vision, mission and values of the organization and to decide whether or not it continues to be relevant, appropriate and adequate.

A board-oriented scorecard with key performance indicators will also be developed and the focus will be on the indicators to set expectations for the organization. This is a new piece to the strategic planning process.

The end product of the plan will be 'a plan on a page'. By July 2019, the one page plan will be posted across the organization for all to see.

The Ad Hoc Steering Committee has a membership of 18 partners including 5 board members. We are currently in the first phase of establishing the product. There is an opportunity for this plan to be aspirational. Phase 2 is information gathering and engagement. We are currently in a change environment and we do not know what the changes are but we need to keep it in mind and be flexible throughout the process. The engagement piece- online survey will be produced and shared with the board, staff, community partners, youth, foster parents and volunteers. The board will need to define what community partners need to be engaged in the focus group discussions and those selected will be contacted. There is an 'all staff' meeting scheduled for March 1<sup>st</sup> and this will involve a dynamic engaging event for staff. Phase 3 will be the analysis and strategy development and KTA will work with the steering committee and create a paper that will be presented at the retreat in late April. The retreat will include the board, the ad hoc steering committee, management, and other people that the board identifies. The one page plan will be created at the retreat. It will go to the governance committee for review and approval and then will be brought to the full board for endorsement at the May meeting.

Jay asked the board to share their reflections on some of the accomplishments and aspirations of BGCFS since 2012. There have been consistent improvements around data reporting and the commitment and ownership that goes along with it from staff has been very impressive to the Service and Quality Committee; the relationship and the work that has been done with the First Nations Communities especially around the signing of the Memorandum of Understanding with Saugeen First Nation; the amalgamation of two organizations and the alignment of the leadership team and staffing group; also our contribution to the sector and to all of the staff who are members of a committee or attend meetings along with other child welfare organizations.

Some of the worries shared were the need to continue strengthening our relationships with our first nation's communities. We need to continue to partner and we need to be transparent in order to work together collaboratively; another worry is around the funding challenges with an understanding that there will be more challenges coming our way; our willingness to venture into conversations that will be uncomfortable; the lack of supports from our service community partners and the fact that some people really do not understand what BGCFS does.

5. **Reports**

- **Chair**

No report.

- **Foster Parent Association**

Patti Ottewell presented. The last FPA meeting was cancelled due to bad weather. Patti thanked the board for the invitation to have a representative from the foster parent association sit on the ad hoc steering committee. Birth families have also been providing positive feedback about the organization's movement towards community visit programs. Having visits outside of BGCFS and in the community has been well received by both the parents and the children.

- **Chief Executive Officer**

Phyllis Lovell presented on her report. Mary Ballantyne, the outgoing CEO of the Ontario Association of Children's Aid Societies was able to meet with senior Ministry officials on January 4<sup>th</sup>. The meeting was attended by Assistant Deputy Ministers Morris and Remington as well as two Directors who are responsible for CPIN and child welfare. The message from the government is that government direction is still being formulated so only limited information could be shared. There was acknowledgement that the areas for immediate development identified in the Association's letter to Deputy Minister Menard are well aligned with government priorities. The areas included: updating the service framework with a focus on scope and core mandate; continued improvement of residential services for children in care with a focus on family based local care; development of shared services including back office services and collaborations or integrations of services including CAS to CAS amalgamations. The government is interested in having a conversation with child welfare organizations in the near future. This information was shared with the strategic council where they will look for membership from the board to attend this meeting.

Ms. Lovell also gave a big shout out to the foster parent association for the Christmas celebration they had at BGCFS in December. It was a wonderful turnout. Also at the end of January, families will be heading to Great Wolf Lodge in Niagara Falls for a few days of fun.

- **Community, Governance, Stakeholder Relations Committee**

Christina Dawson presented a verbal report from today's meeting (January 16, 2019).

The committee reviewed the Ad Hoc Strategic Planning Steering Committee Terms of Reference and would like to recommend to the Board to accept the terms of reference as presented.

*BE IT RESOLVED*

*THAT the Board accepts the Ad Hoc Strategic Planning Steering Committee Terms of Reference as presented.*

*MOVED by Christena Dawson; SECONDED by Linda Van Sligtenhorst*

*CARRIED*

The committee also recommended that the board approve the plan that the Ad Hoc Strategic Planning Steering Committee be mandated to develop the guiding principles for the strategic planning process. Once complete, the guiding principles will be brought back to the board for endorsement.

The committee also recommended to the board that the date for the 2019 Annual General Meeting will be on Wednesday, June 26, 2019 in the morning.

*BE IT RESOLVED*

*THAT the Board of Directors approves the date of June 26, 2019 for the Annual General Meeting.*

*MOVED by Christena Dawson.; SECONDED by George Mackowski*

*CARRIED*

*BE IT RESOLVED*

*THAT the Board of Directors accepts the CGSR Committee verbal report as presented.*

*MOVED by Christena Dawson.; SECONDED by George Mackowski*

*CARRIED*

6. **New Business**

Ms. Lovell reminded the board of the Blanket Exercise with David McLaren and Lenore Keeshig on Monday, January 21, 2019 in Neyaashiinigiing. There will be 30 attending this workshop including some of the staff from Native Child Welfare. Community members in Neyaashiinigiing have also asked if they would be able to drop in. Emails will go out tomorrow with clear instructions to those who are signed up for a volunteer drive to the Nation. Kim Fleming will report on the board portal by 6:30 a.m. Monday morning whether we will proceed with this event on Monday. If we have inclement weather and it prevents us from going on Monday, we have a snow day booked for Wednesday, January 23<sup>rd</sup> at the same time.

Selwyn Hicks shared with the board his worry around the legalization of marijuana and the impact it may have for workers going into homes without proper equipment. Paramedics are trained and can perhaps share information around the equipment that can be used to protect those that are sensitive or have allergies to smoke. Ms. Lovell indicated that we will need to have discussions with our public health partners in order to be educated on what to expect and how to protect ourselves from second hand smoke. There will be funding available from the government to address this and Mr. Hicks suggested that we look into that further. Anne Bester attended the Leadership Table of the Community Drug & Alcohol Strategy meeting this afternoon and the cannabis and opioids were discussed. BGCFS needs to have more discussions on this topic and also to decide whether or not we should have Narcan on hand in the event of a life-threatening effect of an opioid overdose.

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

The Board moved in-camera to approve the minutes from the December 19, 2018 meeting.

*BE IT RESOLVED*

*THAT the Board of Directors move in camera at 6:39 p.m. to approve the in-camera minutes from December 19<sup>th</sup>, 2018 meeting.*

*MOVED by George Sanz; SECONDED by Donald Porterfield*

*CARRIED*

*BE IT RESOLVED*

*THAT the Board of Directors move out of camera at 6:41 p.m.*

*MOVED by George Sanz; SECONDED by Christine John*

*CARRIED*

8. **Next Meeting** – Wednesday, February 20, 2019 at 4:30 p.m. in Owen Sound

9. **Adjournment**

The meeting was adjourned at 6:41 p.m.