



## Board of Directors' Meeting

### MINUTES

Wednesday, March 17, 2021

4:00 p.m.

Via Go to Meeting

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- Present:** Christine John (Chair); Linda Van Sligtenhorst, Tim Nicol, Christena Dawson, Alison Fernandes, George Mackowski, Andrew Marttinen, Selwyn (Buck) Hicks, Susanne Snowdon, Julie Lawrence and Renee Schlonies
- Staff:** Phyllis Lovell, Kelly Ferris, Deb Pope, Anne Bester and Julie Lipsett
- Guests:** Nancy Craig (Foster Parent Association), Shelly Blue, (Supervisor of Human Resources), and Theresa Root (Saugeen First Nation Representative)
- Regrets:** Marie Tudor
- Recorder:** Kim Fleming

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

Christine John welcomed everyone to the meeting.

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

*BE IT RESOLVED*

*THAT the Board accepts the agenda as presented.*

*MOVED by Alison Fernandes; SECONDED by George Mackowski*

*CARRIED*

**No conflict of interest declared.**

#### 3. **Approval of the Minutes from February 17, 2021 & Business Arising**

*BE IT RESOLVED*

*THAT the Board accepts the minutes from February 17, 2021 meeting as presented.*

*MOVED by Renee Schlonies; SECONDED by Christina Dawson*

*CARRIED*

#### **Business Arising:**

Confirmation that the 9 Indigenous Commitments document from OACAS has been uploaded to the Board Portal.

#### 4. **Presentation – Human Capital Management System (HCMS) Implementation Shelly Blue, Supervisor of Human Resources**

Kelly Ferris thanked the Board for supporting this project. Shelly Blue, Supervisor of HR was seconded for 6 months to work on the implementation of the Human Capital Management System to ensure that it would be ready by April 1, 2021.

Ms. Blue navigated through the system and identified that employees will have the opportunity to update their services using the employee self-service feature.

The system includes great benefits and efficiencies including the real-time keeping feature so all information will be current. Staff will have access to the organization's directory including the organization chart which is updated in real time. Staff will have access to their team's calendar which will show who is on vacation or who is absent from the workplace at any given time.

The system is fully integrated with payroll.

The system also allows the sharing of reports to the Directors' group in real time. This is an efficiency that we did not have in the past as the reports were sometimes out of date by the time they were reviewed.

Ms. Blue reviewed the time lines for the three phases of implementation. Phase 1 will go live on April 1<sup>st</sup>, 2021; Phase 2 will go live between the end of April and the first week of May and, Phase 3 will go live by the end of June.

## 5. **Reports**

- **Chair**

Christine John provided her report.

Ms. John attended the Foster Parent Association meeting last evening (March 16<sup>th</sup>) and reported that it was a great meeting with lots of good discussions.

Nancy Craig is working on creating a newsletter for foster parents that would include board members' information so that the foster parents can get to know the board better. Board members were asked to provide Ms. Craig with a photo and bio that would be added to the newsletter.

Ms. John encouraged board members to attend a future FPA meeting if they were able. It would enhance the partnership between foster parents and the board of directors.

- **OACAS**

OACAS updates were included in Ms. Lovell's report.

- **FPA**

Nancy Craig reported on the Foster Parent Association. Ms. Craig talked about the newsletter she is currently working on and is excited to receive bios from each of the board members that will go into the newsletter. The newsletter will also profile a worker. The newsletter will be shared with the Board next month.

Ms. Craig shared with the Board that access visits are going much better and this has been a big relief for foster parents.

Ms. Craig gave a big thank you to the Board and leaders for their ongoing support and recognition to foster parents during the Pandemic. Ms. Craig attended the League of Ontario Foster Families (LOFF) meeting where she participated in round table discussions and discovered that not all agencies had done much to recognize their foster families during the Pandemic.

- **Chief Executive Officer**

Phyllis Lovell presented on her report.

Ms. Lovell expressed a big thank you to the Board from the staffing group for the pandemic acknowledgement. This past weekend, half of the staffing group took Friday off as a vacation day and the other half took the Monday off giving all staff a much deserved long weekend. Ms. Lovell shared with the Board the message she received from Grey Bruce Public Health this morning advising her that all staff, regardless of their role in the organization, will have access to the vaccine. The goal for BGCFS is to have 100 percent participation. This opportunity was also extended to those staff that are currently on a leave. Ms. Lovell extended a thank you to Selwyn (Buck) Hicks and the Grey Bruce Task Force. Our future goal is to put more energy on trying to get foster parents in the vaccine queue. The Health and Safety Committee are working on providing staff with a visual indicator (e.g. buttons that state 'I've been vaccinated) to let service users know that they have been vaccinated against COVID-19. This visual indicator shows a sign of respect to the people we serve and shows reassurance that we have everyone's health in mind as well.

Ms. Lovell shared with the Board that it has been our best efforts to resume access in a safe manner for the care giving family. We have been fortunate to have a foster parent representative on the Board to share the experiences and challenges of foster parents around their pandemic experience.

Ms. Lovell shared a report that came from a Windsor court where a judge challenged a parent who believed that COVID-19 was a hoax. The Judge denied a parent his interim custody of his kids because the man's fervent anti-masking beliefs mean he would not take appropriate actions to keep his children safe from COVID-19. The parent was advocating in court that it was his right and entitlement as a parent. Judge's ruling was very clear and established that while the father is free to have whatever beliefs he wishes and to lawfully express them, the issue is the impact on the health of the children.

The Directors of Service have worked with the leadership team to move away from a values approach and to see that we have a risk management challenge when it comes to our caregivers who have the right to have their health considerations front and centre. We will

continue to struggle as some of our workers struggle to ensure that families are masked properly. Ms. Lovell will update the Board next month on the immunization for staff.

- **Saugeen First Nation**

Theresa Root provided an update from the Nation.

There is an upcoming workshop called 'Reclaiming Identity through Healing and Wellness' at the Aaron Roote Memorial Centre. Due to COVID, this workshop is only available to the members of the Community. The dates of the workshop are March 18<sup>th</sup> (5 p.m. – 9 p.m.); March 19<sup>th</sup> (12 noon – 4 p.m.); March 25<sup>th</sup> (5 p.m. – 9 p.m.) and March 26<sup>th</sup> (12 noon – 4 p.m.).

On March 20<sup>th</sup>, Saugeen First Nation will be involved in a 'Water Walk'. This walk will take place from the Youth Centre to Sauble Beach.

There is a transitional home on the Nation that will be renovated to accommodate transitioning families or individuals that are coming out of treatment programs.

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

George Mackowski presented on his report from March 10<sup>th</sup>.

The Committee reviewed and approved the By-Laws in preparation for the Annual General Meeting in June. There were also five (5) board policies that were reviewed and approved.

Mr. Mackowski continues to work with Richard Thomas (Video Guy) on the Board's Recruitment Strategy. Two orientation videos were created and the Committee viewed the videos at the meeting. Feedback from the Committee was provided where the recommendation is to make some revisions to the videos to ensure that they are more cultural diverse so everyone is represented. The videos will be shared with the Board in May.

Donald Porterfield submitted his resignation on February 24<sup>th</sup> effective immediately. The Committee reviewed the Terms of Office report and it indicates that Christena Dawson will finish up her second term on the Board as of the end of June and George Mackowski shared with the Committee his plans to resign directly following the AGM. This will mean three (3) vacancies on the Board. An ad will be placed in the newspaper to recruit new board members.

*BE IT RESOLVED*

*THAT the Board accepts the resignation of Donald Porterfield effective February 24, 2021.*

*MOVED by Christine John; SECONDED by Linda Van Sligtenhorst*

*CARRIED*

*BE IT RESOLVED*

*THAT the Board accepts the CGSR Committee Report as presented.*

*MOVED by Julie Lawrence; SECONDED by Selwyn Hicks*

*CARRIED*

6. **New Business**  
No business

7. **In-Camera**

The Board moved in camera to hear of an incident at the Walkerton Office in February and to hear an update from the CEO. Staff and guests were asked to leave the meeting. The Recorder was asked to remain.

*BE IT RESOLVED*

*THAT the Board of Directors meeting moves in-camera at 5:16 p.m. to hear of an incident at the Walkerton Office in February and to hear an update from the CEO.*

*MOVED by Alison Fernandes; SECONDED by Renee Schlonies*

*CARRIED*

*BE IT RESOLVED*

*THAT the Board of Directors meeting comes out of camera at 6:14 p.m.*

*MOVED by Christena Dawson; SECONDED by Susanne Snowdon*

*CARRIED*

8. **Next Meeting – Wednesday, April 21, 2021**

9. **Adjournment**

*BE IT RESOLVED*

*THAT the Board of Directors meeting be adjourned.*

*MOVED by Selwyn Hicks*