



Board of Directors' Meeting

MINUTES

Wednesday, May 19, 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, Marie Tudor, Renee Schlonies, Susanne Snowdon, Andrew Marttinen, Selwyn (Buck) Hicks, George Mackowski and Julie Lawrence
- Staff:** Phyllis Lovell, Kelly Ferris, Anne Bester, Deb Pope and Julie Lipsett and Deane Brown Anderson
- Reps:** Nancy Craig (FPA) and Theresa Root (SFN)
- Guests:** Sam Curtin, Ministry of Children, Community and Social Services and Cheryl Grace, Sandi Primeau, Fran Barrick and Peter Day, Canadian Federation of University Women Southport Scholarship Committee
- Regrets:** Martha Pedoniquotte (Chippewas of Nawash)
- Recorder:** Kim Fleming

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 Christena Dawson; SECONDED by George Mackowski

CARRIED

No conflict of interest declared.

3. **Approval of the Minutes from April 21, 2021 & Business Arising**

BE IT RESOLVED

THAT the Board accepts the minutes from April 21, 2021 meeting as presented.

MOVED by George Mackowski; SECONDED by Susanne Snowdon

CARRIED

4. **Presentation #1 – 2020-2021 3rd Quarter Year-To-Date Report**

Presented by Sam Curtin, Program Supervisor, Ministry of Children, Community & Social Services

Mr. Curtin reviewed the data that compared the society to the province.

The report goes back to 2013-14 when the new funding model came out. This report is a good news story for BGCFS considering the two percent funding reduction each year. With the two percent reduction, the allocations are always higher than the expenditures.

Mr. Curtin noted that in 2021/22, the planning amount was slightly higher than the last several years.

It is a good news story for BGCFS when the multi-year summary of selected service volumes and net expenditures were shared. In ongoing protection cases, the provincial numbers for Q3 were down 30.6 percent and the numbers were up for BGCFS by 9.2 percent. The investigations indicate that provincially, numbers were 23.3 percent down and for BGCFS they were slightly up by .3 percent. For Children and Youth in Care, there was a decrease at BGCFS of 42.3 percent and also a decrease province wide of 28.8 percent. For paid days in care, BGCFS shows a decrease of 45.2 percent and a decrease of 31.5 percent provincially. BGCFS had more days in care than any other organization.

Mr. Curtin shared the multi-year change in direct services and administrative expenditures and staffing. The report shows that the BGCFS staffing costs were down by 33 percent and there was an increase in staffing costs provincially by 38.4 percent. To meet the funding model and the 2 percent reduction, this is predictable for a smaller agency like BGCFS. For larger agencies, this would be a much bigger impact. The question presented was how did BGCFS face the challenges with moving to CPIN and having less staff and what was the reason other agencies could not reduce their staff expenditures during that time. Did BGCFS miss out and was this a good plan to reduce staffing at that time? Mr. Curtin commended BGCFS as a very well organization with no deficits.

Ms. Lovell shared her worry about whether or not BGCFS has sufficient administrative capacity to do all of the work and practices that needs to be done for an organization our size. Data requirements and reporting to the ministry has increased substantially. The question is how do we measure administrative capacity to do the work that the society needs to do? Moving forward, it will be important for the leaders of the organization and the board to continue to have regular conversations with the ministry on an ongoing basis and figure out how to continue to measure the administrative capacity and the work of the organization.

Ms. Lovell will plan to raise the question at the next zone meeting. It will be important to initiate the sharing of this data through the Ontario Association of Children's Aid Societies (OACAS) to see if we can find some comparable data that will be important to us.

Mr. Curtin indicated that the Ministry would plan to share this data agency by agency as sharing and learning is important.

4. **Presentation #2 – The Canadian Federation of University Women Southport Scholarship**
Presented by Cheryl Grace, Member of the CFUW and Lead on the Carolyn Day Scholarship and Sandie Primeau, Fran Barrick and Peter Day (Caroline's Day's husband).

The Carolyn Day annual scholarship of \$1,000 is presented to a local woman aging out of care and continuing on with their post-secondary education. This scholarship was established by Carolyn's family in 2019 to honour her legacy of leadership in CFUW and the Bruce Grey Community.

A video of a former youth in care was shared with the Board where the youth was presented with this scholarship for her post-secondary education. The youth shared her journey and was grateful for being the recipient of this scholarship.

Carolyn Day was a long-time community leader in education, social justice and environmental issues. She was a member of the Bruce County School Board as well as a board member of BGCFS. Carolyn's family has donated funds in her memory.

The criteria for the scholarship is a female student aging out of care and pursuing a formal post-secondary education. The deadline for applications is June 30, 2021. Currently, CFUW has not received any applications to date.

Ms. Lovell and the Board offered a big thank you to Carolyn Day and her family and the committee for providing a young woman with this scholarship.

A recommendation to the committee is to include young women who may live in kin care (live with family).

Deb Pope, Supervisor of Kin Service will plan to invite the Committee to present this information to her team in the near future.

5. **Reports**

- **Board Chair**

Christine John presented on her report.

Ms. John attended the foster parent meeting last night and shared that there were lots of good discussions.

Ms. John shared cultural awareness events on the Nation including the Red Dress Day on May 5th honoring the Missing & Murdered Indigenous Women and Girls.

The month of June is Indigenous History Month honoring the history and cultural and on June 21st, it is National Indigenous Peoples Day and a number of virtual events are planned. More to information will be provided to the Board and staff as it is received. June is also Pride Month, raising awareness for LGBTQ2S+.

Ms. John is also working on offering a virtual paint night to board members, staff and foster parents. The paint night would run using a virtual platform for two hours and it is for all levels from beginners to experts. More information will be shared as it is received.

- **OACAS**

Ms. Lovell reported on OACAS.

This afternoon, Ms. Lovell participated in a webinar outlining the trends among South Asian newcomers and immigrant families and the importance of working in partnership with community agencies to develop culturally centered services. Peel CAS has been designated as the lead agency that will work to reduce racial inequalities and work at helping to improve the well-being of South Asian families throughout the Region of Peel.

Foster Parent Association

Nancy Craig presented on her report.

Ms. Craig reported that they had a good meeting last night. Foster parents are feeling frustrated around online learning as some of the children in their home continue to struggle to learn. Foster parents are very thankful for the extra support offered with an educational lead or tutor to come into the home and assist the child who is struggling.

Ms. Craig also reported that access continues to be challenging for foster parents and they have been encouraged to speak up if they have questions or concerns. There has also been some frustration shared around on the current court system and how slow it is.

Ms. Craig was re-elected as president for another two years.

A letter of appreciation was shared with the Board from foster parent, Jody Rothmaier. Ms. Rothmaier thanked the board for the financial support she received during this past year. She was able to purchase a set of stairs and decking for her above ground pool that allowed her oldest foster child with mobility challenges the opportunity to get in and out of the pool.

- **Saugeen First Nation Representative**

Theresa Root presented on her report.

Ms. Root attended a meeting today on the Nation and reported that some of the discussions shared were around the lack of funding on the Nation. Ms. Root also shared with the board that the Nation has experienced job vacancies over the last couple of weeks. COVID continues to be a challenge on the Nation with on line learning and the lack of supports. The learning hubs including the library and the youth center has been closed.

- **Chippewas of Nawash Representative**

Martha Pedoniquotte was not in attendance. No report.

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

George Mackowski presented on his report.

Two interviews took place last week for two potential new board members.

Chris Wren who resides in Grey County since 2006 and is a former foster parent and adoptive parent through BGCFS. Mr. Wren has a Ph.D. He was also a member of the Accommodation Review Committee for Beaver Crest Community School in Markdale and successfully challenged the Bluewater District School Board's recommendation to close the school.

Marsha Reany is a band member of Neyaashiinigming and also has strong ties to the Saugeen First Nation. She is a First Nations Social Service Worker/Addictions Worker and has done some contract social work for Saugeen First Nation in the areas of crisis work, counselling and work with addictions. Ms. Reany is also a 60's scoop survivor and understands the impact of intergenerational trauma that affects First Nation families.

The nomination committee was impressed with both candidates and would like to recommend both Chris Wren and Marsha Reany to the Board.

BE IT RESOLVED

THAT the Board moves to have Chris Wren and Marsha Reany nominated for election at the Annual General Meeting on June 23, 2021.

MOVED by George Mackowski; SECONDED by Linda Van Sligtenhorst *CARRIED*

The Committee recommended that Linda Van Sligtenhorst, incoming chair; Alison Fernandes and Marie Tudor to sit on the Ad Hoc Search Committee.

BE IT RESOLVED

THAT the Board accepts the CGSR Committee Report as presented.

MOVED by Linda Van Sligtenhorst; SECONDED by Susanne Snowdon *CARRIED*

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

Linda Van Sligtenhorst presented on her report.

Jeff Nickel provided an overview of the 2020-21 Estimated Expenditures. The annual audit started last week.

Kelly Ferris presented on the Churn Review. There has been lots of energy into figuring out how to stop the current churn.

The challenges have been around the recruitment process and how to get good workers to stay and to make a life-long commitment to BGCFS. Ms. Ferris shared with the board that this is a complex issue regarding recruitment, screening and our hiring practices. Many of our recent hires have been asked to talk about their experiences with the hopes of learning from them. The questions we asked were what things worked well and what has the struggles been.

With the challenges of worker changes comes disruption to families. Hiring new workers is a big cost driver for the organization as the onboarding for a new worker can take up to two years to be completely competent as a child protection worker.

Phyllis Lovell shared with the board that this problem deserves multiple strategies to address it. It will be our plan to come back to talk more about the strategies and data at future board meetings. The plan would be to strive to the current benchmark with those who have their BSW and/or MSW and would also proceed to consider others who come with experience but who may not hold a BSW or MSW.

A recommendation is to put this discussion on a future agenda for Service & Quality in order to have a bigger discussion and prepare to bring a recommendation back to the board.

The question about a call for a working group was discussed and will be brought back to the Board for future discussion and consideration.

The FRMA Committee made a recommendation to the board to approve to extend the benchmark hiring criteria for Child Protection Workers to include individuals with Bachelor's degrees related to human resources and relevant people serving experience as well as demonstrate resiliency in dealing with individuals who have experienced trauma.

BE IT RESOLVED

THAT the Board tables the motion from FRMA Committee until there is more of an opportunity for discussions at the Service & Quality Committee meeting with a plan to bring back to the Board in June.

MOVED by Linda Van Sligtenhorst; SECONDED by Tim Nicol

CARRIED

BE IT RESOLVED

THAT the Board accepts the FRMA Committee Report as presented.

MOVED by Selwyn Hicks; SECONDED by Julie Lawrence

CARRIED

6. **New Business**

Ms. John encouraged everyone to read the May 10, 2021 article and watch the short video that came from Barrie CTV news about the former crown ward. The article is called 'Focus on yourself,' nursing student overcomes dark past and will soon earn her diploma.

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

The Board moved in camera at 6:25 p.m. to approve the minutes from April 21, 2021 meeting and to reflect on three questions. 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 6:25 p.m. to approve the minutes from April 21st, 2021 and to reflect on three questions.

MOVED by Christena Dawson; SECONDED by Alison Fernandes

CARRIED

BE IT RESOLVED

THAT the Board of Directors' meeting moves out of camera at 7:05 p.m.

MOVED by George Mackowski; SECONDED by Susanne Snowdon

CARRIED

8. **Next Meeting – Wednesday, June 16, 2021**

9. **Adjournment**

BE IT RESOLVED

THAT the Board of Directors meeting be adjourned at 7:05 p.m.

MOVED by Alison Fernandes.