



Board of Directors' Meeting

MINUTES

Wednesday, October 20, 2021

4:00 p.m.

Via Go to Meeting

Present: Linda Van Sligtenhorst (Chair), Renee Schlonies, Alison Fernandes, Andrew Marttinen, Chris Wren, Craig Ambrose, Selwyn (Buck) Hicks, Brittany Andor, Marie Tudor, Susanne Snowdon and Christine John

Staff: Phyllis Lovell, Kelly Ferris, Julie Lipsett, Anne Bester, Deb Pope and Jeff Nickel, Robin Wallis (CUPE)

Representers: Nancy Craig, Foster Parent Association and Darlene Ritchie, Chippewas of Nawash

Regrets: Tim Nicol and Marsha Reany

Recorder: Kim Fleming

1. Welcome / Opening Remarks

Linda Van Sligtenhorst 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 Craig Ambrose; SECONDED by Chris Wren

CARRIED

No conflict of interest declared.

3. Approval of the Minutes from September 15, 2021 & Business Arising

BE IT RESOLVED

THAT the Board accepts the minutes from September 15, 2021 meeting as presented.

MOVED by Selwyn Hicks; SECONDED by Renee Schlonies

CARRIED

4. Presentation – Human Trafficking Presented by Deb Pope, Director of Service

Deb Pope presented a PowerPoint presentation on Human Trafficking. A copy of the slide deck has been uploaded to the Board portal under 'Resources'.

Raising awareness about Human Trafficking is important as it raises awareness of the risk and the critical role that child welfare plays.

In October 2021, the Child, Youth & Family Services Act (CYFSA) legislation adjusted to include sex trafficking as a protection concern.

The average age of recruitment into sex trafficking is 13 years of age. More than 70 percent of human trafficking survivors identified by police are under the age of 25. Indigenous women make up nearly 50% of Canada's human trafficking survivors. Approximately, two-thirds of police-reported cases occur in Ontario.

The specific populations and demographics of people who are most susceptible of being trafficked include child and youth in care; child and youth who have a history of trauma; youth who identify as LGBT2SQ; Black and Indigenous youth as well as other racial minorities and youth and adults who have intellectual disabilities or mental health concerns.

Chief Craig Ambrose shared that West Grey Police Services hired a crime analysis to enhance training to deal with and investigate human trafficking and to partner with partnering police agencies including Hanover, West Grey, Saugeen Shores and Neyaashiinigiing First Nation. The goal is to work together to identify victims of human trafficking locally and partnerships with victim services groups that will help support these victims.

5. Reports

- **Chair**

Linda Van Sligtenhorst presented on her report.

Ms. Van Sligtenhorst as the new Board Chair attended 2 meetings with the Finance, Risk Management and Audit Committee and has also attended a Service & Quality Committee meeting where a recommendation was made to share the video 'Moments on the Path' with the full board in the near future.

Ms. Van Sligtenhorst shared an update from Patrick Rowan, Consultant from Feldman Daxon. Work has been underway on the search for a new CEO for the past 3.5 weeks. The Ad Hoc Recruitment Committee met for the first time on September 9th. The job posting was posted on September 27th to five different career sites including the Ontario Association of Children's Aid Societies, Longwoods, LinkedIn, the Ontario Municipal Social Services Association (OMSSA) and Charity Village. A survey was sent out to a wide range of stakeholders using survey monkey on September 22nd and 23rd and responses were received. Outreach to potential candidates began on September 28th. The initial search strategy has been to approach current CEO's/Executive Directors and Directors of Service of each of the Children's Aid Societies in Ontario. To date, we have directly contacted the CEO's/Executive Director/Directors of Service in two-thirds of the CAS's. The plan is to reach out to all and then move on to other sectors and targets. On October 8th, a member of the Ad Hoc Committee expressed their concerns with the wording of the job posting and asked that it be taken down and revised. Patrick acknowledged that that posting had not been shared with the entire Ad Hoc Committee before it was posted. The posting was therefore taken down and shared with the entire Ad Hoc Committee asking for their feedback. The posting has since been revised and is in the final stage of review and will be re-posted by the end of this week. The application deadline will also be revised from October 22nd to November 12th if the Committee approves. Patrick has met with two (2) potential

candidates via ZOOM and will plan to meet with one more this week. All of the qualified candidates' expressions of interest so far have been from Directors of Service from three (3) different CAS's. To date, there have been no internal applications. Two of the applicants that Patrick would consider potentially qualified, have indicated that they will not relocate to Bruce Grey but would plan to commute and would request to work from home part of the week and would likely rent an apartment in Bruce Grey to stay during the week. Patrick has asked for feedback from the Ad Hoc Recruitment Committee and the Board on this plan.

Ms. Van Sligtenhorst attended the Foster Parent Association meeting last evening (December 19th) and will leave Nancy to share more information on this meeting in her FPA report.

Ms. Van Sligtenhorst has been working on the mentorship between former board members and new board members. The mentors will be confirmed in the next few days and the plan will be shared with the board at the next meeting.

The Provincial 'Dress Purple Day' is on Wednesday, October 27th, 2021 and all Board members will receive a purple t-shirt and are encouraged to wear it on the 27th as we support children and youth and remind the community that we are here to help.

- **OACAS**

No report was provided.

- **FPA**

Nancy Craig presented on her report. The meeting on the 19th was well attended with 27 in attendance via using the virtual ZOOM platform. The discussion was around Foster Parents being required to be double vaccinated against COVID-19. Foster Parents have asked that children be rapid tested before placed in their home and that all visitors visiting placed children, have a rapid COVID test before access visit begins.

Foster parents welcomed Linda Van Sligtenhorst to her first meeting. Suggestions around communication strategies were discussed and Ms. Craig shared with the Board that it has been challenging for some of the Foster Parents to speak up and she continues to encourage them to speak up if they have any issues or concerns. Everyone is looking forward to getting back to having face to face meetings.

- **Saugeen First Nation Representative**

No report was provided. Theresa Root resigned from her position as Nation rep and has not recommended a replacement to date. Ms. Van Sligtenhorst will connect with Christine John to work on a replacement.

- **Chippewas of Nawash Representative**

Darlene Ritchie provided her report from Chippewas of Nawash. There has been ongoing community engagement and support with those experiencing grief and trauma around residential school. Everyone is coming from a place of kindness. Work has begun with the hiring of peer support workers with a plan to begin the peer support program in mid-November. There has been a big shift in the community with the acceptance of those identifying as LGBTQ2S and this has been positive. Work will continue on trauma informed. Ms. Ritchie will plan to connect with Ms. Lovell on what the community may need moving forward.

- **Chief Executive Officer**

Phyllis Lovell presented on her report. The COVID-19 vaccination policy has been shared with a number of stakeholder groups now and the chapters around procedures for foster parents and volunteers will be added to the policy and will be shared upon completion. As an essential service, we have a need to serve the public and regardless of being vaccinated or not, we need to continue to provide an essential service. We will be faced with service users refusing to get vaccinated and the only thing we can do is to continue to encourage and educate. Ms. Lovell thanked Nancy Craig for her report and will take the recommendation of rapid testing to Public Health to ask their opinion around this.

Ms. Lovell shared two upcoming events that are coming up soon. The first event is scheduled for October 29th where staff at BGCFS will attend and participate in their second Signs of Safety Internal Gathering. This is a learning opportunity for staff to think about all aspects of their practice. Stories are shared on how the use of SOS with families has helped achieve a goal for the person they are serving. The first SOS internal gathering last year proved to be very inspiring for the entire staffing group. Real stories were shared and actual voices from service users talking about their experiences with signs of safety were very powerful. This has been a great learning opportunity for our staff.

The second event is also scheduled on October 29th where senior leaders in the Southwest Zone are attending a meeting with all Indigenous leaders. There have been challenges with a member of the Nation experiencing a type of service from CAS and then moving to another area and having a different experience with another CAS. This meeting together provides an opportunity to listen and hear about ways that we can serve the Nation better. The provincial commitments will be reviewed and the local data will be shared and discussed openly. Darlene Ritchie will also be attending this event and the hope will be that people will attend from Saugeen First Nation as well.

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

Tim Nicol sent his regrets and Linda Van Sligtenhorst presented on the FRMA Committee report from October 13th meeting.

Jeff Nickel presented on the revised 2021-2022 estimated expenditure plan.

BE IT RESOLVED

THAT the Board accepts the revised 2021-2022 expenditure budget as presented.

MOVED by Selwyn Hicks; SECONDED by Alison Fernandes *CARRIED*

The FRMA Committee had reviewed the COVID-19 Vaccinations Standard and Procedure. There are additions (chapters) to the policy that are currently being worked on and will be added to the policy when complete. The chapters include the procedures for students, volunteers, resource providers, service vendors, and children and youth in care. Once all chapters have been added, the policy will be brought back to the Board for review and approval. Ms. Lovell shared with the Board that Dr. Ian Arra from Public Health is working on a customized message video that will be shared with staff, foster parents and volunteers around the importance of being double vaccinated against COVID-19. BGCFS continues to adhere to the directions and advice from Public Health.

BE IT RESOLVED

THAT the Board approves the COVID-19 Vaccinations policy as presented.

MOVED by Brittany Andor; SECONDED by Renee Schlonies *CARRIED*

BE IT RESOLVED

THAT the Board accepts the FRMA Committee Report as presented.

MOVED by Susanne Snowdon; SECONDED by Alison Fernandes *CARRIED*

- **Service and Quality Committee**

Christine John was not present to report on the S & Q Committee meeting from the October 6th meeting. Julie Lipsett presented on her behalf.

The Committee reviewed and approved their Terms of Reference and Workplan.

Brenna Carroll and Lucinda Rudolph from the Grey Bruce Local Immigration Partnership presented to the Committee. The Committee heard that BGCFS has been challenged with interpretation services and is open to sharing this service with other community partners. Chief Ambrose invited Ms. Lovell to contact him and look at partnering with police services around interpretation services.

BE IT RESOLVED

THAT the Board accepts the Service & Quality Committee Report as revised

MOVED by Brittany Andor; SECONDED by Chris Wren *CARRIED*

6. **New Business**

No new business

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

The Board moved in camera to approve the in-camera minutes from September 15th and October 13th, 2021 and to hear an update regarding compensation for Chief Executive Officer position.

All staff and guests were asked to leave the meeting except for Kelly Ferris and the recorder.

BE IT RESOLVED

THAT the Board of Directors meeting moves in-camera at 5:42 p.m. to approve the minutes from September 15, 2021 and October 13, 2021 meetings.

MOVED by Brittany Andor; SECONDED by Andrew Marttinen

CARRIED

BE IT RESOLVED

THAT the Board of Directors meeting moves out of camera at 6:12 p.m.

MOVED by Susanne Snowdon; SECONDED by Selwyn Hicks

CARRIED

8. **Next Meeting – Wednesday, November 17, 2021**

9. **Adjournment**

BE IT RESOLVED

THAT the Board of Directors meeting be adjourned at 6:12 p.m.

MOVED by Linda Van Sligtenhorst