



## Board of Directors' Meeting

### MINUTES

Wednesday, February 16, 2022

4:00 p.m.

Via Go to Meeting

- 
- Present:** Linda Van Sligtenhorst (Chair), Christine John, Selwyn (Buck) Hicks, Andrew Marttinen, Renee Schlonies, Marie Tudor, Susanne Snowdon, Chris Wren, Craig Ambrose and Alison Fernandes
- Staff:** Phyllis Lovell, Julie Lipsett, Kelly Ferris, Anne Bester, Deb Pope, Jeff Nickel and Robin Wallis (CUPE)
- Regrets:** Marsha Reany, Brittany Andor, Darlene Ritchie (Chippewas of Nawash) and Nancy Craig (FPA)
- Recorder:** Kim Fleming
- 

1. **Welcome / Opening Remarks/Land Acknowledgement**

Linda Van Sligtenhorst welcomed everyone to the meeting. Ms. Van Sligtenhorst acknowledged the past harm of Indigenous peoples with the sharing of a recent update from an Indigenous Community in BC who recently discovered 93 potential burial sites on the grounds of a former residential school, the latest such discover in the past year. The Land Acknowledgement was shared with the Board.

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 December 15, 2021 & Business Arising**

*BE IT RESOLVED*

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

*MOVED by Renee Schlonies; SECONDED by Andrew Marttinen*

*CARRIED*

4. **Presentation – Human Resources Annual Report Presented by Chad Zimmerman**

Chad Zimmerman presented on the annual Human Resources Report for 2021/2022.

As of December 31, 2021, there were 126.4 positions at BGCFS. 95.1 positions are in direct service and 31.6 are in non-service positions. 74.1 are union members. 94 percent are female, and 6 percent are male.

This report does not include the five (5) Behaviour Workers that were hired as of December 2021 to support the high needs youth.

As of December 31, 2021, there were 148 employees (126 active including 7 contract staff and 22 inactive). 61.6 are Child Protection Workers. 63.3 percent of staff work out of the Owen Sound office and 36.6 percent work out of the Walkerton office.

All new child protection workers that are hired go through training and at the end of their training, they are expected to write an exam to be deemed an authorized child protection worker.

36 percent of active employees are between the ages of 40-49 with 30 percent over the age of 50.

We are proud of the years of service of our active employees with 30.5 employees with 20+ years of service and over 25 employees with 15-19 years of service. These numbers show retention and loyalty to the organization.

The Child Protection Worker qualifications for active employees show 14 with their Master of Social Work and 31 with their Bachelor of Social Work and 16 showing other. The Service Leaders' Qualifications show 11 with their MSW and 4 with their BSW or BA.

In 2021-22 in Q3, we hired 7 new staff (4 CPW's) and we have had 14 staff exit (9 CPW's). The exits include Senior Counsel and a service supervisor.

For the 2020/2021 fiscal year, we have had the total number of sick days at 263. We do not have the data for 2021/2022 as we have had the implementation of the Oracle system and this new reporting system will allow us to have this data moving forward.

In the fiscal year of 2021/22 (Q3), we have had 21 staff on short term disability with 4 who were transferred to long term disability. This number is a little higher from last year's number of 19.

Senior Team leaders and CUPE leaders meet regularly for Labour Relations. There is a good strong relationship with CUPE, and this is a good news story when working together to try to resolve issues before they move to a grievance. The Collective agreement is negotiated every 4 years and will expire on March 31, 2022.

BGCFS is fortunate to have a state-of-the-art HR system (Oracle Cloud Human Capital Management System). We are grateful to have the resources assigned to the project as it took a tremendous amount of work, resulting in many hours, evenings and weekends dedicated to data conversion and the go live phases. A big shout out to Shelly Blue, HR Supervisor and the HR Coordinator, Lynda Umbach for their ongoing contribution to this project.

Kelly Ferris is continuing to work on the recruitment strategy regarding the non-BSW qualifications. Community partners are seeking the same qualifications so recruitment for new workers has been challenging. We have not seen the uptake that we had anticipated. The benchmark for the service leadership group did not change. The requirement is a social worker degree.

5. **Reports**

• **Chair**

Linda Van Sligtenhorst presented on her report. January has been a very busy month with the hiring of the new CEO and the process of announcing to staff, resource families and community partners in February. The press release was sent out to the media and the Ontario Association of Children's Aid Societies directly following the announcement.

Ms. Van Sligtenhorst attended the Foster Parent Association meeting in January and is looking forward to attending future meetings. An orientation meeting took place with the new hires at BGCFS with Ms. Van Sligtenhorst and Ms. Lovell this month.

The 2022 Winter Child Welfare Leadership meeting took place last week (February 10<sup>th</sup> & 11<sup>th</sup>) by Zoom. The invitation for this meeting went out to Executive Directors/CEO's, Directors of Service, Board Presidents, Indigenous/Reconciliation Leads, Equity Leads or other leads in local agencies whom the Executive Director identifies as benefiting from the event. The agenda included Supporting Indigenous Children, Youth and Families on Day 1 and Trauma Informed Leadership Practice with Dr. Kenneth Hardy, Clinical and Organizational Consultant and President of the Eikenberg Academy for Social Justice on Day 2. The video with Dr. Hardy will be shared with the Board at a later meeting.

The Board acknowledged Deb Pope and expressed their congratulations and best wishes on her recent retirement announcement for June of this year.

Phyllis Lovell provided the Board with her resignation letter effective April 1, 2022.

*BE IT RESOLVED*

*THAT the Board accepts the resignation of Phyllis Lovell, CEO as of April 1, 2022*

*MOVED by Susanne Snowdon; SECONDED by Chris Wren*

*CARRIED*

• **OACAS**

Christine John reported on OACAS.

Ms. John shared with the Board that currently there are a number of vacancies on the OACAS Board, and they are strategizing on how to fill those vacancies. They are currently focusing on the North region and the Grand River Zone for new members.

Ms. John attended the January meeting, which was chaired by Sherwin Knight, Vice President of the OACAS Board of Directors. The report is structured to include a number of pillars including Equity and Belonging, One Voice One Vision, Redesign and Reconciliation and First Nations, Metis and Inuit Services. There have been lots of ongoing discussions around equity including

the letter that was sent to the EDs/CEOs and Directors of Service and Nicole Bonnie, CEO of OACAS and the members of the Anti-Oppression Roundtable with serious concerns around the recent resignation of the Director of Practice Transformation at OACAS and other EDI leaders who have decided to leave their respective agencies and, in some cases, leaving the sector completely. Many shared that they have experienced emotional harm, hostility, and a lack of support, making for a frustrating and often culturally and personally unsafe work environment. This letter was shared and discussed at the February 9<sup>th</sup> Governance Committee meeting. Christine John shared with the Board that she will draft a letter on behalf of the Board to send to the BGCFS leadership team to ask where the organization is around Equity Inclusion and Diversity.

- **FPA**

No report provided.

- **Chippewas of Nawash Representative**

No report provided.

- **Chief Executive Officer**

Phyllis Lovell presented on her report. Ms. Lovell shared with the Board that this will be her last board meeting as CEO and congratulated the Board on their selection of Julie Lipsett as the new CEO for BGCFS. Next month will be the transition process between Ms. Lovell and Ms. Lipsett and Ms. Lovell advised the Board that she will help Ms. Lipsett with her transition and the duties and responsibilities that go with the position. Ms. Lipsett will begin her new position as CEO on March 7<sup>th</sup>, 2022.

Ms. Lipsett's current position as Director of Service will not be filled by March 7<sup>th</sup> so she will bring her DOS responsibilities with her in her new position as CEO.

Ms. Lovell also recognized Deb Pope on her retirement announcement and expressed incredible appreciation for Ms. Pope for her contribution, service development and the quality of service that has been so important to the Board. She has made a big contribution to the organization.

The Senior Team will have two (2) vacancies. Kelly Ferris and Anne Bester will remain as the seasoned directors. We suspect we will have a great deal of interest in the DOS positions as it provides an opportunity for promotion for our service leaders. The two DOS positions will be posted both internally and externally. We will plan to celebrate Ms. Pope's retirement before she leaves in June.

The Child Welfare redesign was announced a few years ago and was delayed except for the funding model work while agencies worked to deal with the current COVID-19 crises. The funding model review continues. Sam Curtin, our program supervisor will plan to attend a future Board meeting to update the Board on the CW redesign.

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

Renee Schlonies presented on her report.

The Committee discussed the June Annual General Meeting and recommended that the meeting date of the AGM be confirmed for Wednesday, June 22<sup>nd</sup>, 2022. The Committee would like to acknowledge both Ms. Lovell on her retirement and Ms. Lipsett in her new role as CEO. A keynote speaker will be hired for the AGM.

BGCFS will be celebrating their 10<sup>th</sup> Anniversary this year on June 1<sup>st</sup>.

The annual family day event that is typically scheduled on the last day of school will take place again at Story Book Park. More details will be shared with the Board when this event has been confirmed.

*BE IT RESOLVED*

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

*MOVED by Craig Ambrose; SECONDED by Chris Wren*

*CARRIED*

The Committee welcomed Alison Fernandes back to the Board as Chair Elect and back to her former position on the Governance Committee.

*BE IT RESOLVED*

*THAT the Board accept the re-election of Alison Fernandes as Chair Elect and committee member to the Governance Committee effectively immediately.*

*MOVED by Selwyn Hicks; SECONDED by Renee Schlonies*

*CARRIED*

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

Andrew Marttinen presented on his report.

*BE IT RESOLVED*

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

*MOVED by Andrew Marttinen; SECONDED by Chris Wren*

*CARRIED*

- **Service and Quality Committee**

Christine John presented on her report.

*BE IT RESOLVED*

*THAT the Board accepts the Service & Quality Committee Report as presented.*

*MOVED by Christine John; SECONDED by Alison Fernandes* *CARRIED*

6. **New Business**

The Board supports the plan to meet on March 23<sup>rd</sup> instead of the scheduled board meeting on March 16<sup>th</sup> due to the March Break.

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

The Board moved in camera to hear about identifiable HR issues.

*BE IT RESOLVED*

*THAT the Board of Directors meeting moves in-camera at 6:29 p.m. to hear about identifiable HR issues.*

*MOVED by Alison Fernandes; SECONDED by Craig Ambrose* *CARRIED*

***Anne Bester, Deb Pope and Robin Wallis were asked to leave the meeting.***

*BE IT RESOLVED*

*THAT the Board of Directors meeting moves out of camera at 7:06 p.m.*

*MOVED by Alison Fernandes; SECONDED by Craig Ambrose* *CARRIED*

8. **Adjournment**

The meeting was adjourned at 7:06 p.m.

9. **Next Meeting – Tuesday, March 23, 2022**