



FIREFLY

BOARD OF DIRECTORS MINUTES

October 25, 2024 – 7:00 p.m.

Microsoft Teams

PRESENT:	Kim Vares	Alisha Dasti-Hill	Debbie Larson
	Sarah-lynn Klassen	Crystal Page	Jared Ralko
	Jennifer Johnson	Adrian Lizzi	
REGRETS:	Bruce Meisner	Piyush Logani	Carlynn Bell
STAFF:	Karen Ingebrigtson	Kirby Parks	Michelle Gaudet
	Jenn Marquis	Darcia Curtis	Jackie Hummelbrunner
	Tammy Hanstead		

Ms. Vares called the meeting to order at 7:00 p.m.

Ms. Vares welcomed new Board member Adrian Lizzi to the meeting. Introductions were made by all in attendance at the meeting.

Mr. Ralko acknowledged that FIREFLY offices operate on the original lands and territories of the Anishinaabeg, the Mushkegowuk and the Métis peoples. Treaties 3, 5 and 9 were signed upon these lands. We strive as guests on these lands to honour our responsibilities to care for this land and uphold the Treaties that were signed therein.

FIREFLY MOMENT

Ms. Gaudet provided the FIREFLY Moment, highlighting the Leadership Development Program. Ms. Gaudet shared the purpose of the Leadership Development Program is to cultivate essential leadership skills that align with organizational values and goals using the LEADS Framework.

- Lead Self
- Engage Others
- Achieve Results
- Develop Coalitions
- Systems Transformation

Ms. Gaudet noted that the program was implemented on May 10, 2024 at an in person Leadership meeting in Dryden. Ms. Gaudet shared feedback received from team members with the Board. A question and answer period followed.

PRESENTATION

Ms. Curtis presented “Solution-Focused Approach, Building on Strengths for Positive Outcomes” at FIREFLY to the Board. The Solution-Focused Approach is a therapeutic method that emphasizes clients’ strengths and resources to drive positive change. Rather than focusing on past problems, it is goal-oriented, centered on creating actionable steps toward a preferred future. Clients are viewed as the experts in their own lives.

Core Principles:

1. Solutions, Not Problems: Emphasizes goals and strengths over issues.
2. Client Strengths and Resources: Leverages what clients are already doing well to support progress.

3. Future-Orientation: Uses small steps to work toward future aspirations.
4. Scaling and Goal Setting: Encourages progress tracking with tools like scaling questions.

Ms. Curtis shared that the Solution-Focused Approach is applied across FIREFLY's services in mental health, developmental support, leadership development, and teamwork. This approach aligns with the organization's values by focusing on:

- Healthy People, Resilient Families, Vibrant Communities: Supporting individuals to envision positive futures and build upon strengths fosters resilience and community cohesion.
- FIREFLY Core Values (Heart, Reaching Beyond, Empowerment, Sharing & Playing Together, Accountability): Each value is reflected in how the Solution-Focused Approach cultivates trust, collaboration, and responsibility.

Ms. Curtis invited Board members to apply this approach by reflecting on their own strengths in governance. Techniques such as the "Miracle Question," scaling for progress, and exception finding encourage a solution-oriented mindset and self-reflection on enhancing Board performance and dynamics.

REVIEW OF AGENDA

MOTION #1 Moved by Jennifer Johnson
 Seconded by Crystal Page
 That the agenda of October 25, 2024 be approved with amendments.
 CARRIED

DECLARATION OF CONFLICT OF INTEREST

None

APPROVAL OF CONSENT AGENDA

Consent agenda items:

- 2024/2025 Board meeting attendance
- September 27, 2024 FIREFLY Fiscal Advisory Committee Meeting Minutes
- September 27, 2024 FIREFLY Board Development Committee Meeting Minutes
- September 27, 2024, 2024 FIREFLY Board of Directors Meeting Minutes

MOTION #2 Moved by Jared Ralko
 Seconded by Sarah-lynn Klassen
 That the consent agenda of October 25, 2024 be approved.
 CARRIED

ITEMS PULLED FOR DISCUSSION

None

COMMITTEE UPDATES

Governance and Quality Committee Meeting

Ms. Vares provided an update to the Board, noting that the committee met earlier in the evening. Ms. Vares shared that the committee reviewed the Governance and Quality Committee roles and responsibilities. The committee will review the by-laws this year, and will bring forward to the annual general meeting in June. Ms. Vares, Mr. Ralko and Ms. Page volunteered to join the By-law sub-committee. Ms. Vares shared that Ms. Marquis presented the Quarterly Quality Report. The committee reviewed the Client Safety Plan, the Transfer Payment Risk Assessment and Board Policy #11 - FIREFLY CEO.

CEO and LEAD AGENCY REPORT

Ms. Ingebrigtsen highlighted Ms. Gaudet's FIREFLY moment, noting the work of the Strategy and Performance Team, using the Prosci training and LEADS Framework in developing the Leadership Development Program.

Ms. Ingebrigtsen shared that FIREFLY staff participated in the Kenora and Lake of the Woods Community Foundation's (KLWCF) 20 years of Giving Challenge this week, highlighting the donation that was made to the Foundation in the amount of \$2680 to the FIREFLY Endowment Fund. Ms. Ingebrigtsen thanked Ms. Marquis for organizing the fundraising activity for FIREFLY staff.

Ms. Ingebrigtsen provided an update regarding Complex Special Needs, sharing that further to the concern for families struggling to support their children with complex special needs, the Toronto Star series, the Complex Mental Health Needs Collaboration Table recommendations and the Province's announced plan to audit of child welfare agencies.

Ms. Ingebrigtsen highlighted the FIREFLY Augmentative Communication Team recent accomplishment. Thanks to their significant efforts, FIREFLY now has the status of Assistive Devices Level Clinic. Ms. Ingebrigtsen noted that this is a huge milestone for FIREFLY as a Children's Treatment Centre and a great benefit for children and families. A question and answer period followed.

MOTION #3 Moved by Debbie Larson
 Seconded by Alisha Dasti-Hill
 That the October 2024 CEO and Lead Agency Reports be accepted as presented.
 CARRIED

FINANCE

Ms. Vares shared that the Fiscal Advisory Committee had not previously reviewed the September 2024 financial statements, noting that this will be the first time they are reviewed with the Board.

Ms. Parks reviewed the draft financial statements for the month ending September 30, 2024 with the Board. Ms. Parks included the August/September comparison for the Board. Ms. Parks reviewed the investment statements with the Board. A question and answer period followed.

MOTION #4 Moved by Alisha Dasti-Hill
 Seconded by Jared Ralko
 That the draft financial statements for the month ending September 30, 2024 be accepted as presented.
 CARRIED

OPERATIONS AND CLIENT SERVICE REPORT

Ms. Gaudet reviewed the polar graphs with the Board, highlighting progress from all four pillars. Ms. Gaudet reviewed strategic highlights and FIREFLY highlights with the Board. A question and answer period followed. Ms. Vares inquired about FIREFLY's Anti-Harassment and Anti-Discrimination Policy, asking if it could be shared with the Board. Ms. Gaudet shared that she will share the policy with Ms. Hanstead to forward to the Board.

MOTION #5 Moved by Debbie Larson
Seconded by Jennifer Johnson
That the October 2024 Service Report be accepted as presented.
CARRIED

QUALITY OF CARE

Quarterly Quality Report

Ms. Marquis reviewed the Q2 Quarterly Quality Report to the Board. A question and answer period followed.

MOTION # 6 Moved by Sarah-lynn Klassen
Seconded by Jared Ralko
That the Board approves the Q2 Quarterly Quality Report as presented.
CARRIED

CORRESPONDENCE/READING

Ms. Vares noted that the Children’s Mental Health Ontario (CMHO) 2024-2027 Strategic Plan was included in the CEO Report.

NEW BUSINESS

None

IN CAMERA

Motion #7 Moved by Crystal Page
Seconded by Alisha Dasti-Hill
That the Board moves to in-camera at 8:00 p.m.
CARRIED

RISE AND REPORT

The Board received and confirms the electronic motions for the execution of a contract for an Executive Search Specialist, the salary adjustment for the CEO based on the recent performance evaluation, and the appointment of Board Member Mr. Adrian Lizzi as presented in the In-camera session.

EVALUATION

Mr. Ralko provided the evaluation of the meeting, highlighting the material and management of the meeting.

- Meeting material was well organized
- Management of the flow of the meeting
- Discussions
- Productive meeting

NEXT MEETING

Tuesday, November 26, 2024 at 7:00 p.m. Virtual
Mr. Logani will evaluate the meeting and present the Land Acknowledgment

ADJOURNMENT

Having no further business, the Chairperson accepted a motion to adjourn at 8:16 p.m.



Tammy Hanstead
Recorder

November 26, 2024

Date



Kim Vares
Chairperson

November 26, 2024

Date