



# FIREFLY

## BOARD OF DIRECTORS MINUTES

May 24, 2024 – 7:00 p.m.

*Microsoft Teams*

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

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Ms. Vares called the meeting to order at 7:01 p.m.

Ms. Vares welcomed guest Taylor Slobozian, FIREFLY Behaviour Consultant to the meeting.

Ms. Crystal Page 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 presented the FIREFLY moment, highlighting the 3<sup>rd</sup> Annual Provincial Child & Family Program Conference that was held in 2023. Ms. Gaudet shared the video with the Board that Ms. Michelle Taylor-Leonardi, FIREFLY Early Years Indigenous Professionals Learning Opportunity Coordinator (IPLO Coordinator) created following the event. The beautiful video highlighted the shared experiences with Indigenous Child Care program leaders from across Ontario, led by FIREFLY's IPLO Coordinators. A discussion followed.

### PRESENTATION

Mr. Taylor Slobozian, FIREFLY Behaviour Consultant, presented "School Support Program" (SSP) to the Board. Mr. Slobozian shared that the SSP is part of the Ontario Autism Program (OAP) funded by Child and Community Resources (CCR). The SSP supports children and youth with autism spectrum disorder (ASD) in school transitions, readiness, routines, social skills, and reducing challenging behaviors. It aims to build school capacity to support ASD students by working with school boards and fostering an inclusive learning environment. Services include child-specific and classroom consultations, parent capacity building, and educator workshops.

Mr. Slobozian noted that in the fiscal year, FIREFLY supported 11 students in 6 schools and trained 575 education professionals, with 257 completing a virtual training in January 2024. As the SSP transitions to programs like Entry to School, FIREFLY will reduce direct intervention and focus on professional development and consultative support. They are currently identifying priorities with local school boards for the upcoming academic year. A question and answer period followed. Mr. Slobozian thanked Ms.

Caitlin Freeman, FIREFLY Senior Clinician, Board Certified Behaviour Analyst for her support and guided direction.

#### REVIEW OF AGENDA

MOTION #1     Moved by Alisha Dasti-Hill  
                      Seconded by Crystal Page  
                      That the agenda of May 24, 2024 be approved as amended.  
                      CARRIED

#### DECLARATION OF CONFLICT OF INTEREST

None

#### APPROVAL OF CONSENT AGENDA

Consent agenda items:

- 2023/2024 Board meeting attendance
- April 26, 2024 FIREFLY Board Development Committee Meeting Minutes
- April 26, 2024 FIREFLY Board of Directors Meeting Minutes
- May 6, 2024 Special Meeting of the Board Minutes

MOTION #2     Moved by Sarah-lynn Klassen  
                      Seconded by Debbie Larson  
                      That the consent agenda of May 24, 2024 be approved.  
                      CARRIED

#### ITEMS PULLED FOR DISCUSSION

None

#### COMMITTEE UPDATES

##### **Governance and Quality Committee Meeting**

Ms. Vares provided an update, sharing that the committee reviewed the Board member annual evaluation results:

- FIREFLY Board of Directors Annual Evaluation 2024
- FIREFLY Board Chair Evaluation 2024
- FIREFLY Board Individual Director Self-Evaluation 2024

Ms. Vares encouraged any Board members that would like to discuss the results further, to please reach out to her.

#### CEO and LEAD AGENCY REPORT

Ms. Gaudet provided the CEO update on behalf of Ms. Ingebrigtsen. Ms. Gaudet noted that the CEO report was included in the Board meeting package, sharing a few highlights. Ms. Gaudet shared that discussions continue with the Ministry regarding Complex Special Needs (CSN) services. FIREFLY is preparing another pressures report for the Ministry to document issues and requirements to operate the program. Ms. Gaudet encouraged the Board to read the recent report from Children’s Healthcare Canada, “Beyond Band-aids: Delivering Healthcare Fit for Kids” that was included in the Board meeting package.

Ms. Gaudet highlighted the great service of many FIREFLY professional staff, noting that the first week of May was Children’s Mental Health week and May is Speech and Hearing and Physiotherapy Month. Ms. Gaudet noted that there were many activities in the region and social media highlighted the impressive care and expertise of FIREFLY staff.

Ms. Gaudet shared that a revised FIREFLY proposal for the Eating Disorders Program was submitted. The follow up letter sent by our Board Chair, Kim Vares, to the Honourable Ministers Tibollo and Rickford is included in the Board meeting package.

Ms. Gaudet reported that the All Nations Health Partners (ANHP) Governance Working Group has started the process to become a not-for-profit incorporation. A briefing will be developed for Partners’ Boards by the fall.

Ms. Gaudet provided a Lead Agency update, sharing that the Lead Agency Consortium (LAC) met in person this month, focusing on service system challenges in supporting complex special needs of children and youth experiencing mental health issues. Feedback was provided to Childrens Mental Health Ontario, as the LAC is advocating with the government for system improvements.

Ms. Gaudet congratulated the four FIREFLY Board of Directors who will be receiving Ontario Volunteer Service Awards this June.

- Chris Bonner-Vickers -10 years
- Debbie Larson – 5 years
- Carlyne Bell – 5 years
- Kim Vares – 5 years

FIREFLY is grateful for our Board members who generously give of their time and expertise in support of children, youth and families across the region.

MOTION #3      Moved by Piyush Logani  
                          Seconded by Jennifer Johnson  
                          That the May 2024 CEO and Lead Agency Reports be accepted as presented.  
                          CARRIED

#### FINANCE

Ms. Vares reported that the financial statements were not available to review this month because the Finance team is currently engaged in the annual audit.

#### OPERATIONS AND CLIENT SERVICE REPORT

Ms. Curtis reviewed the polar graphs with the Board, highlighting progress from all four pillars. Ms. Curtis reviewed strategic highlights and FIREFLY highlights with the Board. A question and answer period followed.

MOTION #4      Moved by Alisha Dasti-Hill  
                          Seconded by Debbie Larson  
                          That the April 2024 Service Report be accepted as presented.  
                          CARRIED

## QUALITY OF CARE

### **Leadership Development Program**

Ms. Gaudet announced the launch of FIREFLY's new Leadership Development Program on Monday, May 27th. This program was identified as needed and desired by both frontline and leadership staff. Ms. Gaudet highlighted that effective leadership development enhances employee engagement, retention, organizational performance, diversity, equity, inclusion (DEI), adaptability, and innovation.

The program's goals include enhancing leadership skills, fostering self-awareness, building team management skills, and aligning leadership practices with organizational goals. It is based on the LEADS Framework from the Canadian College of Health Leaders and will feature a mix of learning methods and assessments. Additionally, some components will be available to emerging leaders within the organization to support their growth and readiness for future leadership roles. A question and answer period followed.

## CORRESPONDENCE/READING

None

## NEW BUSINESS

### **Board Term**

The Board moved the "Board Term" agenda item to the in-camera session of the meeting.

## IN CAMERA

Motion #5      Moved by Alisha Dasti-Hill  
                    Seconded by Crystal Page  
                    That the Board moves to in-camera at 7:59 p.m.  
                    CARRIED

## RISE AND REPORT

Motion #9      Moved by Jennifer Johnson  
                    Seconded by Jared Ralko  
                    That the Board unanimously approves the appointment of Debbie Larson and Carlyne Bell for an additional three- year term with the FIREFLY Board of Directors, in accordance with section 9.3 of the FIREFLY By-Laws.  
                    CARRIED

## EVALUATION

Ms. Page provided the evaluation of the meeting, sharing that:

- Quality and timeliness of the Board meeting materials were sent out in a timely manner
- Board Chair is always effective, conducted the meeting efficiently
- Agenda was great
- Overall satisfaction of the meeting is great
- Meetings are always prepared, receive everything you need for the meeting
- Case studies are good for discussion

NEXT MEETING

Wednesday, June 12, 2024 at 7:00 p.m. Kenora

Ms. Bell will evaluate the meeting and present the Land Acknowledgment

ADJOURNMENT

Having no further business, the Chairperson accepted a motion to adjourn at 8:19 p.m.



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Tammy Hanstead

Recorder

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June 12, 2024

Date



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Kim Vares

Chairperson

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June 12, 2024

Date