



FIREFLY

BOARD OF DIRECTORS MINUTES

November 26, 2024 – 7:00 p.m.

Microsoft Teams

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

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

Mr. Logani 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. Hummelbrunner provided the FIREFLY moment, highlighting FIREFLY's Speech-Language Pathology (SLP) Consultation Program. Ms. Hummelbrunner shared that through an evaluation process, families indicated that they would prefer to receive service while on the wait list, rather than receive a link to resources while they were waiting for service. Ms. Hummelbrunner shared that the SLP Consultation program was implemented in August 2024. When families request service, they are given a link to book an appointment through the Coconut scheduling app for a one hour consultation. Ms. Hummelbrunner noted that SLP Consultations are offered one hour per month, noting an increase in appointments. The program helps to identify high priority children requiring earlier intervention.

PRESENTATION

Ms. Ingebrigtson presented the FIREFLY Ethics Committee Update to the Board. Ms. Ingebrigtson shared that membership on the Committee currently consists of four staff, two managers, a Board member and the CEO. Ms. Ingebrigtson noted that the Board member position is currently vacant. Ms. Ingebrigtson shared the purpose of the Ethics Committee is to:

- Develop and support education and organizational outreach regarding ethical dilemmas
- Conduct and support ethical reviews at all levels of the organization including client, staff and organizational practices
- Provide input into policy and procedure development
- Track and trend ethical questions and situations
- Evaluate the effectiveness and outcomes of FIREFLY's Ethics Framework

Ms. Ingebrigtson shared that Ethics is concerned with values underlying decisions, situations where values may conflict and appropriate resolution of these conflicts in practice. Ethics plays a crucial role in the following areas at FIREFLY: Clinical operations, Human Resources management, Organizational practices and research. Ms. Ingebrigtson noted that Ethics is about doing the best right thing. The benefits of ethical awareness helps to:

- Lead compelling, justified reasons for a course of action
- Open up dialogue and collaboration using a common language
- Provide tools and resources

Ms. Ingebrigtsen reviewed the process that is taken when an actual or potential problem is identified.

Ms. Ingebrigtsen noted that the Board member position on the Committee is open. Board members a interested in joining the Committee are asked to contact Ms. Hanstead. A question and answer period followed.

REVIEW OF AGENDA

MOTION #1 Moved by Piyush Logani
 Seconded by Sarah-lynn Klassen
 That the agenda of November 26, 2024 be approved as presented.
 CARRIED

DECLARATION OF CONFLICT OF INTEREST

None

APPROVAL OF CONSENT AGENDA

Consent agenda items:

- 2024/2025 Board meeting attendance
- October 25, 2024 FIREFLY Governance and Quality Committee Meeting Minutes
- October 25, 2024, 2024 FIREFLY Board of Directors Meeting Minutes

MOTION #2 Moved by Alisha Dasti-Hill
 Seconded by Adrian Lizzi
 That the consent agenda of November 26, 2024 be approved.
 CARRIED

ITEMS PULLED FOR DISCUSSION

None

COMMITTEE UPDATES

Board Development Committee Meeting

Ms. Klassen provided an update to the Board, sharing that the Committee reviewed the FIREFLY Board of Directors Matrix that is completed annually and when recruiting new Board members. Ms. Klassen noted that the Committee discussed updating a question to add lived experience to parent experience, broadening the words and intention on the experience matrix. The Matrix is still in draft form, and the Committee plans to bring the matrix back to the next meeting to continue the revision. Ms. Klassen shared that the Committee discussed plans for the Board Retreat that will be held in April 2025. The Committee is pursuing two topics including Youth and Family Engagement with the Knowledge Institute and the Provincial landscape and perspectives happening in the future with Empowered Kids Ontario. The Board will be updated as plans come together.

CEO and LEAD AGENCY REPORT

Ms. Ingebrigtsen provided an update regarding Complex Special Needs, noting that an article was included in the Board meeting package describing the current situation and the government's plan to audit Ontario's non-Indigenous child welfare agencies.

Ms. Ingebrigtsen shared that a link to the Provincial Government's fall economic statement is included in the Board meeting package, noting that attention to health, education and social services is greatly reduced.

Ms. Ingebrigtsen provided an update regarding FIREFLY's Eating Disorders Proposal, sharing that the proposal continues to be on the Ministry table unfunded. Ms. Ingebrigtsen noted that our northern Ministry representative advises that she continues to advocate for the Northwest.

Ms. Ingebrigtsen highlighted the exceptional work of Ms. Parks, Associate Director of Finance and the Finance team for their attention and expertise in support of a successful audit, and the high standards Ms. Parks holds in ensuring FIREFLY exceeds financial management practice, as well as the extra steps of going above and beyond.

Ms. Ingebrigtsen shared that FIREFLY is thrilled to support increased pediatric clinic access for children and their families in need of developmental pediatric services, significantly reducing wait times. A collaboration with Dr. Coombs and her colleague Dr. Edison has reduced wait times to six months.

Ms. Ingebrigtsen provided a Lead Agency update, noting that the Knowledge Institute is focusing on mental health and developmental data for children under the age of six years to better inform relevant public health services.

MOTION #3 Moved by Jennifer Johnson
 Seconded by Crystal Page
 That the November 2024 CEO and Lead Agency Reports be accepted as presented.
 CARRIED

FINANCE

Ms. Parks reviewed the draft financial statements for the month ending October 31, 2024 with the Board. Ms. Parks reviewed the investment statements with the Board. A question and answer period followed.

MOTION #4 Moved by Piyush Logani
 Seconded by Alisha Dasti-Hill
 That the draft financial statements for the month ending October 31, 2024 be accepted as presented.
 CARRIED

OPERATIONS AND CLIENT SERVICE REPORT

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

MOTION #5 Moved by Sarah-lynn Klassen
 Seconded by Crystal Page
 That the October 2024 Service Report be accepted as presented.
 CARRIED

QUALITY OF CARE

Governance Functioning Tool

Ms. Marquis provided details to the Board regarding the new “Onboard Qi” Qmentum Accreditation platform that will be accessible to all Board members to review the standards that are relevant to FIREFLY, including the Governance Standards. Ms. Marquis suggested that the Board start the process by participating in the self-assessment tool that is available on the new platform. Following the Governance self-assessment, the Board can develop an action plan, then Ms. Marquis will issue the HSO Governing Body Assessment to the Board. Ms. Marquis shared her screen with the Board to review the new platform. Board members will receive an email from Onboard Qi to participate in the self-assessment. A question and answer period followed.

CORRESPONDENCE/READING

November 21, 2024 letter from the Ministry of Children, Community and Social Services North Region

NEW BUSINESS

None

IN CAMERA

Motion #7 Moved by Alisha Dasti-Hill
 Seconded by Jennifer Johnson
 That the Board moves to in-camera at 8:02 p.m.
 CARRIED

EVALUATION

Mr. Logani provided the evaluation of the meeting, highlighting the quality of the information including ethics, quality and service. Mr. Logani thanked Ms. Hanstead for the timeliness of the meeting material. Mr. Logani thanked Ms. Larson, who chaired the meeting on behalf of Ms. Vares for the management of the meeting. Mr. Logani shared that he was very satisfied with the meeting and he is looking forward to the next meeting in January.

NEXT MEETING

Tuesday, January 28, 2025 at 7:00 p.m. Virtual
Ms. Page will evaluate the meeting and present the Land Acknowledgment.

ADJOURNMENT

Having no further business, the Chairperson accepted a motion to adjourn at 8:25 p.m.



Tammy Hanstead
Recorder

January 28, 2025

Date



Kim Vares
Chairperson

January 28, 2025

Date