



FIREFLY

BOARD OF DIRECTORS MINUTES

September 27, 2024 – 7:00 p.m.

Kenora/Microsoft Teams

PRESENT:	Kim Vares	Alisha Dasti-Hill	Debbie Larson
	Sarah-lynn Klassen	Crystal Page	Jared Ralko
	Piyush Logani	Jennifer Johnson	
REGRETS:	Carlyne Bell	Bruce Meisner	Jackie Hummelbrunner
STAFF:	Kirby Parks	Michelle Gaudet	Jenn Marquis
	Darcia Curtis	Karim Suleman	Michelle Martins
	Devon Schneider	Patrick McLaughlin	Tammy Hanstead

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

Ms. Vares welcomed guests Patrick McLaughlin, Senior IT Support, Karim Suleman, Clinical Manager, Michelle Martins, Senior Therapy Assistant and Devon Schneider, Rehabilitation Assistant to the meeting.

Ms. Johnson 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. Parks provided the FIREFLY moment to the Board. Ms. Parks presented National Day for Truth and Reconciliation, a time to honour the lost children and survivors of residential schools to the Board. Ms. Parks shared that National Day for Truth and Reconciliation and Orange Shirt Day will take place on Monday, September 30, 2024. Ms. Parks shared that Phyllis (Jack) Webstad from the Stswecem'c Xgat'tem First Nation is the Founder and Ambassador of the Orange Shirt Society and tours the country telling her story to raise awareness of the impacts of the residential school system. Phyllis arrived at the Mission school in September 1973, at the age of 6, excited for the first day of school, wearing a new shiny orange blouse purchased by her grandmother. When Phyllis arrived at the school, she was stripped of her clothes, including the orange blouse, which was never again returned to her. Ms. Parks shared that the FIREFLY Truth and Reconciliation working group is working to respond to the following Calls to Action:

- #19 – Address gaps in health outcomes
- #21 & 22 – Recognize Aboriginal Healing Practices
- #43 – United Nations Declaration on the Rights of Indigenous Peoples
- #57 – Education of history of Indigenous Peoples/history and legacy of residential schools

Ms. Parks encouraged everyone to wear orange on Friday, September 27th and Monday, September 30th.

PRESENTATION

Mr. Suleman, Ms. Martins and Ms. Schneider presented, “FIREFLY Summer Camps” to the Board. Mr. Suleman highlighted the clinicians that ran a variety of camps by planning, preparing and service delivery throughout the region.

Mr. Suleman shared that throughout the summer, Therapy Assistants, Speech-Language Pathologists (SLPs), Occupational Therapists (OTs), and a student OT organized a variety of specialized, multidisciplinary camps across the region. These camps included speech and language camps in partnership with the Kenora Chiefs Advisory (KCA) in various communities, SLP/OT camps in Kenora, and sensory-focused programming at Rainy River Daycares. One of the key programs was a fine and gross motor skills camp for children aged 4-7 in Kenora, where the focus was on using a multi-sensory approach to help children practice school-related skills such as printing, scissor skills, self-regulation, and ball skills. With only four children attending, the low participant numbers allowed for individualized attention and direct support, helping the children work on specific goals and achieve their occupational therapy objectives in a short period.

The camps also saw successful collaboration with local daycares and community summer camps, ensuring high attendance and positive engagement from both children and staff. In Eagle Lake and Grassy Narrows, camps were structured similarly, with community involvement and support contributing to their success. However, some challenges were encountered, such as difficulty in contacting parents and competition with other full-day camps in town. To address these issues, the team plans to start camp planning earlier and improve communication with parents to allow them more time to plan their schedules.

The OT/SLP School Readiness Camp for children aged 3.5 to 6 aimed to prepare children for school by following routines and practicing fine and gross motor skills, social skills, and self-regulation. The camp saw strong attendance, with around 10 children participating daily. The involvement of therapy pets further enhanced the program by helping teach self-regulation, and the children responded positively to their presence. The camp not only helped children practice essential skills for school but also supported parents, especially those leaving their children for the first time, in building confidence and comfort with the transition to school.

In the Rainy River District, sensory-focused programming addressed the increasing number of sensory referrals and the provincial shortage of trained early childhood educators (ECEs). Through interactive activities and sensory stations, the program engaged both staff and children while promoting awareness of sensory processing challenges. This programming reached six daycares, providing valuable resources and knowledge to staff, parents, and children, and received positive feedback across the district. Overall, the camps and programs made a significant impact on the communities, building strong relationships with local daycare centers and providing much-needed support for children, families, and staff. Despite challenges, the outcomes were overwhelmingly positive, with strong feedback from parents and children and a successful implementation of sensory-based programming.

Ms. Vares thanked Mr. Suleman, Ms. Martins and Ms. Schneider for their presentation.

Mr. Suleman, Mr. McLaughlin, Ms. Schneider and Ms. Martins exited the meeting following the presentation at 7:27 p.m.

REVIEW OF AGENDA

MOTION #1 Moved by Jennifer Johnson
Seconded by Alisha Dasti-Hill
That the agenda of September 27, 2024 be approved as presented.
CARRIED

DECLARATION OF CONFLICT OF INTEREST

None

APPROVAL OF CONSENT AGENDA

Consent agenda items:

- 2023/2024 Board meeting attendance
- June 12, 2024 FIREFLY Fiscal Advisory Committee Meeting Minutes
- June 12, 2024 FIREFLY Board of Directors Meeting Minutes

MOTION #2 Moved by Debbie Larson
Seconded by Jared Ralko
That the consent agenda of September 27, 2024 be approved.
CARRIED

ITEMS PULLED FOR DISCUSSION

None

COMMITTEE UPDATES

Board Development Committee Meeting

On behalf of Ms. Klassen, Ms. Vares shared that the committee met earlier this evening and discussed a number of items including the Board Retreat, Roles and Responsibilities, Board Action Plan and Board member interview. Ms. Vares shared that Ms. Hanstead will prepare a survey for the Board regarding location of the Retreat.

Fiscal Advisory Committee Meeting

Ms. Johnson shared that the committee met earlier this evening, noting that a couple of the items were moved to the Board meeting. Ms. Johnson shared that the committee reviewed the draft financial statements for the month ending August 31, 2024 and the Auditor's report for the year ending March 31, 2024, noting a clean audit.

CEO and LEAD AGENCY REPORT

Ms. Ingebrigtsen highlighted the Minister of Indigenous Affairs and First Nations Economic Reconciliation and Minister of Northern Development Greg Rickford visit to the newly renovated Kenora FIREFLY office on September 10th. FIREFLY took the opportunity to provide a highlight of critical service needs including the outstanding Eating Disorders proposal, base funding for FIREFLY Children's Treatment Centre programs, northern specific autism program funding and funding to address the significant waitlists, most especially in speech language pathology services.

Ms. Ingebrigtsen highlighted the impressive, innovative and engaging work of Grace Dunford, FIREFLY Manager of Communications. Ms. Ingebrigtsen shared that in a short period of time, Ms. Dunford has significantly increased FIREFLY's social media presence, engagement with communities, elevated internal communications and developed a comprehensive communication plan aligned with the

strategic plan. Ms. Ingebrigtsen shared that the communication plan will be shared with the Board at an upcoming meeting. Ms. Ingebrigtsen noted that a link to a video that Ms. Dunford prepared for FIREFLY community partners, recognizing their feedback was included in the Board report.

Ms. Ingebrigtsen noted that the need and use of vehicles for the delivery of FIREFLY services is something that FIREFLY frequently assesses. FIREFLY has a fleet of vehicles used by staff to travel to communities including First Nations communities across the region. Over the years, FIREFLY has conducted cost/benefit reviews of best approaches to travel arrangements including rentals, purchase or personal vehicle use, as well as usage by community and vehicle types. Ms. Ingebrigtsen shared that there is planning underway for a project to study the fleet vehicles needs and use, noting that the report will be shared with the Board when completed.

MOTION #3 Moved by Piyush Logani
 Seconded by Debbie Larson
 That the September 2024 CEO and Lead Agency Reports be accepted as presented.
 CARRIED

FINANCE

Review Financial Statements

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

MOTION #4 Moved by Crystal Page
 Seconded by Sarah-lynn Klassen
 That the draft financial statements for the month ending July 31, 2024 and August 31, 2024 be accepted as presented.
 CARRIED

OPERATIONS AND CLIENT SERVICE REPORT

Ms. Marquis reviewed the polar graphs with the Board, highlighting progress from all four pillars. Ms. Marquis reviewed strategic highlights and FIREFLY highlights with the Board. A question and answer period followed. Ms. Vares inquired about the number of staff involved in Leadership Training. Ms. Marquis shared that there are 27 staff on the Leadership Team, including the Directors that are facilitating the training. Ms. Marquis shared that the first Leadership in person meeting was in January, then May and the next meeting will be held in Dryden on Monday, October 7th.

MOTION #5 Moved by Jared Ralko
 Seconded by Alisha Dasti-Hill
 That the September 2024 Service Report be accepted as presented.
 CARRIED

QUALITY OF CARE

Ms. Ingebrigtsen shared that she attended an Accreditation Canada Conference this summer in Ottawa. Surveyors were brought together for a presentation, looking into the future. The key areas identified, focusing on health equity were: workforce, addressing service fragmentation, client safety, equality, avoidable harm and climate crisis linked to safety.

CORRESPONDENCE/READING

Ms. Vares shared that Ms. Ingebrigtsen included a report from the Northwestern Health Unit, The Alcohol Use Dashboard in the Board meeting package.

NEW BUSINESS

Letter base funding support for Cybersecurity, Data and Technology Tools

Ms. Marquis shared that at the FIREFLY Board of Directors meeting in June, she spoke briefly about data security costs, noting that program supervisors were in attendance. Ms. Marquis provided an update, noting that she has met with Karen Stalus, Program Supervisor, Ministry of Health, Mental Health and Addictions Program where Ms. Stalus made suggestions on how to formalize the request to the Ministry regarding request for annualized funding for cybersecurity, data, technology tools to support quality service delivery for children, youth and families. Ms. Marquis noted that FIREFLY has prepared requests to the Ministry of Health and to the Ministry of Children, Community and Social Services. The letters and briefing notes were included in the Board meeting package for review. Ms. Marquis noted that the costs for programs, cyber security, greenspace and staffing positions were included in the briefing notes. A discussion followed. The Board approved, Ms. Vares will sign the letters to Ms. Stalus and Ms. Clark.

October 25, 2024 Board Meeting

Ms. Vares proposed that the meeting scheduled for October 25th in Dryden, be changed to a virtual meeting due to financial pressures. The Board agreed to changing the October 25th meeting to virtual.

FIREFLY Board of Directors Roles and Responsibilities

Ms. Vares shared that included in the 2024/2025 Board Action Plan is a review of the FIREFLY Board of Directors – Responsibilities of the Board at the first meeting of the year. Ms. Vares noted that the document is included in the Board meeting package for review.

GENERATIVE DISCUSSION

The FIREFLY Board of Directors participated in a generative discussion regarding having youth, family and client voice at the table. The Board discussed the FIREFLY By-Laws, Part 9 – Qualification of Directors. A question and answer period followed regarding lowering the eligible age to include youth on the Board. Ms. Ingebrigtsen will continue to research and report to the Board.

IN CAMERA

Motion #6 Moved by Crystal Page
 Seconded by Alisha Dasti-Hill
 That the Board moves to in-camera at 8:35 p.m.
 CARRIED

RISE AND REPORT

Ratification of the Collective Bargaining Agreement

Information was provided on the collective bargaining from OPSEU.

EVALUATION

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

- The material was relevant and received on time
- There was plenty of information

- Satisfied with opportunity to participate
- Board Chair was effective, all sides were heard
- Overall, satisfied with what the Board accomplished

NEXT MEETING

Friday, October 25, 2024 at 7:00 p.m. Virtual

Mr. Ralko will evaluate the meeting and present the Land Acknowledgment

ADJOURNMENT

Having no further business, the Chairperson accepted a motion to adjourn at 9:08 p.m.



Tammy Hanstead
Recorder

October 25, 2024

Date



Kim Vares
Chairperson

October 25, 2024

Date