



FIREFLY

BOARD OF DIRECTORS MINUTES

January 28, 2025 – 7:00 p.m.

Microsoft Teams

PRESENT: Kim Vares Alisha Dasti-Hill Debbie Larson
Jennifer Johnson Crystal Page Sarah-lynn Klassen
Jared Ralko Adrian Lizzi Carlynn Bell

REGRETS: Karen Ingebrigtsen Piyush Logani Bruce Meisner

STAFF: Kirby Parks Michelle Gaudet Jenn Marquis
Darcia Curtis Jackie Hummelbrunner Tammy Hanstead

GUESTS: Tina Dal Bianco, Community Facilitator Pre-Implementation Specialist, Child Development Institute
Abdi Mohamud, SNAP Youth Leadership Services, Child Development Institute
Guests joined the meeting at 7:32 p.m. and exited meeting at 7:48 p.m.

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

Ms. 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. Hanstead provided the FIREFLY moment, sharing that offices throughout the region participated in FIREFLY Lights up the Holidays. Ms. Hanstead shared that staff in Sioux Lookout supported Sioux North High School and Adopt A Family through First Step Women’s Shelter. Staff in Kenora supported four families through the FIREFLY Minto Area Parent Child Resource Centre.

FIREFLY donated \$100 to a charity in each community as this year’s charity initiative.

- Atikokan Youth Initiatives
- Dryden Food Bank
- Emo Food Bank & Thrift Shop
- Kenora – Operation Secret Santa
- Red Lake – Chukuni Christmas Cheer Board
- Sioux Lookout Food Bank

REVIEW OF AGENDA

MOTION #1 Moved by Jared Ralko
 Seconded by Jennifer Johnson
 That the agenda of January 28, 2025 be approved as amended.
 CARRIED

DECLARATION OF CONFLICT OF INTEREST

None

APPROVAL OF CONSENT AGENDA

Consent agenda items:

- 2024/2025 Board meeting attendance
- November 26, 2024 FIREFLY Board Development Committee Meeting Minutes
- November 26, 2024 FIREFLY Board of Directors Meeting Minutes

MOTION #2 Moved by Sarah-lynn Klassen
 Seconded by Alisha Dasti-Hill
 That the consent agenda of January 28, 2025 be approved.
 CARRIED

ITEMS PULLED FOR DISCUSSION

None

COMMITTEE UPDATES

Governance and Quality Committee Meeting

Ms. Larson provided an update to the Board, sharing that the committee reviewed the risk management matrix and the Board insurance coverage, noting that they were satisfied with both documents and ready to move forward. Ms. Larson shared that staff succession planning is reviewed annually, noting that the Board is moving forward with hiring of a new CEO, and staff succession planning will be reviewed at this time next year.

Fiscal Advisory Committee Meeting

Ms. Johnson provided an update to the Board, noting that the Finance team is preparing the budget. Ms. Johnson shared that the committee discussed the Cameron Bay Children's Centre kitchen renovation, that is in the planning process.

CEO and LEAD AGENCY REPORT

Ms. Gaudet provided the CEO and Lead Agency report on behalf of Ms. Ingebrigtsen. Ms. Gaudet shared that a request was submitted to the Ministry of Children, Community and Social Services for Children's Treatment Centre funding, previous formal requests were made without success. Ms. Gaudet noted that the letter was included in the Board meeting package.

Ms. Gaudet shared that in anticipation of a spring election, Children's Mental Health Ontario, Children's Health Coalition, including Empowered Kids Ontario are preparing pre-budget and pre-election strategies to advocate for further investments to address the significant needs of infants, children, youth and families, as well as advocacy to stabilize the workforce, addressing the wage gaps across the sector.

Ms. Gaudet noted that the Canadian Mental Health Association 2024 report on the State of Mental Health in Canada was included in the Board meeting package.

Ms. Gaudet highlighted that FIREFLY staff went above and beyond to make the holidays brighter for children and families with FIREFLY Lights up the Holidays initiatives.

Ms. Gaudet shared that effective December 31, 2024, BDO, FIREFLY's auditing firm fell under the umbrella of MNP, a national professional services firm. Ms. Gaudet noted that the current team that works with FIREFLY will remain the same.

Ms. Gaudet provided a Lead Agency update sharing that the Lead Agency Consortium has begun a provincial review of coordinated access for mental health services. Starting with a literature review, a comprehensive assessment of current models of coordinated access for community-based infant, children and youth mental health services and make recommendations for strengthening the process of coordinated access for infants, children and youth across the province.

MOTION #3 Moved by Alisha Dasti-Hill
 Seconded by Debbie Larson
 That the January 2025 CEO and Lead Agency Reports be accepted as presented.
 CARRIED

FINANCE

Ms. Parks shared that the November 2024 and December 2024 draft financial statements were included in the Board meeting package. Ms. Parks reviewed the draft financial statements for the month ending December 31, 2024 with the Board. Ms. Parks shared that FIREFLY would like to complete phase 2 of the renovation at Cameron Bay Children's Centre, with the commercial kitchen renovation. Ms. Parks noted that the renovation will allow FIREFLY to expand services for children, youth and families. Ms. Parks shared that the blue prints from phase 1 of the project do not include drawings for the kitchen space. A question and answer period followed. Ms. Vares shared that the Strategy and Performance Team will follow up with the architect and then bring back to the Board for a motion.

Ms. Parks shared that there were no changes with the investment statements this month.

MOTION #4 Moved by Crystal Page
 Seconded by Jared Ralko
 That the draft financial statements for the month ending November 30, 2024 and
 December 31, 2024 be accepted as presented.
 CARRIED

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. Ms. Vares inquired about the FIREFLY Ambassador program. Ms. Hummelbrunner shared that it was identified in an employee engagement feedback survey that it would benefit new employees to have a community ambassador program at FIREFLY. Ms. Hummelbrunner shared that a working committee developed the FIREFLY Community Ambassador Program that is designed to enhance onboarding and retention by connecting new staff and students with volunteers who can help them settle into their new community. The new program was introduced to staff at the All Staff meeting on January 13th, followed by an email communication to sign up as a volunteer.

MOTION #5 Moved by Jennifer Johnson
 Seconded by Adrian Lizzi
 That the December 2024 Service Report be accepted as presented.
 CARRIED

QUALITY OF CARE

Quarterly Quality Report

Ms. Marquis reviewed the Q3 Quarterly Quality Report to the Board. A question and answer period followed.

MOTION #6 Moved by Jared Ralko
 Seconded by Crystal Page
 That the Board approves the Q3 Quarterly Quality Report as presented.
 CARRIED

PRESENTATION

Ms. Vares welcomed Ms. Tina Dal Bianco and Mr. Abdi Mohamud to the meeting to present “SNAP” and SNAP Community Information Teams.

Ms. Dal Bianco shared that they are in Kenora this week to amplify SNAP at FIREFLY and Kenora. Ms. Dal Bianco highlighted the SNAP Youth Leadership Services, noting that the program was successful in Kenora previously. SNAP Youth Leadership Services is a nonclinical continuing SNAP component service that further supports SNAP graduates as they navigate the turbulence of adolescence. Ms. Dal Bianco noted that they have travelled to Kenora to discuss the continuity of the SNAP program.

Mr. Mohamud shared that SNAP Youth Leadership Services is a special program, with youth ages 11.5 to 18 that have completed the SNAP program, continue to develop behaviours, using strategies to make better decisions. Youth that have developed leadership skills can become peer mentors with the SNAP program.

SNAP Youth Leadership Group provides:

- A safe and welcoming space
- Family style dinners
- SNAP practice
- Mentorship and prosocial connections
- Life and leadership skills
- Meaningful opportunities to contribute

A question and answer period followed.

CORRESPONDENCE/READING

None

NEW BUSINESS

Children’s Mental Health Ontario Conference Reports

Ms. Vares and Ms. Klassen submitted reports from the Children’s Mental Health Ontario Conference that were included in the Board meeting package.

IN CAMERA

Motion #7 Moved by Alisha Dasti-Hill
 Seconded by Crystal Page
 That the Board moves to in-camera at 7:54 p.m.
 CARRIED

RISE AND REPORT

The FIREFLY Board of Directors confirms the motion made in camera session with respect to Chief Executive Officer recruitment.

The FIREFLY Board of Directors acknowledges the resignation of Piyush Logani as a Board of Director.

EVALUATION

Ms. Page provided the evaluation of the meeting, highlighting the quality and timeliness of the meeting.

- Meetings are always on time
- Effective, always in depth
- Everyone participated
- Agenda management, Board chair kept us on track
- Everyone was fair

NEXT MEETING

Tuesday, February 25, 2025 at 7:00 p.m. Virtual

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

ADJOURNMENT

Having no further business, the Chairperson accepted a motion to adjourn at 8:41 p.m.



Tammy Hanstead
Recorder

February 25, 2025

Date



Kim Vares
Chairperson

February 25, 2025

Date