



BOARD OF DIRECTORS MEETING

MINUTES

February 27, 2023

11:32 a.m. – 1:35 p.m.

Zoom

Attendees: **Toni Kovach, Chair** Konstantine Ketsetzis Arthur Smith
Jackie Bajus Michelle Rodney Father David Wilhelm
Phillip Jeffrey Samidha Singhal (left at 12:08 p.m.) Gary Warner

Recorder: Kristin Prince, Staff

Regrets: David Hennick Nora Melara-Lopez Melissa Button
Anthony Frisina

Staff: Donna Zan, Executive Director
Trevor Allen, Service Director Protection
Scott MacPhee, Director of Finance
Krystal Buxo, Service Director, Permanency
Marlene Dei-Amoah, Service Director, Equity, Diversity, Inclusivity
Renu Manocha, Director, Human Resources
Roger Ali, Director, Fund Development & Communications

Guests: Cheryl Pinto, Ministry Program Supervisor
Gabe Minor, Community Programs Manager

Item	Description
1.0	CALL TO ORDER The chair called the meeting to order at 11:32 a.m.
1.1	<u>Reflection</u> Michelle Rodney opened the meeting with a reflection.
1.2	<u>Land Acknowledgement</u> Samidha Singhal provided the Land Acknowledgement.
1.3	<u>Equity Placement</u> The Chair spoke to the Equity Lens that the Board will use in its deliberations on agency business. The Chair asked the Board to keep in mind the Equity lens throughout the meeting.

Item	Description
2.0	REVIEW AND APPROVAL OF THE AGENDA The agenda was approved as amended. Added Items: <ul style="list-style-type: none">• Ministry Representatives added as 'Guests' on agenda• Ministry Updates• Letter from Minister Fullerton
3.0	DECLARATION OF CONFLICT OF INTEREST There were no conflicts to declare.
4.0	REVIEW AND APPROVAL OF MINUTES
4.1	The minutes of the January 30, 2023 Board of Director Meeting were approved as presented.
5.0	CONSENT AGENDA
5.1	CCASH Monthly Financial Attestation – Oct 2022-Jan 2023
5.2	Audit & Finance Ct. Feb 16, 2023 Minutes
5.3	Fundraising Ct. Feb 1, 2023 Minutes
5.4	Governance Ct. Jan 5, 2023 Minutes
5.5	Nominating Ct. Terms of Reference
5.6	Nominating Ct. Jan 12, 2023 Minutes
5.7	QA & RM Ct. Minutes Jan 19, 2023
5.8	Diocese of Hamilton Annual Stats
5.9	Report of the Executive Director February 2023
5.10	Identity Based Dashboard Feb 2023
5.11	Service Plan Q3 Update
5.12	Board to Board - November 2022
5.13	Board to Board - January 2023
5.14	MCCSS WR Memo - YLC Registry Posting + Policy Directive
5.15	OACAS Briefing Note: MCCSS announces new investment and program for youth leaving care
5.16	MCCSS WR Memo - PI Reporting
5.17	Eng Approach to Strategic Planning June 2022
5.18	Draft Briefing Note Bill 124 Court Decision - Final
5.19	Memo to Societies SQIP Resumption - 2023-01-30 - ENG
5.20	January Operating Statement

On motion by Konstantine Ketsetzis and seconded by Gary Warner it was resolved that:

The Consent Items are approved as presented.

CARRIED.

Item	Description
6.0	MINISTRY UPDATES
6.1	<u>Update from Program Supervisor</u>
6.2	<u>Letter from Minister Fullerton</u> The Ministry Program Supervisor and Community Programs Manager reviewed the key points of the letter from Minister Fullerton and reinforced the Ministry's expectations. The Ministry has committed to consulting with the sector and reviewing accountability agreements. In light of Ombudsman reports, the letter was issued to emphasize the Ministry's commitment to oversight, accountability and to notify Child Welfare agencies that mandatory reporting will resume.
	The Board advised the Ministry representatives that there are concerns about the administrative burdens associated with increased reporting and that the consensus amongst the sector was that the tone of the letter from Minister Fullerton was adversarial. The Board further highlighted several shortcomings of the Ministry funding model, specifically the 2% decrease in funding per year for the last 9 years, and raised concerns over the many pressures, financial or otherwise, that agencies are facing to maintain service delivery.
	The 2015-2016 Accountability Agreement is being refreshed and the Ministry is working directly with agencies to find ways to operate more efficiently through financial reviews and regular correspondence.
	The Program Supervisor indicated that a future funding model is currently being worked on and that the concerns of the Board regarding will be shared with the Ministry.
	There were a number of questions posed by Board members to the Ministry representatives and a fulsome discussion ensued regarding the challenges the sector is facing.
7.0	FINANCE
7.1	<u>Expenditure Management Plan 2024F</u> The Director of Finance presented a balanced budget based on the planning allocation received from the Ministry.
7.2	<u>Expenditure Management Plan Summary</u> The Finance Director reviewed the one-page Expenditure Management Plan Summary with the Board.
7.3	<u>Fundraising Summary</u> The Finance Director provided a high-level overview of the monies collected through fundraising activities for the year.

Item	Description
	On motion by Arthur Smith and seconded by Jackie Bajus it was resolved that: The Audit and Finance Committee recommends that the Board approves the Expenditure Management Plan for FY2023-2024 as presented. CARRIED.

8.0 COMMITTEE WORK REQUIRING INPUT OR DECISION

Governance Committee

8.1 Board Policies

8.1.1 2.1.6 Board Meetings

8.1.2 2.1.7 Attendance at Board Meetings

8.1.3 2.1.8 Leave of Absence

On motion by Michelle Rodney and seconded by Arthur Smith it was resolved that:

The Board approves the 2.1.6 Board Meetings Policy as amended.

The Board approves the 2.1.7 Attendance at Board Meetings as presented.

The Board approves the 2.1.8 Leave of Absence as presented.

CARRIED.

9.0 ACCOUNTABILITY ITEMS

9.1 Equity Audit Work Plan Update

The Executive Director provided an update on the Equity Audit Workplan and highlighted the following key areas of progress:

- Leadership Development
- Changes to interview process
- Sexual Orientation Gender Identity and Expression (SOGIE) training is mandatory for all staff
- Equity training scheduled to take place
- The Equity Audit Implementation Steering Committee (EAISC) continues to provide oversight for Equity Audit workplan
- Policy reviews are ongoing as per recommendations stemming from Equity Audit.

9.2 Balanced Scorecard

The Executive Director presented the Balanced Scorecard to the Board highlighting the key areas.

9.3 Performance Indicator Reporting Tool

The Quality Assurance Supervisor reviewed the Performance Indicator results with the board.

Item	Description
10.0	STRATEGIC PLAN DISCUSSION
10.1	<p data-bbox="402 276 699 308"><u>Memo – Strategic Plan</u></p> <p data-bbox="402 314 1349 425">The Board was asked to provide suggestions for what community stakeholders should be consulted with for the strategic plan refresh. The following suggestions were shared:</p> <p data-bbox="402 474 1425 1330">Bishop Director(s) of Education for HWCDSB Ministry Program Supervisors Other agencies such as hospitals, addictions facilities, Indigenous community partners Former Youth in Care Catholic Family Services Black/African Canadian – Indigenous – Latino Community organizations that work with racialized youth: Afro-Canadian Caribbean Association of Hamilton (ACCA), Black History Council YWCA YMCA Boys and Girls club of Hamilton Social Planning & Research Council of Hamilton Empowerment Squared COAST Teacher Organizations The Good Shepherd Ron Joyce Centre Lynwood Charlton French Groups St. Joseph Wellness Centre</p>
11.0	<p data-bbox="402 1378 704 1410">BOARD CHAIR REPORT</p> <p data-bbox="402 1417 1433 1723">The Board Chair provided an update on the discussions that took place at the Board President’s meeting. There was a commitment from the Ministry to provide funding allocations to agencies earlier in the year. Another strong focus of discussion was on sector stabilization and that the Ministry is looking to further engage with agencies. Each agency deals with unique factors that impacts their ability to operate within their budgets. The lack of investment into complex cases has created problems across the sector. A better approach is needed from the Ministry regarding complex needs children and youth.</p>
12.0	<p data-bbox="402 1772 558 1804">IN CAMERA</p> <p data-bbox="402 1810 1433 1915">On motion by Gary Warner and seconded by Phillip Jeffrey it was resolved that: The Board move In Camera. CARRIED.</p>

Item	Description
13.0	ADJOURNMENT The chair adjourned the meeting at 1:35 p.m.



Toni Kovach, Board Chair



Kristin Prince, Recording Secretary