

 <p>foster parents British Columbia BCFFPA</p> <p>Board of Directors February 21-23, 2019 Vancouver Airport Marriott Hotel</p>	<p><i>In Attendance</i></p> <p>Marcy Perron, President Chad Hooker, Vice President Julie Holmlund, Secretary Tanya Hooker, Vancouver Island Delegate Jeanette Dyer, Coast Fraser Delegate Kevin Daniel, Interior Delegate Jayne Wilson, Executive Director Ronda Sweeney, Office Manager Michelle Relevante, Administrative Assistant</p>	<p><i>Absent/Excused</i></p> <p>Lance Bereck, Treasurer</p> <p><i>Guest</i></p> <p>Annette Harding, Solutions Manager Anita Cymet, Fund Development Coord/ Outreach Coordinator Eli Mina, Parliamentarian/Consultant</p>
<p>A quorum being present, the meeting commenced at 4:00 p.m. *M/S/C (Moved/Seconded/Carried)</p>		
ACTION	DETAIL	MOTION or ACTION
<p>1. President’s Report and General Discussion</p>	<p>Provincial Branch call took place this week. Discussion included:</p> <ul style="list-style-type: none"> • Increased maintenance rate for foster parents • Respect for foster parents • Fort St John Branch • Vernon Branch meeting • Kelowna partnership meeting regarding mentoring • Putting names out for general information that new foster parents can contact if they have any questions • Out of care homes in Kelowna (90) versus 64 foster homes • Out of care homes need training • Mission has only 20 foster homes. Out of care home numbers are significant with CICs that have extreme needs • Need to discuss with MCFD who will support Kinship homes. Do we or foster parents receive any compensation for supporting the out of care caregivers? • Island has higher number of homes sitting empty • Discussion regarding future trends considering current priority of family placements • Level 3s who are adopting are not coming back as foster homes right away but are “reinstated” after a year. Island MCFD offices are encouraging Level 3 foster parent pursue adoption. • Budget 2019 announcement \$179/month increase per child 	<p>ACTION make provincial office aware of the out of care training need; follow up with Learning & Development regarding Kinship training</p> <p>ACTION find out what the plan is to support out of care homes</p>
<p>2. Vice President’s Report</p>	<p>Office business licence is delayed because the redesign of office space prior to our move does not conform to city standards. Landlords are planning design changes.</p> <p>BC Hydro bill is excessive. Checking to see if there are any cross overs that we’re paying for other office space.</p> <p>Updates on all staff activities.</p>	

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	Seeking a practicum student for the Solutions program.	
3. Treasurer's Report	<p>Treasurer unavailable for meeting. ED reviewed financial statements.</p> <p>3 auditor quotes were discussed. Discussion regarding cost variance and timeline.</p>	<p>MOTION to appoint Brian Tipper Inc. to complete BCFFPA's 2018-2019 audit. Kevin/Chad</p>
4. Executive Director's Report	ED reviewed her current activity list. Will be transferring main responsibility for Human Resources to the Office Manager but will maintain oversight.	
5. Regional Delegate Reports	<p><i>Interior (including expanded discussion)</i></p> <p>30, 60 and 90 day contracts are causing some significant issues for mortgage renewals.</p> <ul style="list-style-type: none"> Island has been using 6 month and 1 year contracts again and only 3 months if it's truly a temporary placement <p>Kelowna MCFD is able to provide a letter regarding service payment and no term being noted.</p> <p>Many Kootenay homes are empty but are receiving payments so that MCFD doesn't lose their foster parents.</p> <ul style="list-style-type: none"> Discussion regarding rates <p>Cranbrook foster parent is now working at ICS and is adopting the youth in her home.</p> <p>Cariboo area has lost some foster homes. Kids are leaving group homes and living on the street.</p> <p>Training workshops are continuing until the end of the fiscal year.</p> <ul style="list-style-type: none"> Discussion about security cameras in a foster home. Is there policy around this? How about storage of video clips? Discussed provincial Branch call and continuing concerns regarding disrespectful treatment towards foster parents Discussion regarding video topic "Business Side of Fostering" change to "Professional Side of Fostering" Discussion regarding dental and medical care for foster parents. Need someone who will pay for group insurance for foster parents if MCFD won't. Is this part of the Strategic Priorities redesign recommendations? 	<p>ACTION enquire with Policy branch regarding existing policy that discusses security cameras in or around foster homes</p> <p>ACTION enquire whether medical and dental coverage for foster parents is part of the recommendation for the new system of care</p>

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	<p><i>Island (including expanded discussion)</i></p> <ul style="list-style-type: none"> • Discussion about 60-Day Notice. Will there be reimbursement for those who received notice prior to child leaving? <p>A foster parent has been denied relief for her medical treatment days. It's in the contract and they were refused. Should be receiving an email documenting the situation. New workers might not be aware of the process.</p> <p>Foster Parent ID Cards is still a hot topic. Foster kids receive an essential service so there may be a fund through another source. If there is an earthquake or fire, there is no ID for kids or foster parents. Sometimes kids make statements like "that's not my parent" and foster parents need something to show. BC Ministry for Public Safety may be a source of funding.</p> <p>Volunteer Care Agreements – no plan of care and no connection with workers on the Island.</p> <p>Campbell River Branch President and Secretary have resigned. The Board is moving the meetings around to do recruitment for the Branch.</p> <p><i>Coast Fraser (including expanded discussion)</i></p> <p>Mission Branch has a new President. There are empty beds in the Mission area. All are level 3 homes. Total foster homes down from 70 homes to 20.</p> <p>New manager at Mission MCFD office so communications are different than with the former manager. The foster parents are not receiving any advance information of changes. Fewer workers who don't take issues as seriously as they had.</p> <p>Mental health office is understaffed.</p> <p>Abbotsford Community Services have some funds for supports for foster parents and delegate is promoting BCFFPA.</p> <p>2 homes are in overage.</p>	<p>ACTION enquire with ADM for Service Delivery regarding payments for those who didn't receive appropriate 60-Day Notice after policy changed</p> <p>ACTION connect with BC emergency management and perhaps create a partnership between MCFD, Ministry for Public Safety and BCFFPA</p>
6. Ongoing Business	<p><i>Honorary Awards – Selection Process</i></p> <p>General discussion regarding new criteria so that the awards are more fairly distributed across the province and so that nominations come in from more sources than just provincial office.</p>	

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	<p>May 15th deadline for submissions <u>President's Tribute Award Criteria</u> <i>(Nominees don't have to meet all criteria; considered but not limited to...)</i></p> <ul style="list-style-type: none"> • Community and/or BCFFPA Board involvement • Demonstrated supportive characteristics for foster families • Network builder, increases capacity for support in the community • Positive relationships with MCFD and/or Delegated Aboriginal Agency • Letter of reference from MCFD or Delegated Aboriginal Agency <p><u>Community Ally Award Criteria</u> <i>(Nominees don't have to meet all criteria; considered but not limited to...)</i></p> <ul style="list-style-type: none"> • Demonstrated support of and significant contributions to the fostering community and BCFFPA's work in the community • Genuine rapport with foster parents • Contributes to teambuilding amongst those who work in the fostering community and foster parents • Communicates positively about and within the fostering community <p>Criteria and submission details will be sent by email to members and posted on the website. Effective immediately.</p> <p><i>Camps for Kids Accessibility</i> Currently members have access to a \$300 bursary. Non-members are requesting access as well. Discussion regarding qualifying criteria and how to structure access to non-members.</p> <p><i>AGM Workshop Topics</i> Vanessa LaPointe is booked to present and we need to finalize the topic. Aldon Habacon will speak on Diversity. There are no MCFD workshops this year – space is limited. If Strategic Priorities needs some time with foster parents we could potentially do something right after the AGM. We can also make a table available for them.</p> <p><i>AGM Fundraising</i> The post-AGM 2018 survey indicated that all appreciated the Friday night free and prefer a dinner/dance on Saturday. The cost of the wine draw should increase as it went fast last year. May add a ring toss event – 3 chances for \$5. Discussion about other ideas. <i>(Bring forward for further discussion later.)</i></p>	<p>ACTION criteria and submission details for both honorary awards will be sent to members and posted on the website</p> <p>MOTION to allow for a limited lottery for Camps for Kids annually. Depending on funding, to provide up to 4 non-member foster parent households a bursary of \$150 each. Same submission criteria and deadline would apply.</p> <p style="text-align: right;">Tanya/Kevin</p> <p>ACTION distribute email and website information about non-member access to Camps bursaries in March.</p>

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	<p><i>JCW Bursary</i> Perhaps shift the focus to leadership rather than writing to see if there is more interest. Make the bursary available to ALL kids in a foster home rather than just foster kids.</p> <p><i>Potential Statutory Holiday – September 30th</i> A potential new stat holiday may cause conflicts with our AGM date plans. Consider this in future dates. Our current Bylaws state that we need membership votes to change the month from October. Bylaw revision is underway.</p>	<p>ACTION discuss with Russell Pohl regarding next steps</p>
<p>7. Presenter – Eli Mina</p>	<p><i>Friday, February 22, 2019</i> <i>Board Training by Eli Mina, Consultant</i> <i>Topic: Meetings, Rules and Effective Decision Making</i></p> <ul style="list-style-type: none"> • A full Board offers a balanced perspective. • Everyone should be working together (feels like a canoe) versus having one person calling the shots (feels like a train). • The President is the chief defender of the process. • How does oversight happen for Board positions? • Goal of membership is engagement with community reflected in votes and membership numbers. • Fan out in the province to consult with the members to engage more interest. • Proposing versus opposing – cultural transformation is solutions focused and stimulates vibrant relationships. • BCFFPA’s ambassadors need to give BCFFPA’s message to the community. • Priority is cultural transformation. • Abolish negativity through messaging at AGM – take positive message forward. • Start with the branches who are our “internal allies”. • Together Everyone Achieves More (TEAM) • AGM proposed resolutions are not binding. • Need to vote on specific wording for motions. • Can divide motions into two parts or topics. • Inform people of the rules of engagement at the beginning of meetings. • Governing versus working Board: <ol style="list-style-type: none"> 1. General guideline is who gives direction to the staff. 2. If there is an ED, then the Board shouldn’t be involved in the day to day office details. 3. Governing Board has a balcony level view. • Spend time wisely and consider time management against investment so that people get as much value as possible from a meeting. • Deal with biggest issues – small issues can wait. • General rules of Board processes to adhere to: 	<p>ACTION create clear job descriptions for all Board positions</p> <p>ACTION investigate the possibility of a Board liaison for the provincial agencies (AFABC, IPS)</p>

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	<ol style="list-style-type: none"> 1. Treat the process as though it's your friend. 2. Follow the process. 3. Others understand the process. 4. Defend the process. 5. Keeping to process keeps you out of trouble. <ul style="list-style-type: none"> • Evaluations on roles and meetings should be completed regularly. • Enemies of effective decision making: <ol style="list-style-type: none"> 1. How to work with those who are silent? Silence (not meeting domination) is enemy number one. 2. No first and second class citizens in a meeting. 3. Ask for any dissenting views if conversation is mostly positive. 4. Not acceptable to block input by placing obstacles in the way. 	
<p>3. Fund Development and Outreach Summary and Discussion</p>	<p>Anita provided a summary of grant application submissions and 3 recently approved grants.</p> <p>Discussion regarding messaging for Outreach. Will continue to present to service clubs. Need a foster parent co-presenter in the region of the presentations in consideration of the overhead cost for the presentations.</p> <p>Educational presentations to build fostering awareness and as a recruitment tool. Present to teachers, PACs and during Pro D Days, police and the legal field.</p> <p>Vendor discounts. 217 vendors are being contacted to see how many more discounts we can secure for foster parents in the province.</p>	
<p>4. Solutions Program Summary</p>	<p>Annette, Dianne and Julie are all working on the final revisions for the pilot of the new Solutions Program volunteer training. Training will take place in Chilliwack in the middle of March with foster parents from Mission, Abbotsford and Chilliwack. The participants will provide critical feedback. Office staff will be attending as well.</p> <p>Support cases that should be handled by Indigenous Perspectives Society are migrating to BCFFPA. Discuss this situation with IPS. If they are unable to manage them discuss billing as they have a budget to provide this service.</p> <p>Discussion regarding provincial and regional support services.</p> <p>Annette could use additional staffing and capacity to support the program. Currently has 26 support cases.</p>	<p>ACTION post the Advocacy article on the website and send to members.</p> <p>ACTION copyright the Solutions Program Manual and training materials</p>

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	<p>Need to identify what the social worker trainings include regarding working with foster families.</p>	
<p>5. Ongoing Business (continued)</p>	<p><i>Provincial Branch Conference Calls</i> Change the call frequency to bi-monthly as attendance has dropped significantly. Sending out call reminders and asking for agenda items. The calls take place on the 2nd Monday of the month.</p> <p><i>Foster Parent Rights</i> The revision is currently in draft form. We will be meeting with MCFD in April to launch the conversation about revisions and support for making this document enforceable. This could be done through a Memorandum of Understanding if not through legislation.</p> <p>Can we seek another legal opinion about how to make the Rights enforceable? This belongs under administrative fairness. Foster parents should not experience a sanction or punishment as a result of advocating for children. Social workers who haven't worked in the resources area aren't aware of what is in a foster parent's contract.</p> <p>Perhaps create a "who's doing it right" tracking system. For instance, in Campbell River, the foster parents receive a brown envelope full of information about the child when they change placements. In other areas there is no information provided for a period of time and you just have to figure it out.</p> <p>MCFD is meeting with bio family and some are saying that foster parents shouldn't be included in the meetings. (Williams Lake area)</p>	<p>ACTION bring forward for May F2F meeting</p>
<p>6. Mission, Vision, Belief</p>	<p>Discussion regarding updating BCFFPA's mission, vision and belief.</p> <p><u>New Mission Statement:</u> <i>To represent and support all foster parents who provide quality in-home family care in BC.</i></p> <p><u>New Vision Statement:</u> <i>Supporting children and youth to reach their full potential through exceptional care.</i></p> <p><u>New Belief Statement:</u> <i>Supported and resilient caregivers raise empowered children and youth.</i></p>	<p>MOTION to accept the new wording of our Mission statement. Julie/Jeanette</p> <p>MOTION to accept the new wording of our Vision statement. Jeanette/Chad</p> <p>MOTION to accept the new wording of our Belief statement. Julie/Tanya</p>

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7. Strategic Plan	Reviewed the status of our strategic plan and moved some priorities around.	
8. New Business & Parking Lot	<p><i>Laptop for ED</i> ED has been using her personal laptop for travel for the past 4 years. A BCFFPA laptop could be used for both desk and travel allowing the current desktop to be an upgrade for someone at the office.</p> <p><i>Desktop Publishing Course</i> ED has purchased a “classroom in a book” to upgrade her desktop publishing skills for InDesign.</p> <p><i>Next F2F Board Meeting</i> May 23-25 is F2F in Kamloops. Anita and Annette will both attend next Board F2F. May try to coordinate a Solutions Training in Kamloops prior to the May F2F.</p> <p><i>AGM 2021</i> Kamloops is preferred. Lower mainland guest room costs for venues appropriate for the size of our AGM have become very high and foster parents will have a challenge with the prices. Will need to move the date in 2021 to avoid the potential September 30th new statutory holiday.</p> <p><i>AGM Fundraisers for 2019</i> 50/50s 6 packages – ticket sales Bucket draws Start the banquet early</p> <p><i>Community Level (unpaid/non-voting) “Membership”</i> Unpaid “membership” reflects an entry of foster parent’s information in our database and includes:</p> <ul style="list-style-type: none"> • Newsletter • ID Card (future service) • Any provincially distributed discounts that are specifically for all foster parents • Camps for Kids lottery • Solutions program access • Health Insurance access • Rider Insurance access 	<p>MOTION to approve \$2500 budget for purchase of laptop and associated accessories for ED. Julie/Tanya</p> <p>MOTION to approve \$1500 budget for education towards skills upgrade for ED. Julie/Tanya</p> <p>MOTION to promote unpaid and non-voting Community “membership” providing access to a selection of perks and services. Chad/Julie</p>
14. Next Meeting	March 19 th , 2019 via conference call.	
	Meeting adjourned at 3:00 pm.	