

<b>Federation of Foster Families of Nova Scotia</b>		
<b>Board Meeting</b>		
<b>Courtyard by Marriott 35 Shubie Drive Dartmouth, NS B3B 0G2</b>		
<b><u>Friday, May 27, 2022</u></b> 6:00 pm – 9:00 pm	<b><u>Saturday, May 28, 2022</u></b> 9:00 am – 6:00 pm	<b><u>Sunday, May 29, 2022</u></b> 9:00 am – 12:00 pm

## Minutes

### Friday

**6:00 pm**

**Start Meeting**

Welcome, Attendance, Review Team Agreement  
Everyone except Cindy, Lloyd (arrived ~6:30 pm) and Evelyn (arrived ~7:00 pm)

**6:05 pm**

In camera session

### Saturday

**9:02 am**

Welcome & Attendance all in attendance except Cindy

Western Region – Lloyd Sweeney & Rob Richardson  
Northern Region – Carolann Zegray & Mary Ann Burke  
Eastern Region – Sheila Hill & Evelyn MacInnis  
Central Region - Marina Keeping & Patricia Cain  
African Nova Scotian Reps - Iona Smith & Anita MacMillan  
Mi'kmaw Reps - Darlene  
Staff Gary & Denyse

**9:05 am**

**Approval of Minutes with Clarification from last meeting**

*Moved by Sheila, 2<sup>nd</sup> Darlene*

Clarification about where questions for Mockingbird should go?

If a question relates to the rollout in Nova Scotia, they should go to Gary so that he may reach out to DCS first.

**9:25 am**

**Approval of Agenda with Amendments**

*Moved by Carolann, 2<sup>nd</sup> Anita*

(Additions: Training, Decision regarding consultant, decision regarding bylaws, board emails, mailouts for AGM, board meetings, direct billing at hotels, breakfast at hotels, who's on each committee, board calendars, general membership, schedule for roadshow, survey ABSW, time for Ellen's survey)

**9:31 am Approval of Financial Reports**

*Not approved, defer pending further clarification, moved by Anita, 2<sup>nd</sup> ?*

**9:32 am Approval of ED Report with Clarification**

*Moved by Anita, 2<sup>nd</sup> Iona*

Questions regarding what the meeting with Debbie and Georgeina was about? It was regarding training and the recruitment of new trainers, some trainers have left and we greatly in need in certain areas.

What was the meeting with RBC about? "Because you care" money and what we are allowed to do with the interest. How can we maximize the amount of interest this money is earning?

Board would like to see more detail including what topics were discussed at meetings and any decisions that were made.

**Old Business:**

**9:45 am 1. Website Traffic (Update)**

Rose spoke to the webmaster and tracker was added was added to the website. She would like to know what specific pages, numbers do we want to track. One suggestion was how many people are looking at training. Discussion about concerns with the Federation website not being current or containing enough information. The section with board meeting minutes was last updated January 2020. The board would like to see all event dates added to the website such as when board meetings are, association meetings, peer support meetings, etc.

Federation had received direction from DCS to send more notices out by email. Some concerns were brought up that there are older foster parents that are not proficient at using the website. Suggestion was made to go back to paper mailouts, and people can opt out of paper if they choose.

Discussion about DCS website. Rob brought up to Georgeina that the information sessions are not being updated on the DCS website. Board members would like to have the list of information sessions that are going on in the province.



There was a discussion about Anita coming to support group meetings in the city for African Nova Scotians. No other foster parents in CB have self identified as African Nova Scotian. Most are located in Central, and she should have the opportunity to attend some meetings and meet people face to face.

**10:08 am**

**2. New Position (Update)**

There is a higher number of allegations with African Nova Scotian foster parents highlighting the importance of having a designated position. Concerns that a lot of social workers don't understand the African Nova Scotian community. Position was posted three times. There were some applicants who were not qualified (did not have social work degrees). Gary sent the job posting to Cyndi Hall at Dal School of Social Work and the ED for ABSW. The office finally received a resume from an applicant that has a social work degree. Gary has the questionnaire that was used for when Jill was hired but that will need to be adapted somewhat to the designated position. Iona and Anita will be part of that. Discussed Anita coming to city in September to meet with the support group.

**10:30 am**

**Break**

**10:45 am**

**3. Survey Update** (Ellen will be joining the meeting until 11:30 am)  
Presentation lasted until 12:00 pm

**12:00 pm**

**Lunch**

**12:30 pm**

AGM (Official AGM minutes to follow)

**2:30 pm**

AGM Ends, Break (Refreshments)

**3:25 pm**

**Discussion about AGM meeting**

Numerous technical issues and many were upset that DCS was not taking questions immediately after the presentation.

**3:33 pm**

**Election of Executive.... Chair, Vice Chair, Treasurer, Secretary**

Chair -> Rob Richardson - Acclimation

Vice Chair -> Mary Ann, Acclimation

Treasurer -> Patricia Cain, Acclimation

Secretary -> Carolann Zegray, Acclimation

**3:45 pm**

As the new chair, Rob took over facilitating the meeting.

#### 4. HR Policy (Update)

Committee members are Mary Ann (Chair), Anita, Patricia, Cindy, Iona, Lloyd

HR Policy -> committee will meet in the morning

There is a meeting scheduled for June 24<sup>th</sup> to discuss the new HR Policy but that will have to be changed.

#### 3:53 PM – New Business

**Training:** Any training in Mi'kmaw region, should be listed as Mi'kmaw instead of saying Northern if in Millbrook for example. In pamphlets show as Mi'kmaw region and which geographical region. Note that training is open to Mi'kmaw and non-Mi'kmaw foster parents.

**4:04 pm Decision made that we no longer require Wendell as a consultant**

Gary will call to let him know. Rob and Gary will talk.

**4:07 pm Bylaws**

Decision to revisit Bylaws, should this be a standing agenda item?

**4:08 pm Use Private emails again?** Could Board email Rob with email they want to use. Gary will let staff know. Update website with emails and new executive.

**4:11 pm Mailouts for AGM** -> switch back to paper, they can opt out of paper.

**4:12 pm Perpetual Calendar - ?**

**4:13 pm Needing a credit card for hotel?** Nothing can be done for that

**4:13 pm Policy - gifts for retired board members** There used to a plaque given out, makeup list of past board members that weren't recognized during covid. They were given out during the AGM in past years. Should we invite past retired members to be recognized at the next AGM. These would include Pat Norman, Rose Anne Wright, Ethel Wentzell, Joy Sweeney, Wendell Fraser, Bill Hill

Side note...it was stated that Bill still has a copy of the original policy binder at home.

**4:20 pm Working from Home** – Some feel staff should not be working from home as we do not have a policy regarding that currently. Work from home was covered by the Emergency Health Measures during covid. Gary was asked if he feels working from home is going well. He stated that all of the work is getting done. The staff is currently working from home 3 days a week/in office 2 days rotating coverage and can all be reached. Also, DCS is still working from home part of the time. Question about what happens when Denyse is on vacation and who checks the

main line. It was stated that as always, another staff member checks the voice mail. It was also pointed out that voice mail for the main line will be reached if Denyse is on another call, in the bathroom, on lunch etc. and does not mean she is not working. All calls are followed up on in a timely matter whether staff is working from home or in the office. Topic was tabled for further discussion later.

**4:30 pm**      **Breakfast** – Board would like breakfast brought in for meetings if possible.

**4:33 pm**      **Redesign Town Hall**

Gary shared the schedule for the roadshows was asked to see which board members could attend which roadshows.

**June, Tuesday 14<sup>th</sup>**

Eskasoni	?	
Yarmouth	Morning	Rob, Lloyd
	Afternoon	Rob, Lloyd
Argyle	Evening	Rob

**Wednesday, June 15<sup>th</sup>**

Annapolis Royal	Morning	Rob?
Annapolis Royal	Afternoon	Rob?

**Thursday, June 16<sup>th</sup>**

Port Hawkesbury	Morning	Sheila?
Port Hawkesbury	Afternoon	Sheila?
Kentville	Morning	Rob?
Kentville	Afternoon	Rob?

**Tuesday, June 21<sup>st</sup>**

Amherst	Afternoon	?
Amherst	Afternoon	?
Dartmouth	Morning	Iona?
Dartmouth	Afternoon	Patricia?
Dartmouth	Evening	Marina

**Wednesday, June 22<sup>nd</sup>**

Amherst	Morning	Carolann?
Truro	Afternoon	Mary Ann?
Truro	Afternoon	Carolann?
Halifax	Morning	Iona?
Halifax	Afternoon	?
Halifax	Evening	Marina

**Thursday, June 23<sup>rd</sup>**

New Glasgow	Morning	Carolann
New Glasgow	Afternoon	Mary Ann?

Bridgewater	Morning	Rob
Bridgewater	Afternoon	Rob
Liverpool	Evening	Rob

Board Members were wondering about session in Sydney and Guysborough. Also felt that Central us a little underrepresented with the number of foster parents living there. Gary will ask about additional sessions. Board members would also like to know what the will be about what they can say. Rob will contact DCS about the AGM. Why were workers allowed to ask questions and foster parents were not?

**4:55 pm ABSW Survey** - DCS asked that Iona and Anita contact African Nova Scotian foster parents and ask them to fill out the survey. Question about whether it can be sent out as a paper copy. Right now, it's only on the website.

**5:00 pm – RBC “because you care”**

What can we do with the interest that is left over and how can we earn more interest?

**5:03 pm – Motion to end meeting for today by Patricia, 2<sup>nd</sup> Anita**

Minutes taken by:  
Denise Hackley