

Federation of Foster Families of Nova Scotia	
Board Meeting	
Maritime Inn	
717 Reeves Street, Port Hawkesbury	
<u>Friday, April 29, 2022</u> 6:00 pm – 9:00 pm	<u>Saturday, April 30, 2022</u> 9:00 am – 1:00 pm

MINUTES

Friday

6:30 pm Redesign presentation by DCS Staff (Wendy Bungay, Kathleen Rogers, Alex Musial) and guests from Mockingbird (Haley and Jeff)
 Regrets: Georgeina MacKinnon and Iona Smith

7:00pm Haley and Jeff from Mockingbird
 Introduction to Mockingbird: Founded 2004 by Jim
 First one piloted in 2004 in Seattle
 94% continue to foster in hub
 6-10 satellite homes
 56 markers to check for success
 How would this look in a natural family?
 Hub holds 2 beds...planned respite or emergency, host monthly gatherings, ideally hub home would take all children for respite
 Question: Who picks which hub you are in?

Questions for Board:

What are some of the goals of DCS right now?

Recruitment and retention, not seeing many younger people wanting to be foster parents, at a crisis point...years of band-aid solutions, now ready to make some big changes

Constellations will take a while to set up to make sure homes are matched well, recruitment part of gatherings, in beginning the distance may be more of a barrier.

Respite is worked out between homes....no need to contact social worker for each visit, "contract" agreed to ahead of time. May have a shared calendar.

Start with two hub homes, staff need to learn new ways of doing things, 6months to a year for training, testing protocols, overwhelming for workers to have more homes to look after, start small to make sure it's done right.

44 of 56 mandatory fidelity markers...for the agency to track
One year later meet with all of the satellite homes to see how it is going
Do you feel supported? 6 months is shortest time to train hub home.
Mockingbird will have templates for protocols and examples.
1 week immersion training, going to Seattle, meet with hub homes, etc.

Saturday

9:00 am

Attendance:

Western – Lloyd Sweeney & Rob Richardson
Northern – Carolann Zegray & Mary Ann Burke
Eastern – Evelyn MacInnis (signed off at 9:30) & Sheila Hill
Central – Marina Keeping & Patricia Cain
Mi'kmaw – Darlene Arseneau & Cindy Poulette (arrived 9:15)
African NS – Anita MacMillan
FFFNS Staff – Gary Landry & Denyse Hockley
Regrets – Iona Smith & Wendell Fraser

9:02 am

Welcome/ Review Team Agreement/ Review Today's Agenda

Everyone is asked to raise their hand if they would like to speak so that only one person is speaking at a time. Everyone is asked to send questions for Mockingbird to Federation instead of individually emailing them. Gary will send questions to Mockingbird once every week or two.

9:10 am

Discussion about last night's presentation

There are some questions about block funding roll out versus roll out of hub homes. Is the block funding separate from the hub homes? Board members have been asked about redesign. They should tell people to attend the AGM to find out more information.

9:23 am

Approval of Agenda - Moved by Darlene, 2nd by Carolann

9:24 am

Approval of Minutes of Last Meeting – Moved by Carolann, 2nd by Patricia

9:25 am

Approval of Financials – Moved by Anita, 2nd by Sheila

9:27 am

Approval of the ED Report – Moved by Anita, 2nd by Carolann

9:30 am

Equipment for Virtual Meetings (addition to agenda)

FFFNS will look at ordering a teleconferencing speaker/mic to make it easier for those attending virtually to hear.

- 9:32 am** **New Office Space (update)**
All of the furniture has been ordered and should arrive by the end of month, but there may be delays due to covid. Once furniture has arrived, we will start to look for multicultural art/decorations for the space.
- 9:34 am** **Training Update**
FFFNS has asked for an increase to the honorarium trainers receive. Debbie sent report to DCS highlighting the last time it had been increased which was several years ago. DCS agreed to allow the FFFNS to use the training budget surplus to increase the honorarium. It will be increased by \$25 for each category. Hopefully this will help with the recruitment of new trainers. It was noted that some feel the process to vet new trainers is too long.
- 9:40 am** **Information Sessions (addition to Agenda)**
DCS website is not being updated regularly and some of the board members aren't aware of what/when they are.
- 9:51am** **New Position**
FFFNS advertised twice for the new position but didn't receive any qualified applicants. It has been posted again. It will be on Career Beacon for 30 days. It was emailed to all foster care workers.
- 9:53 am** **Website Traffic**
We are not able to track that right now, but Rose will look into it.
- 9:55 am** **Break**
- 10:10 am** **Survey Results**
Ellen arrived to discuss results of Education Survey. There were 169 link clicks, 50 times the link was clicked and people only went as far as the first page, there were 88 actual replies which equaled about 18% of the foster parent population. A copy of the results was handed out to all board members. All regions were well represented. Board members were given 10 minutes to review the results and then they were discussed as a group.
Questions from Ellen:
1. What stands out to you?
Issues with/caused by trauma, consistency with placement, feeling safe and comfortable in school. Foster parents are doing a lot for the children. Social workers ask about school, but it doesn't feel like it's a priority. Also noted that there is concern that there are not enough EPAs to help all the children that need it. There is a lack of resources after grade 12.
 2. What do you see as potential priorities?
An area that needs to be a priority is help for children after grade 12 and with transitions to adulthood.
 3. What other charts/data do you want to see?
Breakdown by years of experience

- 11:30am Using Past President as a Consultant**
Wendell's position as past president is ending in May. Gary advised Wendell will continue as a volunteer consultant throughout the remainder of the redesign meetings. This position will be a non-voting one for board matters. Discussion about whether this can be a virtual position and that there should be an agreement in writing as to what this position covers and what the Federation will reimburse (i.e. travel expenses).
- 11:37 am Childcare for Board (over 12)**
The Federation will reimburse childcare for children over 12 (that still require childcare) so that the board member can attend meetings. Usually, this type of expense would go through the children-in-care worker.
- 11:40 am Board Emails**
Reminder to read them regularly and respond if there is a question.
- 11:48 am HR Policy**
Discussion about new draft HR policy. Some board members were not aware of this being updated. George Savory was hired to write it and there were several errors that needed correcting. Staff was unaware of this being updated at first and were not happy with the new draft policy. The first draft was ~130 pages compared to the old personnel policy that was only about five pages. George has offered to make changes at no additional cost. There is a meeting on May 9th with him, Gary, Fergus, and Marina. Someone from the HR committee will attend. The staff will see the next revision before it is adopted. HR committee members are Anita, Patricia, Mary Ann, Iona, Cindy, Lloyd, and Wendell. Patricia will see if she is able to attend.
- 12:15 pm AGM Weekend**
Friday, May 27th – board meeting 6-9
Saturday, May 28th – board meeting 9-12, AGM 1:00-3:30
Sunday, May 29th – board meeting 9-12
Location is the Courtyard Marriott in Dartmouth Crossing
- 12:25 pm Launch**
Will probably be held at Brigadoon Village, but the location hasn't been finalized yet. The board will meet that weekend.
- 12:30 pm September Board Meeting (16th & 17th)**
Should we have a meet & greet on Saturday evening?
- 12:35pm Redesign Recap**
More discussion about redesign and presentation from last night.
Questions for DCS:

1. The board would like clarity on block funding...is it directly linked to pilot of hub homes? Which fiscal year ending will it be fully in place? Block funding is a priority.
2. The board would also like clarity around the anticipated timeline? Mockingbird timeline is different than DCS timeline.
3. How closely do they have to follow the Mockingbird model?
4. What is DCS paying Mockingbird?
5. Will dollar amounts be given out at the AGM?

It was noted that DCS staff will be in Seattle next week taking part in immersion training.

***Also noted that any financial information about block funding that the board has been privy too is still confidential and not to be discussed with anyone.

12:53 pm **Meeting Ended**
Moteded by Rob, 2nd Lloyd

Denyse Hockley