

**Foster Parents Society of Ontario**  
**Active Statement of Goals and Objectives 2010**  
**Updated November 2010**

*\*\*\*All new additions of information from the November 2010 Director's session will show in Blue italics\*\*\**

***\*\* Items in green font bold italics are completed and will not appear on the next addition of the active statement of Goals and Objectives\*\****

Abbreviations used within this document include:

FPSO = Foster Parents Society of Ontario  
EC = FPSO Executive  
E&CC = Executive and Committee Chairpersons  
D&A = Development and Advocacy Committee  
Nom = Nominations Committee  
O&S = Operations and Services Committee  
G&P = Governance and Policy Committee  
Cc= Conference Committee  
OACAS = Ontario Association of Children's Aid Societies  
On Lac = Ontario Looking After Children  
SAFE = Structured Analysis Family Evaluation  
PRIDE = Parenting Resource for Information Development and Education  
PART = Partners in Research and Training  
ASGO = Active Statement of Goals and Objectives  
AGM = Annual General Meeting  
CAS = Children's Aid Society  
FPA/FFA = Foster parent Association/Foster family Association  
CFFA = Canadian Foster Families Association

November Director's Session attendance

Executive and Committee Chairs, (November, 2010)

Present: Cecile Brookes (President), Mary Burnett (1st vice), Joy Cole (2<sup>nd</sup> vice), Barbara Ptashynski (secretary), Leonard Paquette (O&S Chairperson), Vanessa Milley (G&P Chairperson), Karen Starling (Cc Chairperson), Ed Church (D&A Chairperson) Teri Johnstone (Treasurer), Shelly Deane (Chairperson Nom.)

Full Board Meeting (Thursday Day, Sunday Morning AGM)

Present: Cecile Brookes (President), Mary Burnett (1st vice President), Joy Cole (2<sup>nd</sup> vice President), Barbara Ptashynski (Secretary), Leonard Paquette ( O&S Chairperson), Vanessa Milley (G&P Chairperson), Shelley Deane (Nom. Chairperson), Dave Terrington, Ed Church (D&A Chairperson), Gena Morrow, Janet Reid, Denis Bosivenue, Ann Dafoe, Richard Porter, Marian Taylor-Gerry, Teri Johnstone (Treasurer), Judith Clarke, John Dykstra, Ella Kobyłka

Absent Dee Duvall

Absent Saturday and Sunday Shelly Deane

Absent Sunday only Ann Dafoe

The Foster Parents Society of Ontario had established a fundamental strategic plan which will be reviewed bi-yearly after each President's and Director's meetings so that the FPSO Board of Directors continues to ensure that we are working on meeting the requirements as outlined in the sections of Capacity Building, Community Partnerships, Infrastructure, Resource Development and Organizational Development.

The Foster Parents Society of Ontario will prepare and publish a Statement of Goals and Objectives for 2010 with items tasked to each of our committees to ensure that we are meeting the objectives of the FPSO fundamental strategic plan. We will be sending this updated "Active" Statement of Goals and Objectives (ASGO) to all Foster Parent Association presidents after each of our FPSO Board of Directors meetings prior to the minutes which need to be approved, this way everyone will be informed, you are encouraged to share this document with your foster parent association members. This updated Active Statement of Goals and Objectives will also be available on our website following the FPSO Board of Directors Meeting.

## Action Plan

### 1) Capacity Building

- The Bylaw subcommittee is working on this year's bylaw recommendations. *The Bylaws work will be presented for the June 2011 AGM.*
- Contact with the FPSO Lawyer:
- G&P chairperson is continuing to work with our lawyer, to gather understandings that will help build policies and guide functions of the Board,
- **The permanency Booklet was reviewed by an independent lawyer who has experience with family law.**

- The Bill of Rights is currently with the lawyer, to gather legal perspective before we meet with the commission. **FPSO Delegates met with the Commission, and shared the Bill of Rights Draft along with other prepared documentation, (posted on the website).**
- Directives/Policies – With input from our member Presidents the board recognizes the need to have copies of ministry directives for our member Presidents. The G&P committee will be gathering the ministry directives members are interested in and developing a quick reference guide to the directive. These will be posted together on the website. We are hoping this will support discussions between FPA/FFA Presidents with their agencies at the local level. *G&P has completed the work regarding the Foster Home Annuals, and the Plans of Care Documentation, and as the other specific policies in question are finalised, a package will be assembled for distribution, as well as appropriate letters sent to lobby for needed changes.*
- **The OCBE Directive and quick reference are completed and posted on the Website.**
- Records storage: A proposal from “Securit” a records storage facility was passed by the Board for Directors to utilize the facility, to store our historical records. The move of the archives into storage with “Securit” will take place when FPSO has more discretionary funding.
- Communication
- Directors will continue to make formal and informal contact with FPA/FFA’s with a view to developing relationships with all member and non member associations.
- FPSO has developed a formal process to ensure two way communications from regions including input from presidents for agenda items, during Presidents meetings sufficient time is set aside to deal with pertinent issues as well as asking each zone for their 10 most important items.
- FPSO will continue to formally support the regional zonal meetings.
- Ensure that any pertinent and relevant information regarding fostering is sent to FPA Presidents – G&P.
- The process of communicating the actions of the Board, as well as the work of the committees, has been greatly improved by the development of the ASGO, and the new policy to send it out as updated, following each directors meeting.
- *FPSO received a response from the ministry thanking us for our input towards their process of reviewing the CFSA.*
- Safe Guarding – FPSO is seeking an update on the safe guarding manual and will seek permission from the original author, Cecile will look into this.

## 2) Community Partnerships

- Address concerns re: use of SAFE tools – Exec. and G&P
- We are waiting on the arrival of a response from the California Consortium, regarding our concerns with the SAFE package.
- A letter is being prepared to go to the states and provinces that also use SAFE, the goal of the letter is to gather information regarding the other areas concerns about the document with the hope of combining our concerns and strengthening our push to have this package of information changed.(G&P)
- A letter is being prepared for any areas in Canada or the U.S.A. that was using SAFE and no longer are, or who evaluated the tool and declined to use it. The goal of this letter is to gain information regarding the reasons for the discontinuation of the tool, with a hope that this will help our intentions.( G&P)
- Legal Defence Fund- FPSO has one representative - Joy Cole and three representatives on the sub-committee.
- Bill of Rights - Address concerns of fostering community re working on preparation of foster parent Bill of Rights (Entitlements), to be presented to Ministry and OACAS hopefully for recognition that there needs to be an acknowledgement of foster parent rights embedded into policy decisions.
- Insurance riders – FPSO is interested to have copy of Alberta and B.C. insurance rider on damages to foster homes and property by foster children under the age of 18, to hopefully advocate for a similar rider here in Ontario - tasked to Gena Morrow, our CFFA rep, and we hope to have copies for March's director's session.
- Youth Leaving Care: FPSO is interested in partnering with the Ministry/OACAS to help build solution based programs designed to help the youth leaving care who do not qualify for community living, or a disability pension. We have a body of youth who just barely miss qualifying for these programs, they are very vulnerable to falling through the cracks of the system. With the near miss of matching the criteria for support, they are left unsupported yet they are truly not equipped to make it on their own. We are interested in partnering together with the provincial decision makers within the child welfare system, to develop a plan to help these kids.
- External committees Continue representation on the following committees: Training Advisory Committee, and External Reference Committee.
- Statistics – There is a need to know the statistical breakdowns of adoptive homes and kin in care homes. Perhaps we can get some of this information from the new PART tracking system.
- OACAS – *In October a meeting was attended by Vanessa Milley and Cecile Brooks to discuss with OACAS the current funding crisis in Child Welfare and*

*how it will be affecting not only foster parents and the children they care for but also what we can expect to see within the structure of the agencies we serve.*

- *Commission - In October a meeting was attended by Vanessa Milley and Cecile Brooks to discuss the current funding crisis in Child Welfare and how it will be effecting the direction of the work with the Commission.*
- *OnLac Data Review Workshop – Was attended by Vanessa Milley, during the workshop there was a presentation regarding KEEP, we are interested in gathering more information on this program, it looks promising for foster parents.*
- **PART** - Discussions regarding the how data is interpreted and shared, has been discussed with both OACAS, and leadership of PART, we have asked to be considered by the PART leadership in when they decide what areas of research they are going to pursue, and how their information affects our area of child welfare.
- **Recruitment and Retention** – There is an increasing number of long term and established foster homes with no children in them. Although agencies are still actively recruiting very little is being acknowledged about the vacancy rates and retention of foster homes. This is waste of trained resources. Survey may provide insights. Tasked to D&A and Board of Directors. Ongoing contingent on website development.
- *Child Advocates Office – FPSO was invited to send two delegates to the “There are no Wizards in Child Welfare” Book launch, this book is a compilation of various facets of the Sparrow Lake Project. The meeting was attended by Cecile Brookes and Vanessa Milley, the book (with permission) was copied for all directors. This was a very positive project, and FPSO was pleased to have been invited to attend.*

### **3) Infrastructure**

- **Capital Funding Initiatives** – Prepare Trillium Grant by March 31<sup>st</sup>, 2010 – O&S, D&A, G&P and E&CC.
- FPSO is pursuing Grant applications ongoingly; *currently we are waiting to receive an application from RBC.*
- **Pro Oil** – *FPSO has entered into an agreement where anyone purchasing an oil change at any PRO OIL establishment, they can have 15% of what they spent on their oil change applied to FPSO Fundraising.*

- Bursary awards for youth –*FPSO was declined the maple leafs grant.*
- Maintain FPSO’s cost effectiveness –with templates, variance reports tasked to O&S, EC, Cc & G&P.
- **Fundraising** – More community partnerships and a method for accounting, ordering on website such as books, cd’s etc that are relevant to fostering.
- Lottery 2011: Plans are in place to pursue a lottery for June 2011. Tasked to the executive committee, O&O and G&P.
- *Cookbook – FPSO is assembling a cookbook, to be ready for distribution at conference 2011, the books will be available for \$10.00 each, and every book sold by any FPA/FFA will earn \$1.00 for that local organization. The Cookbook has been designed to be an ongoing project each year, with the first addition being general cookery, and subsequent versions designed to recognize specialized interests or needs in meal preparation.*
- HILITES - The September HILITES (the bursary addition) are under way, the submission deadline is June 15 2010. This addition will also contain committee and zonal reports.
- *The Hilites will be available to the “Online” FPA/FFA’s at their request beginning with the Jan 2011 edition.*
- Website –Website has a new look and will continue to be updated with friendly options, links and resources.
- Website sub-committee has been assembled, and is working towards improvements to the website.
- *Tenders for the position of Webmaster will be received in the early New Year; details will be available on the website.*
- Q & A – FPSO is looking to develop a section of the website to house a question answer section, foster parents will be able to submit their questions, the questions will be forwarded to the appropriate person, then the answers will be posted on the website. (D&A).
- Training for website being looked into, (D&A) We are anticipating linking with OACAS, E-learning in the fall
- Digital PRIDE Training - A letter is being drafted to Bernie Gallagher (OACAS) to request OACAS grant the responsibility of providing digital PRIDE training to FPSO, with the goal of providing the training through our website. (G&P)
- Developing a website training: how the 40 developmental assets connect with the AAR, Plan of Care, and PRIDE competencies (D&A)
- An archive section is being prepared for the Website

#### 4) **Resource Development**

- Conference - work has begun for conference 2011
- Hotel contracts have been signed, for the next three years. This will help maintain conference costs.
  - *Corporate Report – Following each directors session, along with the ASGO, which contains an expansive update of FPSO’s activities, the Board agreed in releasing a one page Corporate Update, to help support presidents with a quick reference to the current Work of the FPSO Board (G&P).*
  - Trainer Database – Tasked to Cc outline to be sent to EC for review.
  - The Trainer database is underway with information on trainers that FPSO has used, as well as those who we have not yet used, but want to retain contact information for future conferences. This will be an ongoing process.
  - Sponsor Database – Continue to build two databases one for silent auction items for conference and one database in order to procure financial considerations for conference – Silent Auction Database to be tasked to Cc. Corporate Sponsorship letters and database to be tasked to D&A.
  - Zonal Groups – FPSO Board of Directors will continue to support the development of the four regional zones across Ontario.
  - Some of the zones have established zonal advocacy groups and some are in the process or doing so.
  - President will attend all Zone meetings again this year (2010)
  - *Permanence – A booklet has been prepared by G&P, and reviewed by a family court lawyer/judge, the booklet was distributed at the Nov Presidents Meeting, and will be inserted into the Jan addition of the Hilites.*
  - *Third Party Liability – FPSO has become aware in gapping of coverage for Foster Parents regarding Third Party Liability, letters have been sent to all Provincial CAS Leadership regarding the concern. We have already received back some responses. We arranged to have presenters attend the November presidents Meeting to share their personal experiences regarding how the coverage shortfalls are affecting them personally, as well as a representative from Cowan insurance, to fully explain the actual coverage, and how and when it works. Follow up letters lobbying for better coverage for Foster Parents will be drafted As Soon as Possible.*
  - *The Presentation by Cowan is available in hard copy by request.*

## 5) Organizational Development

- Strategic Plan – Development of strategic plan tasked to E&CC then approved by board of directors by January, 2011.
- *Motion Book – The FPSO/FPAO Motion book was reviewed in its entirety over the course of the summer, a number of active motions were presented to the directors for discussion and amendment, Some Bylaw adjustments from the historical motions will be prepared for June 2011 AGM. The cataloguing of the active motions and historically relevant motions will be catalogued for easy access.*
- *Accounting Firm - Collins & Barrow has been hired to be FPSO's new accounting firm.*
- *Fiscal responsibility – In light of the current economic challenges within the child welfare system, the FPSO board of Directors has made a number of cost containing measures to protect the financial stability of the Board.*
- *We have cancelled directors meetings for January 2010 & 2011, moving the March 2011 meeting forward to February.*
- *We standardized bursaries to \$300.00 per applicant.*
- *The September meeting will be limited to a workgroup meeting of E&CC*
- *We will be having a provincial lottery for 2011*
- *We continue to work on Grant applications*
- *We are assembling a cookbook, to support fundraising*
- Statement of goals and objectives for the year – Board of Directors by January, 2011.
- Solidification Plan to increase FPSO visibility with community stakeholders, procuring corporate support and sponsorship and to increase knowledge within our own fostering community
- This has been initiated on many fronts and will be a priority for the FPSO Board of Directors in the strategic plan for FPSO for the next three years.
- A Standard meeting agenda will be drafted by G&P, for approval by the board of directors during the Nov. Directors session. The standard agenda will be designed to help the consistent functioning of the board of directors.
- Meeting Planning – Although the Board of directors is minimising the Directors sessions due to fiscal restraint, the work of the directors will continue between meetings. The Board is also committed to maintaining two presidents meetings per year plus the meeting at conference.

- Comparative Grids – Data to be updated on website – Tasked to D&A. Need additional grids on relief so that FPSO can advocate for cola, consistency re mileage etc should cover all trips, holding rates, away days, cola etc. Waiting on the return of more grid data. FPSO has agreed that the grids will now be on a continual update status, so as each president sends in their information, the grids will be updated, this way the latest information received will always be available. Grid information will also be sent out with the president's meeting information package, in the hopes that more will be returned following the meeting.

Solidification Plan to increase FPSO visibility with community stakeholders, procuring corporate support and sponsorship and to increase knowledge within our own fostering community.