



# FOSTER PARENTS SOCIETY OF ONTARIO

*The dedicated voice of foster families in Ontario*

## HILITES

Conference Edition

It Takes a Village

June 2019

### PRESIDENTS MESSAGE

FPSO is pleased to announce that this year we will be hosting our conference at the Quality Inn Conference Centre, in Orillia, Ontario. The conference dates are September 18th to September 22nd, 2019. Your provincial association FPAO/FPSO has effectively represented the interests of foster parents in the province over the past 46 years.

In the present climate of child welfare, where the provincial government has and is continuing to make cuts many of which affect the work that we do. Some examples of where we are trying to obtain information is:

- Some agencies are finding that their budgets from the provincial government are being cut which has necessitated in some agencies having to lay off workers. "Advocates fear \$84.5 million reduction will put already vulnerable children at increased risk." ...The reduction includes a \$28 million cut to the \$1.5 billion the province gives 49 children's aid societies in Ontario, increasing concerns about the ability of agencies to serve and protect vulnerable children. The cut comes as 18 child protection agencies struggle with deficits totalling more than \$12 million. Toronto Star May 23, 2019 article by Sandro Contenta".
- In 2018 a major change was made to what was formerly deemed a crown ward meaning a child in long term care of the province to that child being an enhanced ward of an individual society.
- The province has created two new aboriginal agencies one that spans Eastern Ontario and many of the Central region agencies and the other agency will be across South Western Ontario. These agencies will service all aboriginal youth in care in those areas which may mean a foster parent currently providing care to an aboriginal child moving agencies to continue caring for the youth in their homes. In some instances, there may exist an inter-agency agreement where the current agency supervises remaining in the current foster home however, the aboriginal agency will be the decision-making agency. There was a decision many years ago that any new foster parent who was not grandfathered cannot foster for two agencies in the province of Ontario.
- The provincial advocate's position was eliminated in Ontario with many of its functions absorbed into other Ministry departments.
- The Ministry of Children and Youth Services and the Ministry of Social Services have merged into one agency which is now the Ministry of Children, Community and Social Services. Whether this identifies a future problem for foster parents in who have kept prior special needs foster children in their homes as adults remains an unknown as the host policy issued in 2017 specifies you are limited to two beds as a host family home (housing adult persons with disabilities) and that in any host family home only two people in the home may have developmental disabilities. This includes any youth that have transitioned into adulthood and due to developmental disability receive ODSP this also includes adoptive children, biological children or foster children, who may also have developmental impairment.
- Foster parents in this country have historically adopted 58% of all children available for adoption in this country. The Ministry of Children and Youth Services a few years ago introduced adoption subsidies to increase the number of children that were adopted in this province. These subsidies have been financed 75% by the ministry and 25% by the Children's Aid Societies in Ontario. The provincial government has reversed this amount of funding so that they are now only paying 25% of the subsidies with the Children's Aid Societies paying 75%. The adoption subsidy contracts are between the Children's Aid Society and the adoptive parent and must be honoured. However, there exists only one pot of monies with no increases to the agencies to cover this cost and as adoption subsidies are reviewed yearly will this effect changes in amounts or for how long the subsidy will exist.

- There has also been a philosophical change in child welfare as you may have heard of the terms “Journey to Zero” or “Admission Prevention” and “Attention Prevention.” This change, has already impacted children in group homes being removed and returned to family or foster care. The intent of this decision would be that children would prosper better if not in care. An example of this could be a crown ward goes back to live with biological parent and agency puts the child on extended care and maintenance where that child would then pay rent to his biological parent and retains the difference in money. If that option of family is not available, many are being returned to foster care, the challenge for foster parents is that there are substantial differences as to a treatment child and as some of these children or youth have substantial developmental and or behavioural challenges and without the adequate supports could strain a foster home.
- FPSO is concerned whether the current child welfare provincial system where the data is held by multiple agencies can begin to track and analyse the data in the following manner:
  - That Ontario would be able to track an individual child throughout the system even when they had been a foster child then adopted and the adoption broke down and the child returned to care in a different agency.
  - Collaboration and tracking with multiple agencies whether this policy has any effect on homelessness whether an increase or decrease of the younger youth in care.
  - Foster parents are finding progressively more challenges with the numbers of young people who are in care due to parental opioid abuse, or challenges with young people themselves who are using opioids. Some of the behaviours connected to this risk are extreme and complicated for the foster parents who care for these young people. (“One children’s aid society Brant Family and Children’s Services, has struggled with deficits that forced the layoff of 26 workers in March, in a community facing perhaps the worst opioid addiction epidemic in the province. ... “When governments cut child welfare services (managers, front-line staff and support services), children ultimately die or are allowed by society to live in unbearable violent and neglectful conditions,” Andy Kostner wrote...Toronto Star, May 23rd, 2019 by Sandro Contento.)
  - Developmental assessments in the very young children that are not reaching their milestones are crucial and we all know expensive but foster parents are reporting that obtaining either development and or psychological assessments is a problem. These assessments are crucial to ensuring that an individual child receives the services and supports that can help them reach their full potential. Recognition that timely assessments are necessary for the children who are not reaching their milestones in order to support these children. Adequate provincial funding should be given to agencies to adequately fund this need.
  - In the event of children being returned to their biological family that they had been removed from whether substantial change in environment had been made or not and where children who were not admitted into care the files closed whether there will exist a system in the judicial system that would be able to track if there had been CAS involvement previously in a child’s death. Our concern always as anyone who chooses to foster is the “well-being” of a child.
  - (“Kiaras Ghardabaghi, director of Ryerson’s University’s School of Child and Youth Care, denounced the cuts as implemented without consultations.” They are cuts that have no interest in making the system work better for kids and families,” he said in an interview after reviewing the OACAS document. “This sector requires a different approach,” Gharabaghi added. “It’s one where young people die by violence, by suicide by neglect. It’s not the same as increasing class sizes in schools to save some money.” Toronto Star, May 23rd, 2019 by Sandro Contenta.”)
  - FPSO is concerned that Ontario may find itself in a crisis in child welfare and that Ontario will not have the foster homes required. This foster home shortage has happened in other areas of North America. There needs to be a funding model change in Ontario that would see foster homes reimbursed whether the bed is utilized or not, as there are 50% less foster homes in the province than 10 years ago. We cannot see the attrition level that is happening among foster parents in the province.
  - Foster parents remuneration has not increased in many years and is insufficient. Additionally, reimbursable amounts in many areas for the children have been eliminated over the years: however, these items are still necessary purchases but the cost for many of these items are now downloaded to the foster parents.

The last few months we have been gathering information on all the changes happening in child welfare as to how foster parents in the public system and the private are able to have a voice for systemic changes which benefits a child; additionally, a system that recognizes the value of the services providers and those caring for the most vulnerable children in the province of Ontario. We know we as a provincial association we are relevant and need to be able to have a collective voice for those children and foster parents. To have that collective voice on issues that affect children in care or service providers we have been reaching out to leadership of other organizations; as we feel that only with one voice can any substantial changes be made in the future. Please read the Executive Director's report who will go into much more detail on our efforts and of those in similar organizations.

The conference which provides relevant training and networking among service providers in the province of Ontario supports our long-term goals for stronger, well-informed foster homes that can support the children and youth in our homes and those who are transitioning to adulthood. The Conference Committee once again has secured training workshops relevant to our role in caring for children.

We look forward once again to meeting with foster parents and foster parent leadership from across the province, and hope you will be joining us to further the discussion.

Respectfully,

*Cecile Brookes*

Cecile Brookes, FPSO President

### Together We Are Stronger

Child Welfare has changed so very much in the past number of years it is almost becoming unrecognizable. There is less funding, more challenging children, more complicated Children's Aid Dynamics, and more demanding Ministry boundaries and guidelines. Foster parents have never needed each other more than they do right now. We need to be able to learn from each other, to be distressed by each other, to be encouraged by each other, to be supported by each other.

FPSO similarly to the individual foster parent needs others like never before. Due to this we are reaching out to a wide variety of potential partners who operate in the Child Welfare field. We are seeking those who are like and similar to us; those who are looking for beneficial changes in the Ministry; those who are focused on the Best Interest of the Children.

We truly believe together we are stronger; and hope we can all move forward together.

### Hospitality Suite

The FPSO has always had a drop-in hospitality suite for the comfort of our conference guests. This year will be no different. The hospitality suite is a great place to connect with other foster parents, foster parent leadership, and FPSO board of Directors members.

This is a good opportunity to network, relax and have a snack.

The Hospitality suite hours will be posted at the conference registration booth as well as documented within your registration packages.

**We look forward to seeing you there!**

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**EXECUTIVE DIRECTORS REPORT**

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As 2019 continues to reveal one challenge after another; we see a growing need to continue pursuing unity among all foster parent partners in our field. FPSO Officers are regularly receiving calls and emails regarding a wide variety of challenges foster parents are facing. We are also receiving a record number of contacts from foster parent members and non-members regarding challenges specifically pertaining to a child in the foster home. We are keenly aware of the shrinking opportunity for external supports. We fear the shrinking of resources is going to be amplified in light of the Governments most recent slashing of dollars allotted to child welfare.

**“The Ford government is reducing funding for children and youth at risk by \$84.5 million”**

- Toronto Star May 23, 2019

**“At this time, we do not have details as to which programs will be funded or who will deliver them”**

- Nicole Bonnie, OACAS – Toronto Star May 23, 2019

This is a very worrying time for foster parents the children they are parenting are generally showing more complex and difficult behaviours, mental health, delays and addiction related challenges than ever before. Foster parents need help support and backing like never before. FPSO recognizes how very challenging the child welfare climate has become. This is one of the catalysts for the drive of the board to pursue unity among all partners, and join our voices together for one set message that encompasses all of us together.

During the month of April, we saw the final days of the Provincial Advocate for Children and Youth Office. We understand the role of the PACY office it to be covered by the Ombudsman; but do not know what they will look like, how accessible it will be, or to what degree support may be realized. We read headline after headline pertaining to Ministry budget cuts in areas of health care, education, Social Services and Child Welfare. So, although disappointing it was not a surprise to see this important and valid department of support and advocacy for the children and youth in care to be discontinued.

There has never been a more significant time for FPSO to bind together its members; and encourage others in the field to add their numbers to ours. We have never needed a singular dedicated voice for foster families more than we presently do.

FPSO as always continues to pursue the non-member FPA/FFA's to consider membership. We are aware of the anticipation there will be another round of amalgamations. Our goal within these pending amalgamations will be to support the FPA/FFA's who will also be merging and encourage all to participate in membership. Together we are stronger.

FPSO began a work back in 2011 to remove the barriers that were at that time preventing private foster parents from becoming members of FPSO. Since that time, we have facilitated three consecutive Bylaw changes and moved a number of motions all in support of creating a space for membership of private foster parents either as individuals or within associations and organizations. We will continue to invite ALL foster and adoptive parents in Ontario to consider membership as we believe together, we are stronger.

FPSO is also continuing to pursue partnerships with agencies, associations and organizations that may not be directly foster parent groups but are working in the same space we are in the best interest of the children. Groups like the Political Action Committee (PAC) and Adopt4Life. We are also making connections with partners in parenting OARTY, ORCA, and the Young Street Mission. We are committed to build beneficial partnerships with other leaders in the child welfare field; as we believe this is in the best interest of the children.

Now is not a time to throw in the towel, or to throw up your hands in exasperation. It is time to push forward, focus on what the children need, and know that one of the things they need is us, their foster parents. Then look at what we need to effectively fill our role, and seek it.

Respectfully,

*Vanessa Milley*

Vanessa Milley, FPSO Executive Director

## GREETINGS FROM CHILD WELFARE PARTNERS



On behalf of the **Ontario Association of Residences Treating Youth (OARTY)**, I would like to send you a very sincere message of support and good wishes for the FPSO Conference. We hope you will take advantage of FPSO's annual conference to learn, recharge, and network.

The Ontario Association of Residences Treating Youth (OARTY) is a provincial association of private residential services, including residential treatment centres, group homes, foster and treatment foster homes. On any given day OARTY members have 30-35% of children in the child welfare sector in their care. In 2017, OARTY's

member agencies provided over 695,000 days of care to 2,582 children and youth and to 382 adults who required residential care.

Services are funded on a per-diem basis by the Ontario government, through a variety of agreements with transfer payment agencies (TPAs). The all-inclusive per-diem rates are set by MCYS when a home opens. Like all agencies in Ontario providing residential services, OARTY agencies are sanctioned and licensed by the Ministry of Children, Community and Social Services under The Child, Youth and Family Services Act.

OARTY supports FPSO's mission to promote and support a whole system approach that will contribute to positive outcomes for children. OARTY also believes that foster parents are a valued voice in the system of care and that we need to ensure their visibility and participation at all levels of advocacy.

We share many of the same goals as FPSO, and we look forward to continuing to work together to ensure a transparent, equitable, accountable system that provides high-quality care to ensure positive outcomes. OARTY will continue to explore ways in which we can all work together to ensure a positive future. We are discussing ways in which our two associations can work more closely together, in areas such as advocacy, conferences, and training.

We look forward to thought-provoking discussions that will effect meaningful change as we all work together towards system improvement.

Wishing you a successful annual conference,

**Rebecca Harris, M.A., CAE Executive Director**  
Ontario Association of Residences Treating Youth



Ontario's Adoptive Parents Association

**Adopt4Life—Ontario's Adoptive Parent Association** is a community of people with lived experience of adoption, kinship and customary care, that strengthens and empowers parents and caregivers to achieve permanency for children so that they reach their full potential.

We are pleased to collaborate with FPSO and their community of foster families. At Adopt4Life, we know the importance of your role in our children's lives, not only while they are living under your care, but also during their transition into their adoptive, kin or customary care home, and throughout their life. The bond they grow with their

foster families are essential and truly helps them on their journey to attachment with their new family.

We are excited to learn and knowledge exchange alongside you during this conference. Thank you for inviting us to join your community, we hope this is the first of many more opportunities to partner and join in on what truly unifies us, our children!

**Julie Despaties, Executive Director & Founder**  
Adopt 4 Life, Ontario's Adoptive Parents Association

**Partnership with Foster Parent Society of Ontario- FPSO**

Based at York University, we are the Toronto leads for the Connect for Kinship and Foster Parents program. Connect for Kinship and Foster Parents is an evidence-based, trauma-focused, and attachment-based intervention to support kinship and foster caregivers of adolescents, by promoting a sense of security within caregiving relationships. Alongside other provincial federal associations representing alternative caregivers, community-based mental health agencies, and research institutions, we are pleased to have FPSO work with us on this project.

We recognize the need for partnerships to develop strength-focused programs that promote health and resilience especially for teens in care and their foster families. We believe that programs should be shaped through engagement with foster parents as collaborative partners.

We are excited for our partnership with FPSO and look forward to our work together in the future to support foster parents and, in turn, the youth in their care.

**Debra Pepler, PhD, C.Psych - Distinguished Professor**  
**Stephanie Craig, PhD, C. Psych (Supervised), CIHR Post-Doctoral Fellow**



It is my pleasure to introduce you to the Child Welfare PAC Canada.

We are a federally incorporated not-for-profit that advocates for a progressive child welfare system. Research has shown that youth leaving the child protection system at the age of majority have worsened life outcomes than their peers. The key to breaking the cycle is evidence-based policy making aimed at improving outcomes for youth after care. Our volunteers consist of former youth-in-care and allies interested in ensuring children raised in state care have bright futures. We accomplish this by providing real-life expertise, high quality research, and effective advocacy so that all youth can realise their success.

Our current areas of focus include: evidence-based and outcomes focused policy making; improved privacy rights; trauma informed service; and increased post-secondary achievement.

If you are interested in learning more, please see our [www.childwelfarepac.com](http://www.childwelfarepac.com).

We are stronger together!

Warmest regards,

**Child Welfare Political Action Committee Canada**  
**Jane Kovarikova, BA (Hon), MSc, PhD ABD, Founder and Former Youth-in-Care**



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**STANDING COMMITTEE REPORTS**

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**CONFERENCE COMMITTEE**

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The FPSO Executive team are busy planning yet another conference for the fall to be held this year the 3rd weekend in September. In response to peoples request to hold the conference in a new venue we will be holding it in Orillia at the Quality Inn & Conference Centre.

Our theme this year will be **"It takes a village"** in recognition of the fact it takes all team members working well together to successfully help the children and youth needing child welfare services. We will be having a First Aid CPR certification course on the Friday alongside the usual Advocacy training. Saturday will see training by Jenn Bruer a CAST foster parent / CYW/ therapist who has written a book called Helping Effortlessly which focus's on how to care for ourselves while we care for others. There will also be training on drugs and gangs, True Colours, transition planning, and navigating the education system. Please take some time to check out this year's contest topics on our brand-new web site and encourage your young people to participate. We will be having a silent auction instead of the baskets this year so we will be looking to our members for donations to be auctioned off. I look forward to seeing you all in the fall once again.

**Thank you, Conference Chairperson**

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**DEVELOPMENT AND ADVOCACY COMMITTEE**

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The Development and Advocacy Committee has for many years overseen the poster, prose, and photography contests; and the lifetime achievement and foster parent of the year awards. We are pleased again this year to offer these to our members.

We are also pleased to be launching the revised FPSO bursary program. You can find the full description criteria and requirements for the FPSO Bursaries on our website. You will also find our website has had a revamping. We are in the early days of the renewal of the website and still in the process of fully integrating all of our FPSO documentation. We appreciate your patience during the time the website was down and under construction.

**Thank you, Development and Advocacy Committee**

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**GOVERNANCE AND POLICY COMMITTEE**

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The Governance and Policy (G&P) work of the FPSO board is currently focused in a number of areas:

- **Revamping of the Advocacy Program**
  - FPSO continues to seek experienced advocates to participate in a sub-committee to inform the work of the revamping and develop input.
- **Development of memberships in the private sector**
  - The meetings emails and conversations supporting extending membership within the public sector continue.
  - FPSO is also connecting with community partners in child welfare who have connections in the public sector and can be supportive of the development of the single dedicated voice within the province of Ontario.
  - Presently FPSO is scheduled to be an exhibitor at an upcoming foster and adopt conference in the Waterloo area; we will be sharing what FPSO has to offer as well as membership opportunity documentation.
- **Managing and pursuing the re-application for FPSO charitable status with the CRA**
  - A vast amount of work has been done responding to the CRA request for further and greater information and explanation. Each new letter containing items in need of information from the CRA is followed up with a response from FPSO. The letters from the CRA are getting progressively more and briefer.
  - Our last response letter was sent March 15, 2019. We hope for a letter back soon.

- **Participating with a sub-committee to develop the foundational infrastructure for the FPSO foundation**
  - We continue to wait for members to volunteer to participate in the sub-committee.
- **Maintaining an awareness of child welfare changes and challenges**
  - This is an ongoing challenge, currently we are hearing of many changes. The information is coming from the Ministry in directives and announcements, as well as from the local areas that are making changes not only to adjust to the demands of child welfare; but also, to the budget cuts determined by the ministry.
- **Responding to member associations that bring forward challenges, questions or input.**
  - We are at a very high rate of members connecting with the board to discuss challenges they are having or concerns that are affecting their foster parents.
  - This is also true of the numbers of individual foster parents who are calling in with personal challenges and questions.
  - With the elimination of the PACY Office people seem to be scrambling to know where to go for advice, help and support.
- **Participating with the D & A committee regarding the proposed changes needed to the bursary program to greater ensure alignment with the guidelines within the CRA.**
  - The re-application for charitable status has highlighted a need of updating the way FPSO operates the bursary program. The necessary changes are to be drafted and presented to the members for approval.

**Thank you, Governance and Policy Committee**

## **OPERATIONS AND SERVICES COMMITTEE**

2018-2019 have financially been difficult years for FPSO. The attrition of foster parents within our members FPA/FFA is continuing, and many members are also receiving budget cutbacks from their CAS. These both create additional financial pressure on FPSO; considering this we are making efforts to be creative with fundraising endeavours. We raised 1,000.00 in the Samko Sales at Christmas but only receive 10% of sales earning FPSO \$100.00. We are reconnecting with the Pro oil; members can support this fundraiser by having their oil changed at a pro oil service station and mentioning their support of FPSO.

Currently we are running a "Spring Cleaning Fundrive" provincially partnering with Value Village. This fundraiser is a win - win. We are giving back to the community with gently used items and in turn will receive 0.15 cents per pound. Our target goal is to raise \$ 1,000.00. The deadline is May 30th for more details check out the FPSO website. If this FUNDrive is successful we might look at this again in the fall.

Please keep an eye out for upcoming information on "Funscript" we will be launching this as a year-round project with additional interest at Christmas time. This is also a great place to purchase any gift cards you are giving or convenient cards for your own daily use; for example: grocery, pharmacy or gas cards.

FPSO has to be smart with our spending. We are finding conference continue to be expensive with consistently climbing costs, and have lost monies over the past number of years. This year we looked at a many locations seeking a facility that meets our needs yet is cost effective. We focused on a smaller scale with a lower number of registrants. We had to also consider the new political atmosphere and the demand it is posing on the CAS; with no new funding dollars agencies are expected to balance budgets within a deficit. The cost cutting has been shared with the local area FPA/FFA.

Please make sure that you have sent in your membership dues and please ensure FPSO knows the number of homes in each agency.

Our theme this year is **'it takes a village'** to raise a child; FPSO is dedicated to working together with our partnering agencies and outside members. We believe together we can come build unity and achieve our objectives, follow our strategic plan and advocate for our foster parents; and the children in their homes. FPSO has been the DEDICATED VOICE of FOSTER PARENTS for well over the past 40 years. We believe the partnering together with others in our field and collaborating on our common interests reinforces our mandate of being that **DEDICATED VOICE**.

**Thank you, Operations and Services Chairperson**



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**CONTESTS AND AWARDS**

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**POSTER CONTEST**

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**Theme:** It Takes a Village

**Age Categories:** Ages: 2-5, Ages: 6-9, Ages: 10-14, Ages: 15-19, Special Needs

**Prizes:** (for each category) - 1st prize: \$50.00, 2nd prize: \$25.00

**Criteria:**

- Applicant must be a foster, adopted, or biological child of a Foster Family.
- Foster Parent must be in good standing with FPSO.
- All applicants submitting to the Poster contest must affix the separate cover sheet to the back of the artwork.
- Must include a theme of the poster.
- Poster should be 11X17
- No mechanical reproductions are permitted.

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**WRITING CONTEST**

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**Theme:** It Takes a Village

**Age Categories:** (for each age group) Ages: 6-12, Ages: 13-19

**Prizes:** (for each category) - 1st prize: \$50.00, 2nd prize: \$25.00

**Criteria:**

- Applicant must be a foster, adopted, or biological child of a Foster Family
- Applicant must submit an original writing about their experiences with fostering such as a poem, or an essay of not more than five hundred (500) words
- Separate cover sheet must include the name, address, email address (if applicable) and phone number of the Foster Family, as well the home Agency should be identified.
- Submissions become the property of FPSO and will not be returned and may be used in future publications.

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**PHOTOGRAPHY CONTEST**

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**Suggested subjects:** pets, favourite toys, landscapes, farm animals

**Age Categories:** Ages 2-10, Ages 11-15, Ages 16-19

**Prizes:** (for each category) - 1st prize: \$50.00, 2nd prize: \$25.00

**Criteria:**

- Applicant must be a foster, adopted, or biological child of a Foster Family.
- Foster Parent must be in good standing with FPSO
- All applicants submitting to the photography contest; may only submit photos they have taken themselves. Cover sheet must be attached to the back of the photo.
- Photos may be in color or in black and white, Photos may be 4X6 or 5X7.
- A small description or explanation of the photo is appreciated. (parents may help young children)

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**YOUTH BURSARY AWARDS**

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The Youth Bursaries are open to any young person in Ontario who has been accepted to a post-secondary program (University, College, Trade School, Apprenticeships); must be a full-time program. Applicants may apply as many times as they like but may only receive the FPSO bursary once.

**Application must include:**

- Cover page including: Name, mailing address, email address, contact phone number
- Secondary School Diploma (photo copy)
- Proof of acceptance in a post-secondary institution or program (photo copy of acceptance letter, timetable, apprentice certificate)
- Short essay that tells the FPSO why you have chosen the Post-Secondary path you are pursuing and what you hope to achieve. (no longer than two pages)
- A letter of Support (may be from a teacher, FPA President, Clergy, group or club leader, employer)

**For the 2019 bursary program FPSO will be awarding:**

- Two \$500.00 bursaries
- Four \$250.00 bursaries

**The selection of the bursary recipients will be facilitated as follows:**

- The recipients of the bursaries will be selected from among the applications that were post marked prior to August 31 2019 – *please see submission details on next page.*
- The selection will be decided by a designated sub-committee of the FPSO Board of Directors.
- The selection will be of no less than five members.
- Two directors who are not members of the selection committee will ensure each applicant has provided the four required documents as documented above.
- The two directors will number each application noting the number on each of the four documents.
- The two directors will ensure there are no identifying details within the essay of each applicant.
- The two directors will deliver to the selection sub-committee the essays of the applicants.
- The selection committee will determine based on the merits of the essay which four essay writers will be receiving the bursaries for 2019, and which bursary each recipient is to receive.
- The selection committee will document their selection and provide the information to the FPSO Officers group who will then ensure the recipients are notified by email of the selection and a date when they will receive their bursary by mail.

**LIFETIME ACHIEVEMENT & FOSTER PARENT OF THE YEAR AWARDS**

These awards recognize a Foster parent or Foster Family that has demonstrated exceptional accomplishments in the field of fostering. Submissions will be divided into either category by the committee for the Foster Parent of the Year and Lifetime Achievement award. Please note: Each FPA/FFA/or agency may submit (2) nominations.

**Criteria:**

- Foster Parent/Family must be in good standing with FPSO.
- Cover sheet must be attached including the name, address, email address if applicable, and telephone
- number of the Foster Parent/Family being nominated, and the name, contact address, and phone number of the FPA/FFA/Agency making the nomination.
- Maximum of two (2) typewritten pages outlining the background of the nominee(s) must also be submitted.
- Only two (2) submissions per FPA/FFA/Agency.

**All submissions for Children's Contests, Lifetime Achievement and Foster Parent of the Year Awards, and Youth Bursary must be postmarked by August 31st 2019 and sent to:**

FPSO Head Office  
340 Kingsway  
Welland, Ontario  
L3B 3N9

**Please see full participation guidelines at [www.fosterparentssociety.org](http://www.fosterparentssociety.org)**

**General rules that apply to all contests:**

- All applicants must be Foster, Adoptive or Biological children of a member of the FPSO.
- Foster family must be in good standing.
- Submissions must include a separate cover sheet including child or youths name and age, foster family name, phone number, mailing address, email address, and home agency.
- All submissions become the property of FPSO and will not be returned and may be used in future publications.
- Submissions need to be sent to FPSO Head Office (*Address listed above*).

**Silent Auction**

Back by popular request

Last year the FPSO was unable to have a Silent Auction, and it was missed.

We very much appreciate and value those who have over the years facilitated the auction and are excited this year to have had a couple of our FPA's volunteer to take on the running of this year's Silent Auction.

**Thank You Hamilton Public FPA and Hamilton Catholic FPA.**

We hope you will all support this fundraiser with a donation to the event, in the past each Director and President brought a donated item. Many FPA/FFA also required each foster parent who was funded by the FPA/FFA/CAS to also bring a donated item. We hope we will be able to count on this again for 2019. We also count on the conference attendees to view the donated items and participate in the bidding bids, hopefully take home something nice. Traditionally this has been a steady fundraiser for the board, and this year we are counting on you to ensure this year's success.

Please contact Dee Duvall O & S Chairperson - [ddddgirl5@hotmail.com](mailto:ddddgirl5@hotmail.com). With any questions or donations

## 2019 WORKSHOP DESCRIPTIONS

## FRIDAY – ALL DAY WORKSHOP OPTIONS

9:00a – 1200p Attend Workshop, 12:00p – 1:00p Lunch, 1:00p – 4:00p Continue Workshop

## 101 Advocacy Level One

<b>Presenter:</b>	Vanessa Milley
<b>Session Summary:</b>	<p>This workshop is an introductory course into the field of Advocacy and takes a professional look at three main components, Communicator/Advocate, peer support and liaison. This full day course is designed to provide a comprehensive foundation for those considering becoming an advocate, those already advocates; as well as those interested in applying the advocacy principles and training to their own role as a foster parent.</p> <p>We will examine child protection issues and the responsibilities of the agencies, as well as explore:</p> <ul style="list-style-type: none"> <li>• The role of the communicator/advocate during an allegation or complaints procedure</li> <li>• The needs of the caregivers involved in an allegation</li> <li>• The types of supports and resources they will require.</li> </ul> <p>When you take this workshop, you will have the tools you need to:</p> <ul style="list-style-type: none"> <li>• Set up an Advocate program within your own FPA/FFA.</li> <li>• To maintain your local area advocacy program.</li> <li>• To participate in your local area as an advocate.</li> <li>• To advocate for your foster parent peers</li> <li>• To advocate for and protect yourself.</li> </ul>
<b>Biography:</b>	<p>Vanessa Milley is the FPSO Executive Director and has served on the FPSO Board for the past 10 years. Corporate Secretary for 6 years and FPSO Governance and Policy Chairperson for over 9 years, Vanessa has done many presentations on behalf of FPSO including Bill 170, and the Strengthening Family Based Care Brief, the Permanency Booklet, Bill 179 Adoption Openness, and participated in the Adoption Openness Advisory at OACAS where the adoption openness curriculum was developed. Vanessa has been on various boards for nearly 37 years. Vanessa began fostering in the private sector with a local areas CAS for 20 years, during which time she fostered 150 children alongside of raising her own 5 children 3 biological and two adopted. While fostering for the CAS Vanessa volunteered on her local FPA for 17 years 13 of those years as President, and 8 as regional FPSO Director. Vanessa is an experienced advocate with 19 years' experience providing advocacy support to foster parents, and is privileged to have been able to train the FPSO Advocacy One training for the past four years.</p>

## 102 Advocacy Level Two

<b>Presenter:</b>	<i>To be announced</i>
<b>Session Summary:</b>	<p>An allegation and the investigation that follows is one of the most stressful things any foster parent will have to deal with. The Advocacy Two training focuses on the trauma of an allegation and investigation process on the foster family. How an advocate can help mitigate the stresses and support the foster family through the trauma. The workshop also addresses the risks of vicarious trauma for the advocate and how to recognize the signs of trauma and burnout. This workshop is recommended for Advocates who have taken Advocacy One and are interested in growing their skills.</p>
<b>Biography:</b>	-

**103 Advocacy Level Three**

<b>Presenter:</b>	Mary Auld, MSW RSW
<b>Session Summary:</b>	This workshop will focus on investigations conducted by child welfare agencies. We will discuss changes in policies surrounding investigations, as well as the types of maltreatment being investigated. We will review Ontario's eligibility spectrum, safety assessment, and risk assessment tool. There will be focus on evidence-based practice in child welfare.
<b>Biography:</b>	Mary manages the Intake Team of Toronto Children's Aid Society. She brings to this training years of experience investigating allegations both within the agency and out in the community.

**104 Advocacy Level Four**

<b>Presenter:</b>	Landy Anderson
<b>Session Summary:</b>	<p>This one-day workshop is designed for advocates with 3 to 4 years of experience as an advocate. The goal of this workshop will be to answer:</p> <ul style="list-style-type: none"> <li>• What is an appeal?</li> <li>• What should be appealed?</li> <li>• Why should decision be appealed?</li> <li>• When should appeal be launched?</li> <li>• Where should appeal be launched</li> <li>• Why an advocate is so important for foster parents who are facing a serious investigation (without police charges). Helping the foster parents make informed decisions in regard to their investigation and to help them to understand what to expect going forward with a review.</li> </ul> <p>This workshop is designed to equip the advocate with an understanding of the role of the advocate, meeting management/dispute resolution techniques and an opportunity to explore legal and ethical issues around advocacy.</p>
<b>Biography:</b>	<p>Landy is a former Foster Care Supervisor with over 30 years of experience in child welfare including managing foster care departments in several Indigenous child welfare agencies. Landy holds a Master of Education – Focusing on Urban Aboriginal Education from York University's Graduate Program in Education – Language, Culture and Teaching. Additionally, Landy teaches in the Child and Youth Worker Program at Durham College.</p> <p>Landy's Indigenous husband, John, has been a great support in sharing his experience with her as a child who survived Canada's infamous sixties Scoop – and was the driving force behind their decision to become foster parents in the early 90's– where they fostered for 12 years and cared for over 100 teenagers!</p> <p>Landy used her experience as a foster parent, child protection worker and children's aid supervisor to write a book <i>The Foster Parent Survival Guide: How to Navigate the Child Welfare Matrix</i>.</p> <p>To learn more about Landy visit her web <a href="http://fosterparentsurvival.com">fosterparentsurvival.com</a></p> <p>Currently, Landy runs training across Canada on child welfare issues and Indigenous topics.</p> <p>She currently lives in Oshawa, Ontario with her Pug, Cane Corso, American Bulldog, husband and grown children where she continues to preserve relationships with her former foster children with some connections lasting over 20 years.</p>

**105 First Aid and CPR**

<b>Presenter:</b>	Cathy Garrard
<b>Session Summary:</b>	For many years FPSO's members have asked for First Aid CPR training, this year we are pleased to have Cathy from Second Breath coming to do a full day training for CPR and First Aid. We hope many of you will choose to attend this training. This course is limited to 30 attendees so please if you are interested register right away.
<b>Biography:</b>	<p>Cathy Garrard has had a love of water her whole life. Growing up in Winnipeg, Manitoba, she was fortunate to have a local YMCA down the street, where she learnt how to swim and learnt how rewarding it was to teach someone else how to swim, so they could enjoy the love of water as much as she does. The responsibilities of lifeguarding came at the age of 14. Not only were the responsibilities to keep the pool safe but to attend any first aid situation that may arise. First aid training was quite extensive even back then. Cathy graduated from York University in 1979 with a Bachelor of Arts. She worked in various business fields, but always had a tie to The City of London Aquatics Division doing lifeguarding and first aid. Cathy is married with two adult children.</p> <p>In 2007 Cathy decided to fulfill her lifelong dream, went back to school and was certified as an elementary school teacher. She is still actively teaching in the public school system in London, Ontario.</p> <p>In 2015 Cathy was promoted by the LifeSaving Society of Canada to officially become a First Aid Instructor Trainor. She has been active in this role to present running First Aid Instructor Courses which enables other candidates to become first aid instructors.</p> <p>In 2018 Cathy was appointed as a First Aid Instructor/Examiner Mentor to those candidates seeking further first aid training.</p> <p>In 2007, Cathy joined the Wright family in helping to establish and run a first aid company called A Second Breath. Through A Second Breath, Cathy teaches all levels of first aid to various groups ranging from businesses, families, privates, high schools, or whatever is needed.</p> <p>Cathy has taught a few times in various locations of Nairn Homes. Today she will be teaching Emergency First Aid with CPR B and AED. This course is a two-year certification and is recognized by WSIB.</p>

**SATURDAY – REPEATING WORKSHOP OPTIONS**

Two session times available. These workshops repeat: 9:00a – 12:00p **OR** 1:00p – 4:00p

<b>201 True Colours</b>		9:00a – 12:00p <b>OR</b> 1:00p – 4:00p
<b>Presenter:</b>	Cheryl Conick	
<b>Session Summary:</b>	True Colors is a model for understanding yourself and others based on your personality temperament. Each of us has a combination of four True Colors that make up our personality spectrum; Orange, Green, Gold and Blue. The core system identifies intrinsic values, motivations, self esteem, communication styles, listening and learning styles, relationships and ethical behaviors. True Colors works because it can be used in all kinds of circumstances from personal relationships to personal success.	
<b>Biography:</b>	Cheryl Conick is a True Colors Facilitator. She has worked with Community Living for over 30 years. She currently is the Manager of Direct Services for Community Living Tilsonburg. She presents this training as a fun learning experience for everyone to enjoy.	

<b>202 Gangs and Violence</b>		9:00a – 12:00p <b>OR</b> 1:00p – 4:00p
<b>Presenter:</b>	<i>To be announced</i>	
<b>Session Summary:</b>	Some of the youth in care come from a background that has exposed them to a lifestyle of violence and even participation in a gang. For other in care youth the exposure to these life styles comes as they are in the care of the foster family. This workshop brings a police perspective to what foster parents need to know to parent the youth with past exposure, how to parent the youth with current risk; how to parent the adolescent to protect them from future risk. The workshop will also highlight some of the “red flags” that can educate a foster parent that these lifestyles may be present in the life of a youth.	
<b>Biography:</b>	-	



203 Transition Through the Child Welfare System		9:00a – 1200p OR 1:00p – 4:00p
<b>Presenter:</b>	Terra Bovingdon, MSW & Heather Richardson	
<b>Session Summary:</b>	This Training session will look at transitioning from the beginning of the process to after the honeymoon ends. Hands on strategies will be covered for when coming together as a family is challenged by behaviors, past relationships and connections, grief and loss, anxiety, and fear of trusting. We will explore the "Transition Mountain" and how Foster and Adoptive families, along with other members of the child's team maneuver over this mountain while keeping the child's best interests always in focus during the valley's and peaks. How can we make the mountain less intimidating; What roles does everyone have? What happens if the mountain has a cliff at the top? How do we set everyone up for success?	
<b>Biography:</b>	<p>Terra Bovingdon has been a child and family therapist for over 20 years, specializing in families coming together through foster and adoption. She has been working with the Halton CAS and several other CAS offices in Ontario stabilizing children in foster care, providing court ordered relinquishment visits, reunifying children to birth families, facilitating openness in adoption, transitioning children into adoptive families, addressing grief and loss, and supporting all parties at times of adoption disruption. Terra has had the privilege of presenting nationally and internationally. She is a registered Masters of Social Work with the Alberta College of Social Workers and the Ontario College of Social Workers and Social Service Workers. Terra is extremely excited to carry on her passion for learning and collaborating with professionals and families in Ontario.</p> <p>Heather has years of knowledge and experience as an adoptive and foster parent. She and her husband have 3 beautiful children and were foster parents for over 10 years to many children. They are also kin parents and have one heart child who is 24 years old. As part of their journey, they became WrapAround parents to a few special youths who have left care. She is a PRIDE trainer and works for an adoptive parents association as a parent liaison. Heather is a trained advocate and is passionate about creating your village of support.</p>	

204 Safeguarding for Men		9:00a – 1200p OR 1:00p – 4:00p
<b>Presenter:</b>	Garry Mozes	
<b>Session Summary:</b>	For males involved with foster families, this course will help participants understand why investigations happen, the process involved and give you practical steps you can take to safeguard yourself. You will be better equipped to deal with the possibility of an investigation and learn how to better protect yourself from allegations. This training is for males who would be coming in contact with children in care. Therefore, Foster Fathers, their father's brothers, uncles, boyfriends of older daughters, even consider volunteer drivers, and of course male bio-children e.g. pre-teens and teens.	
<b>Biography:</b>	Garry Mozes has been fostering since 1976. The family specializes in sibling groups and is a treatment level home. He has been a Foster Parent Advocate since 2002, and is the Co-Chair of the Central Zone Advocates committee. Garry is also the Chairperson for the Simcoe County FPA Advocate Committee. He has facilitated Advocacy Level 1 at Six previous FPSO conferences, and is the Treasurer of the United Foster Parents of Canada Corp. or the (UFPCC). He has facilitated the Safeguarding for Males workshop, at the Simcoe County FPA for the last seven years.	

**SATURDAY – WORKSHOPS RUNNING ONCE**

Workshops will run either *only* in the morning 9:00a – 12:00a **OR** *only* in the afternoon 1:00p – 4:00p.

301 Burnout Recovery Beyond Self-Care		AM session only 9:00a – 12:00p
<b>Presenter:</b>	Jennifer Bruer	
<b>Session Summary:</b>	<p>This workshop is geared toward those wanting to recover from or prevent burnout. Recovering from burnout isn't just about having long candle-lit baths; you cannot recover from burnout with self-care alone.</p> <p>Ever wonder if working inside a "broken system" is futile? Let Jenn walk you through her intricate journey of healing from burnout. Feel like you can't make a difference? This inspirational workshop will change your mind.</p>	
<b>Biography:</b>	<p>Jenn Bruer is a CYC and a retired foster parent; after eighteen years of service with the Children's Aid Society of Toronto. Jenn is the author of <i>Helping Effortlessly: A Book of Healing and Inspiration</i>, a self-help book for professional helpers based on her own personal experiences. She has been on her own path to burnout recovery, health and healing since 2011. Jenn has recently partnered with Mindful Reach to pull together online learning opportunities to bring Mindfulness Based Practice to the frontlines. Jenn was recently hired by Key Assets Ontario to help create a program called Mentorship and Transitional Care Homes (MATCH)- a program geared toward semi-independent youth, excitingly this program has mindfulness training as a part of the independence curriculum. Jenn believes wholeheartedly that mindfulness practice can change the very landscape of what we do.</p>	
302 Navigating the Educational System & How to Participate in Writing an IPO for your Child		PM session only 1:00p – 4:00p
<b>Presenter:</b>	<i>To be announced</i>	
<b>Session Summary:</b>	<p>Foster parents of School age children and youth are very well aware of the changing challenges of the educational system. This workshop will look at how best to navigate the education system, work with the teachers, principal, and learning resource teacher. How to participate in the writing of an IEP, and learn the options available to include in an IEP.</p>	
<b>Biography:</b>	-	



## FPSO CONFERENCE REGISTRATION FORM - SEPTEMBER 2019

Guest 1	Last Name: _____ First Name: _____	
	Address: _____	
	City: _____	Postal Code: _____
	Home Phone: _____	Cell Phone: _____ Email: _____

Foster Parent Association / Agency Affiliation: \_\_\_\_\_

Are you a ... Foster Parent ☐ CAS Staff ☐ Advocate ☐ FPA President ☐ Other: \_\_\_\_\_

Please check off your selections and track totals in the rightmost columns

Individual Hotel Nights			Total
Wed. Sep. 18, 1:00p - 9:00p	<b>Directors Meeting for FPSO Directors Only</b> <i>Dinner Included</i>	<input type="checkbox"/>	
	Wednesday Night Hotel accommodation \$150.00	<input type="checkbox"/>	\$ _____
Thurs. Sep. 19, 9:00a - 5:00p	<b>President's, Advocates' &amp; Directors' (PAD) Meeting</b> <i>Lunch Included</i>	<input type="checkbox"/>	
	Thursday Night Hotel accommodation \$150.00 <i>is only to support people coming in for day training on Friday</i>	<input type="checkbox"/>	\$ _____

Leadership Package			Total
<b>Hotel:</b> Thursday, Friday and Saturday night hotel accommodations <b>Meals:</b> Thursday Lunch. Friday Breakfast, Lunch and Dinner. Saturday Breakfast, Lunch & Dinner. Sunday Breakfast. <b>Meetings:</b> Thursday Presidents Meeting, Friday Training (AM & PM), Saturday Training (AM & PM), Sunday Morning AGM	Single Occupancy \$895.00	<input type="checkbox"/>	\$ _____
	Double Occupancy* \$745.00	<input type="checkbox"/>	\$ _____

Course Selections		
Guest 1	<b>Friday – Full Day</b> (select one)	101 <input type="checkbox"/> 102 <input type="checkbox"/> 103 <input type="checkbox"/> 104 <input type="checkbox"/> 105 <input type="checkbox"/>
	<b>Saturday – AM</b> (select one)	201 <input type="checkbox"/> 202 <input type="checkbox"/> 203 <input type="checkbox"/> 204 <input type="checkbox"/> 301 <input type="checkbox"/>
	<b>Saturday – PM</b> (select one)	201 <input type="checkbox"/> 202 <input type="checkbox"/> 203 <input type="checkbox"/> 204 <input type="checkbox"/> 302 <input type="checkbox"/>
	If my course selections are full, my alternate choices would be: _____	

If selecting double occupancy, please indicate name of roommate: \_\_\_\_\_

\*If choosing double occupancy both packages must be of equal value.

Day Package (Friday only)			Total
<b>Meals:</b> Lunch only, or Lunch and Dinner <b>Meetings:</b> One full day workshop of your choosing	Friday Package (1 guest) – Lunch Only \$180.00	<input type="checkbox"/>	\$ _____
	Friday Package (1 guest) – Lunch and Dinner \$210.00	<input type="checkbox"/>	\$ _____
Course Selections			
Guest 1	<b>Friday – Full Day</b> (select one)	101 <input type="checkbox"/> 102 <input type="checkbox"/> 103 <input type="checkbox"/> 104 <input type="checkbox"/> 105 <input type="checkbox"/>	
	If my course selection is full, my alternate choice would be: _____		

Dinner Only (Friday)			Total
<b>Meals:</b> Dinner Only	Friday Dinner Only (1 guest) \$75.00	<input type="checkbox"/>	\$ _____

Standard Package		Total	
<b>Hotel:</b> Friday and Saturday night hotel accommodations	Single Occupancy \$735.00	<input type="checkbox"/>	\$ _____
<b>Meals:</b> Friday Dinner. Saturday Breakfast, Lunch & Dinner. Sunday Breakfast.	Double Occupancy* \$560.00	<input type="checkbox"/>	\$ _____
<b>Meetings:</b> Saturday Training (AM & PM), Sunday Morning AGM			

Course Selections						
Guest 1	<b>Saturday – AM</b> (select one)	201 <input type="checkbox"/>	202 <input type="checkbox"/>	203 <input type="checkbox"/>	204 <input type="checkbox"/>	301 <input type="checkbox"/>
	<b>Saturday – PM</b> (select one)	201 <input type="checkbox"/>	202 <input type="checkbox"/>	203 <input type="checkbox"/>	204 <input type="checkbox"/>	302 <input type="checkbox"/>
	If my course selections are full, my alternate choices would be: _____					
If selecting double occupancy, please indicate name of roommate: _____						
*If choosing double occupancy both packages must be of equal value.						

Day Package (Saturday only)		Totals	
<b>Meals:</b> Lunch only, or Lunch and Dinner	Saturday Package (1 guest) – Lunch Only \$180.00	<input type="checkbox"/>	\$ _____
<b>Meetings:</b> One full day workshop of your choosing	Saturday Package (1 guest) – Lunch and Dinner \$210.00	<input type="checkbox"/>	\$ _____

Course Selections						
Guest 1	<b>Saturday – AM</b> (select one)	201 <input type="checkbox"/>	202 <input type="checkbox"/>	203 <input type="checkbox"/>	204 <input type="checkbox"/>	301 <input type="checkbox"/>
	<b>Saturday – PM</b> (select one)	201 <input type="checkbox"/>	202 <input type="checkbox"/>	203 <input type="checkbox"/>	204 <input type="checkbox"/>	302 <input type="checkbox"/>
	If my course selections are full, my alternate choices would be: _____					

Dinner Only (Saturday)		Totals	
<b>Meals:</b> Dinner Only	Saturday Dinner Only (1 guest) \$75.00	<input type="checkbox"/>	\$ _____

AGM Meeting (Sunday)		
<b>Meetings:</b> Attending the AGM only	please check box if attending the AGM	<input type="checkbox"/>

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**Grand Total of All Items**    \$ \_\_\_\_\_

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**Hotel accommodation special needs:** \_\_\_\_\_

**Dietary special needs:** \_\_\_\_\_






<b>Checks are made payable to:</b>	<b>FPSO Conference 2019</b>		
<b>Please mail registration form and check to:</b>	FPSO Head Office 340 Kingsway Welland ON L3B 3N9		
<b>Please forward any inquiries to:</b>	<a href="mailto:FPSOconference2019@fosterparentssociety.org">FPSOconference2019@fosterparentssociety.org</a>		
<b>Or contact us by phone:</b>	Conference Chairperson	Elaine Pratt	905-439-8625
	FPSO President	Cecile Brookes	905-954-0659
	FPSO Executive Director	Vanessa Milley	905-788-6820

Additional registration forms and workshop details can be found online at [www.fosterparentssociety.org](http://www.fosterparentssociety.org)

**Want to fill-out your form on-line prior to printing? Please visit our website for a fillable print-version of this form.**

## CONFERENCE LOCATION AND DETAILS



-  Smoke Free
-  Pet Friendly
-  Restaurant
-  Fitness Center
-  Business Center

**Quality Inn, Hotel and Conference Center****Located at:**

201 Woodside Drive  
Orillia, ON, L3V 6T4.

Amenities include: Free WiFi, Restaurant and bar, Fitness center, (Accessible Hotel)

Guest rooms feature: Microwave and refrigerator, Flat-screen TV, Coffee maker, Hair dryer, Iron and ironing board

**If you are coming in from the East:** Take HWY 401 Westbound,  
Then take HWY 400 North towards Barrie.

**If you are coming from the South West:** Take HWY 401 Eastbound,  
Then take HWY 400 North towards Barrie.

**If you are coming from southern Ontario:** Take the QEW to the 407,  
Then take HWY 400 North towards Barrie.

**Or;** Take the QEW towards HWY 2=427,  
Then HWY 401, to HWY 400 North toward Barrie.

**Once on HWY 400:**

Take Frontier Route/ON-11 North towards North Bay/Orillia

**Then**

Take the Coldwater Road/ON – 12 West exit (Exit 133) toward Midland

**Then**

Turn Right onto Coldwater road

Turn Right onto Westmount Drive

Turn Right onto Woodside Drive

**On the Left;**

201 Woodside Drive, Orillia, Ontario, L3V 6T4

