

**Thrive Counselling**  
**Board of Directors Meeting**

**October 8, 2019**

**Burlington Police Station, 3800 Constable Henshaw Boulevard, Burlington, On**

**5:30pm – 7:00 pm**

**Present:** Al Albano (Chair)

Sue Biggs (Vice-Chair and Minutes)

Kate Graham

Lorraine Fedurco

Chris Jasiewicz

Chondrena Vieira-Martin (Executive Director)

**Regrets:** Patrick Copeland

**1. Welcome and call to Order:** 5:38 pm

**2. Approval of Agenda and Minutes**

Chris pointed out that the “Fundraising” amount should be changed to 20%

**Moved:** Lorraine

**Seconded:** Kate

**Carried.**

**3. Declaration of Conflict of Interest**

None declared.

**4. Business Arising:**

1. Chondrena – confirming the meeting dates & who is taking minutes

November 12: Patrick

December 10: Lorraine

January 14: Kate

February 11: Chris

April 14: Celso

May 12: Sue Biggs

June AGM.

Chondrena will send out a schedule to everyone. Meeting location to remain the same.

2. Board evaluation survey. Feedback very positive. Couple of things that were not very high scoring were: "Meetings are frequently fun" and "Full participation from all board members".

## **5. Board Work Plan**

Chondrena received feedback from Al. Some spelling and grammar but not much.

- Credit Counselling is mentioned in the Governance policies. Question was how to remove those mentions (legal input?) since Credit Counselling is no longer provided by Thrive. Chris suggested leaving the references in the policy since Credit Counselling may be a service Thrive is able to provide in the future. Chondrena will explore further in terms of proper action.
- Corporate Bylaw 1.4: Al: we amended the Bylaw in 2017. In this section it states 2016. Discussion regarding this.
- Bylaw states the Board shall meet a minimum of 6 times per year. The policy states the Board will meet no less than 9 times per year. Board decided to change the policy to be congruent with the Bylaw (minimum 6 times per year).

**6. Report from HR Committee: Board Matrix -Chondrena & Loraine:** 4 people vying for the Board Region position. All were positive applicants. Last month the committee also interviewed a man with an IT background. He also seemed positive. Also brings diversity and a strategist perspective.

How many people do we want to invite to be part of the Board? Currently we have 8 Board members. Board matrix was passed around and filled out to see what values, etc., we bring to the Board currently. We could have 11 Board members. Board decided we would fill three positions so the HR committee will interview all applicants. Also mentioned was the fact that we need Board members to attend meetings as per their Board agreement.

**7. Financial Report (Chondrena):** we are managing well in the budget. Chris and Loraine noticed the counselling fees are increased quite substantially. Chondrena did not anticipate this but it is positive because it is independent income (rather than grants or Government

funding). We no longer provide Credit Counselling but it has not made a financial impact on the organization.

**8. Fundraising Discussion** – Blaze Pizza event. Waiting for Blaze to get back to us to set an event date. Some of the Burlington Mall businesses will help out with advertising for the event. Thrive can set up a sign in the mall and the mall Marketing person might be able to also help us market the event. Blaze usually sets the date which may be towards the end of November. The Board will need to write up a plan to articulate our way forward.

**9. ED Report** – see attached.

**10. In Camera Session** –minutes sent to Chair Albano.

**11. Meeting Adjourns at 6:45 pm**

**Moved:** Kate

**Seconded:** Lorraine

**Carried**

**Next meeting on November 12, Burlington Police Station: 5:30 pm – 7:00 pm.**

## **ED Report – October 2019**

**STAFFING**, HR All recent vacancies and mat leave have been filled. Currently, one day of counselling hours are available to be filled. Of significance in this is that we have had 3-4 staff in last year drop a day of work with us because of their busy, more lucrative private practices.

**MCCSS** – We are in the process of submitting our budget due October 24th. They have made some changes to the process and the Business Manager has attended training. Second quarter reports will also be delayed as we will need to wait until our budget is approved. The Ministry is also rolling out some new reporting around Serious Occurrence Reporting which is requiring policy revision and retraining and is challenging to interpret and ensure our compliance

**Sexual Assault Advisory Committee** – Change in our Police representative who receive a promotion. Committee will be involved in some additional police block training and is considering a proposal to the HRCIF, CSWB component.

**Family Service Ontario** – There are some new potential funding opportunities for family service organizations related to the Psycho therapy funding. These are the creation of new psychotherapy hubs as well as the provision of clinical supervisors to the broader system. There will be a proposal call for the hubs this fall which will provide more information on any specific opportunities for Thrive.

**Ontario Health Teams** – I have attended several more consultation meetings in this regard. This has been valuable in providing input and keeping apprised of developments as not all family service organizations are being included in these discussions. For the Oakville/Milton/Halton Hills hub, I have signed a non-binding agreement to continue participating in the OHT development process. I continue to have considerable reservations around whether Thrive would be wise to enter into a formal agreement for an OHT. However, I am certain that participation in the development process is a positive use of resources.

**Halton Violence Prevention Council** – We will be having a formal public event at the Region on Friday November 1st for Women Abuse Awareness month.

**Walk-In Clinic** – Numbers have been a little slower in the Oakville location particularly. The mall is assisting us with some marketing in Burlington. We are providing the staff another follow-up training this month on single session counselling.

**Fundraising** : We are waiting to hear back from Blaze pizza about a fund-raising date.

**Cancode New Programming** –No new updates.

## **FUNDERS**

Ministry of Community, Children & Social Services (MCCSS) – Budget due October 24th Ministry of Attorney General – 1 st and 2nd quarter reports due October 31st .

United Way – Progress reports open November 1 and due beginning of December .

## **CLINICAL**

Walk-In – Weekly Thursdays Burlington, Wednesdays Oakville

DBT group –Oakville and Burlington groups full VAW group – All VAW groups on schedule to begin for fall

CARING DADs – no changes

PAR – No longer receiving referrals regularly as summer student left again. Have been able to receive individual, urgent paperwork by request. Having clients contact us frequently with expired and expiring peace bonds and incorrect messages from the court about their eligibility.

## **COMMUNITY INVOLVEMENT**

Sexual Assault Advisory Committee

FSO – Demonstration Project Steering Committee Meetings

FSO- Board Meeting/ Board Retreat Ontario Health Team Meetings

HSJCC committee Meeting & Sub Committee

BAMH

CAS meeting

HPVC Meeting