

Children First Society

Meeting Agenda

October 19th, 2021 at 8:00 PM

Children First Centre



Directors Present: Lenora McLeod, Nadine Wagner, Candice Layton, Lindsey Watt, Kate Leonard

Gwich'in/Inuvialuit Rep: Vacant (Gwich'in), Vacant (ICC),

Staff Present: Patricia Davison

Town Rep: Vacant

Excused: Mike Harlow

Absent:

Meeting Minutes

1. Current Business

1.1. Call to order 8:07 pm

1.2. Adoption of Agenda

Resolution: 211019-01

Motion to accept agenda as amended.

Mover: NW

Seconder: CL

Carried

2. Approval of Minutes

2.1. September 2021

Resolution: 211019-02

Motion to accept the September 21, 2021 as presented.

Mover: NW

Seconder: CL

Carried

3. Delegates and Correspondence:

3.1. Email from Steve Krug/Anna Leon - see item 6.4

3.2.

4. Reports

4.1. Executive Director's Report

- Report attached
- Enrollment remains steady, slight waitlist, babies lined up for future services
- Waiting to see how the COVID situation pans out, families are ready to join but because they need to be in the room for visiting - waiting

- Staffing is good - hiring one more school age staff to open up more school age programming (struggle hiring but there is a candidate and hopefully they sign the employment offer) (Celina in Inf 1 will be resigning)
- Aurora college courses are going well, 4 staff completing their first course, some staff are new and are enjoying the program. 10 staff in the certificate course, some only need 1 or 2 courses to complete program, 3 staff registering for diploma course (offering long distance through aurora college)
- No notable incidents other than COVID - uptodate
- Mask wearing seems to be going okay - some 3 years old are having some trouble but gentle reminders have been helping (1 has a medical exemption) and (1 child in the 3 year old room is struggling so they have an exemption)
Overall seems to be going well
- staff meeting tomorrow night, October 20, 2021
- Looking for extra funding to even out to where we usually are at this time of year. Might not have the same surplus we normally have. Some of the funding we have received in the past have not come through this year
- ITI has not approved our funding for our strategic plan because they only do funding for 5-7 year strategic plans
- Questions: LM are we entering our 3rd strategic plan, yes
- Questions: LW have other places implemented a mask requirements, are there recommendations around masking in daycare centres, will look into this - also when we did our protocols for masking, masking with children there are pros and cons and not masking has more pros than cons because the younger children are constantly touching their masks so unless we had to, masking would most likely not be helpful. When the mandate came that each public place should be masked, we are a closed organization, but when things started to spread, the adults began to mask.

4.2. Co-Chair Report

- No report available

4.3. Treasurer's Report

- Waiting to sign a contribution agreement with GTC to cover some costs
- other funding to come
- three more ECP payments to come in that will cover some of the loss - estimated to be close to \$100k (attendance based funding)

Resolution: 211019-03

Motion to accept the treasurer's report as presented.

Mover: NW

Secunder: LW

Carried

4.4. Fundraising Report

4.4.1. Gala Committee

- The event should require full vaccination status for the event
- Postpone until November 20, 2021 - because there is an outbreak in the community, it's a good reason to postpone
- The Centre should sponsor the table instead of asking the guests to pay an additional \$50. It's a lovely idea and a nice gesture for our hospital staff.

Resolution: 211019-04

Motion to approve the Children First Society to sponsor 1 (one) table at the 14th Annual Gala to be donated to the Medical staff at the Inuvik Regional Hospital. The Gala Committee will contact the Manager(s) at the IRH to let them know of the Boards donation.

Mover: NW

Seconder: CL

Carried

5. Strategic Plan

5.1. Schedule of Review

5.1.1. Section 4 - September 2021

Decided to table plan since we are planning to switch it up

5.1.2. Strategic Plan Session Date

- The board needs to come up with some dates and let Michael know.
- LM will create a doodle poll to current and previous board members to identify a date that works for them
- PD will email Michael and see if there are any dates that don't work for him

6. New Business

6.1. Appointment of Subcommittee Members

6.1.1. Secretary

Nadine Wagner

Kate Leonard (as backup)

Resolution: 211019-05

Motion to accept NW as the secretary for the Children First Society Board of Directors, and Kate Leonard as backup secretary should Nadine Wagner not be available.

Mover: CL

Seconder: LW

Carried

6.1.2. Treasurer

- Can we scout parents who might be interested.
- Martins will continue to provide the statement and breakdown of financials.

6.1.2.1. Signing Authority

6.1.3. Fundraising Committee

Lenora McLeod

Resolution: 211019-06

Motion to accept LM as the fundraising coordinator for the fundraising committee for the Children First Society Board of Directors.

Mover: NW

Secunder: KL

Carried

6.1.4. Building Maintenance Committee

6.1.5. Social Media Committee

Kate Leonard

Resolution: 211019-07

Motion to accept Kate Leonard as the Social Media Committee member for the Children First Society Board of Directors.

Mover: NW

Secunder: LW

Carried

6.2. Town of Inuvik Quarterly Meeting Update

- Candice Layton will be our TOI representative and provide an update to Town Council on behalf of Children First Society -
- Candice will report back with a summary and any questions from Town Council

6.3. GTC/NGC and IRC/ICC Representative

- There is new leadership so perhaps there will be interest now. It's worthwhile to try again. Lets not get discouraged.
- Either Mike or Lenora will draft a letter to the organizations and send off to Patricia for review before sending out.

6.4. Correspondence: Vaccination Requirements

Response to questions about staff and vaccinations have been vague - without providing confidential information about staff, responded with that there have been staff who took advantage of the vaccination clinics held at the Centre.

Reached out to ECE about vaccination status - each staff who work here have to have an update to immunization and TB vaccination. Question to ECE, if it's expected for staff to have an updated vaccination status, will this include the COVID vaccine - currently, it's not a requirement from ECE.

- Is it something we are thinking should be mandatory or is it none of our business
- if all of GNWT is requiring staff to be fully vaccinated, does it make sense that we should as well

- What is going on with other organizations in town regarding the requirement of vaccinations
- Schools have the option to be fully vaccinated or they have to provide 3 negative tests per week
- There are currently staff at the centre who are not vaccinated
- Our staff are essential workers, they work with a vulnerable population - is it a common ask, it is a rational ask - we're talking about infants (no vaccine for them), there are children who might not be able to get vaccinated even if there is a vaccine available for them.
- Is the ask a reasonable ask.
- It would be nice to be able to offer information to staff who are vaccine hesitant - public health can most likely help with this
- If they don't want to be vaccinated, where do we go from there?
- We need to select a date
- Hearing two things: fully vaccinated by a specific date, if not, the staff is let go OR fully vaccinated or have to provide 3 negative covid tests per week (at your own expense and on your own time)
- Will this add to the administrative workload

Resolution: 211019-08

Motion to require staff at the Children First Centre to be fully vaccinated against COVID-19, by November 30, 2021 to remain as an employee of the Children First Centre. This will also apply to all future staff of the Children First Centre.

Mover: NW

Secunder: LW

Carried

6.5. Annual Calendar

- Reached out to families who are essential workers -
- Put out to staff - which dates works for Christmas break - Thursday and Friday to be off.
- Lenora will send out email and board will make an motion by email by Friday, October 22, 2021

6.6. Harassment Policy

- Waiting for revised comments then it will be sent off the lawyer

7. Action Item Update

7.1. Review Action Items

7.1.1. Letter to Aurora College

Remove from list

7.1.2. Letter to the Town of Inuvik

Keep and see where we are at in the next few months

7.1.3. Yukon University

Remove from list, hand in hand with letter to Aurora College

7.1.4. Landscaping

Steps out front - spoke with the person who is donating the steps and will try to work on them - looking to see if we can make this happen before it gets too cold

7.1.5. Marketing Plan

Leave on for now - see where we go with this.

8. Next Meeting(s)

November 16th, 2021 at 8:00 pm

9. In-Camera

9.1. Executive Director - Hours and Hiring Status (Candice)

Resolution: 211019-09

Motion to enter into camera at 9:53 pm.

Mover: NW

Secunder: CL

Carried

Resolution: 211019-10

Motion to exit out of camera at 10:03 pm.

Mover: NW

Secunder: LW

Carried

Resolution: 211019-11

Motion to approve the expense incurred by McLennan Ross' Human Resources Lawyer to review and provide edits and suggestions to the Executive Director's employment contract and offer of employment.

Mover: NW

Secunder: KL

Carried

10. Adjournment

Resolution: 211019-12

Motion to adjourn the meeting at 10:04 pm.

Mover: NW

Action Items:

October 19, 2021 #1: Create a doodle poll for directors to identify which dates will work for the CFS Strategic Planning Session with Michael Pealow.

- Doodle poll sent out October 19, 2021

October 19, 2021 #2: Draft letter to send out to Gwich'in Tribal Council and Inuvialuit Regional Corporation requesting they appoint representation from their organization to fill the 2 (two) positions on our board of directors.

October 19, 2021 #3: Draft notice for staff about the COVID-19 vaccination requirement.

- Draft notice sent to Mike and Patricia for review on October 19, 2021

October 19, 2021 #4: Send email out to directors regarding the Christmas closure dates. Decision to be made by Friday, October 22, 2021 so Patricia can update families and staff.

- Email sent to directors to review the dates and information to make a decision.