FIREFLY

Board of Directors

Meeting Minutes

Regular Meeting Date and Time

Friday, September 25, 2026
5:00 p.m.

Location

Fort Frances/MS Teams

Chairperson

Kendall Trembath

Admin Support

Tammy Hanstead

Time Meeting Called to Order: 5:00 p.m.

Time Meeting Adjourned: 6:11 p.m.

Present:

- Curtis, Darcia, Chief Executive Officer
- Fletcher, Morgan, FIREFLY Secretary
- Kirouac, Barb, FIREFLY Board of Director
- Klassen, Sarah-lynn, FIREFLY Board of Director
- Larson, Debbie, FIREFLY Board of Director
- Page, Crystal, FIREFLY Board of Director
- Parks, Kirby, Director of Finance
- Ralko, Jared, FIREFLY Vice-Chair
- Suleman, Karim, FIREFLY Board of Director
- Trembath, Kendall, FIREFLY Board Chair

Guests:

- Devmurari, Yash, IT Support
- Olson, Krista, Clinical Manager

Regrets/Absent:

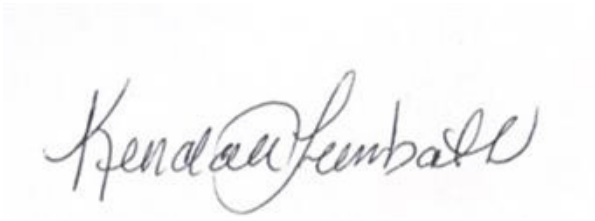
- Gillies, Charene, FIREFLY Board of Director
- Johnson, Jennifer, FIREFLY Treasurer

Agenda Items	Discussion	Action
Call to Order and welcome	Chairperson called the meeting to order at 5:03 p.m. and welcomed all attendees to the meeting.	Called to Order
Land Acknowledgement	The Board acknowledged the traditional lands of First Nations, Inuit, and Métis peoples across Ontario through a video Land Acknowledgement shared by the CEO.	

Agenda Items	Discussion	Action
Staff presentation	The Board viewed a video presentation introducing the Fort Frances team and highlighting their roles and the work they do to support infants, children, youth and families. Krista Olson, Clinical Manager, and Yash Devmurari, IT Support, attended the meeting in person.	For information
Review of Agenda	**Moved** by Crystal Page and **seconded** by Barb Kirouac that the agenda of September 25, 2026 be approved as presented.	Motion #1 Carried
Declaration of Conflict of Interest	No conflicts of interest were declared.	None declared
Approval of Consent Agenda	**Moved** by Sarah-lynn Klassen and **seconded** by Karim Suleman that the consent agenda of September 25, 2026 be approved. **Minutes:** • Fiscal Advisory Committee meeting minutes - June 22, 2026 • FIREFLY Board of Director meeting minutes - June 22, 2026 **Other:** • August 2026 Finance Report	Motion #2 Carried
Discussion Items	There were no discussion items.	
Committee Updates	**Fiscal Advisory Committee** IThe Fiscal Advisory Committee reviewed the financial statements ending August 31, 2026, as well as the Committee's Roles and Responsibilities. **Governance and Quality Committee** The Governance and Quality Committee reviewed its Roles and Responsibilities and FIREFLY's By-laws. The Committee discussed the upcoming review of Board and Governance policies, including the option of engaging external governance expertise. The Committee also reviewed a proposed new format for the Quarterly Quality Report, which will provide the Board with a more concise snapshot of trends and key information. An update on the Client Safety Plan was also provided. **Board Development Committee** The Board Development Committee reviewed Board recruitment and discussed planning for the upcoming Board Retreat, including a focus on governance training.	For information

Agenda Items	Discussion	Action
CEO Session	The CEO reviewed the CEO Board Report included in the meeting package and highlighted key organizational updates. The CEO discussed changes to Board reporting, with a greater emphasis on high-level, strategic information and opportunities for Board discussion. Operational progress will be incorporated into the Quarterly Quality Report, with additional data included in future CEO reports. The CEO also provided updates on accessibility initiatives, organizational risk and service developments. The Board discussed the updates and their potential implications for FIREFLY and the communities it serves.	For information
Correspondence	The following items were provided to the Board for information: • ANHP Moving Forward Community Report – May 2026 • CMHO 2026 Pre-Budget Consultation Long-Form Submission	For information
New Business	**FIREFLY Client-Centred Culture Award** The CEO provided an update on the FIREFLY Client-Centred Culture Award, which will launch on October 8. Staff will be invited to submit nominations, which will be reviewed by SPT before being brought forward to the Board for final selection. The recipient will be recognized at an upcoming All Staff event.	For information
	Adaptive Strategy and Implact Plan Playbook 2026 The Board approved the Adaptive Strategy and Impact Plan Playbook 2026 through written resolution on August 24, 2026. A record of the written resolution and Director responses has been retained with the Board records. The Playbook has since been launched, with the website launch planned for the following week. Operational planning is underway, with an update to be presented at the next Board meeting.	For information
	GovernWell Platform The Board discussed the new GovernWell platform. Admin Support will add the Microsoft Teams meeting link to Board meeting agendas in GovernWell.	For information

Agenda Items	Discussion	Action
New Business Continued	**Board Action Plan** The Board reviewed its Action Plan for the year, with a focus on strengthening governance, Board reporting, orientation and development. The Board discussed opportunities for governance training, mentorship and ongoing Board education, as well as the planned spring Board Retreat. The CEO will explore options and costs for external governance training and policy support.	For information
Move to In-Camera Meeting	**Moved** by Sarah-lynn Klassen and **seconded** by Crystal Page that the Board moves to In-Camera at 5:56 p.m.	Motion # 3 Carried
Evaluation of Meeting	The Board discussed a new meeting evaluation process. Moving forward, Directors will complete an online evaluation following each Board meeting. Administrative Support will distribute the evaluation to Board members.	For information
Next Meeting	**Date and Time:** Tuesday, October 27, 2026 at 6:00 p.m. **Location:** Microsoft Teams **Land Acknowledgement:** Jared Ralko	For information
Adjournment	Having no further business, the Chairperson accepted a motion to adjourn the regular meeting at 6:11 p.m.	Adjourned



Kendall Trembath, Chair



Darcia Curtis, Chief Executive Officer