



# First Nations Health Directors Association

Sharing experience for community wellness

## *Annual General Assembly*

**September 15, 2015**

*Coast Salish Territory*

Kim Brooks, President, FNHDA

Keith Marshall, Vice-President, FNHDA

Virginia Peters, Secretary/Treasurer, FNHDA

# Presentation Overview



- Our history and purpose
- Reflecting on last year's work – *Summary Presentation of the 2015 Annual Report and Financial Statement*
- Partnerships
- Looking forward: Strategic Priorities



## Recalling where we came from (*our history*)

For those of you who are new members to the Association, we would like to recall where we came from – *a bit of our history, our story*:

It was not too long ago when several First Nations Health Directors began this journey towards creating our own professional association – created *by* Health Directors, *for* Health Directors.



## Our Shared Vision

*“Healthy, self-determining and vibrant BC First Nations children, families and communities.”*





## The FNHDA: Our Purpose

We are a membership-based professional organization dedicated to supporting health directors and managers working in First Nations communities across British Columbia.





## FNHDA Board Composition

The FNHDA Board is made up of  
15 members

3 representatives for each of the  
5 regions.



## FNHDA Board of Directors



Region	FNHDA Board Representative Member
Interior	<b>Teresa Johnny</b> Shelley Lampreau <b>VACANT</b>
Vancouver Island	Georgia Cook Vanessa Charlong <b>VACANT</b>
Fraser	Virginia Peters Peter John Kelowa Edel
North	Verne Tom Patricia Hoard Lauren Brown
Vancouver Coastal	Rachel Andrew Nelson <b>Kim Brooks</b> <b>Keith Marshall</b>

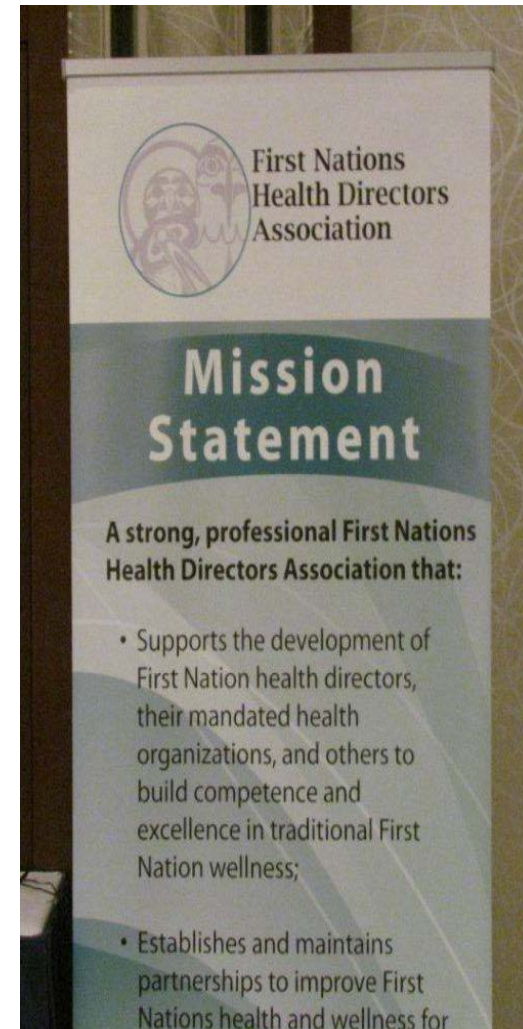


# Our Mission



A strong, professional First Nations Health Directors Association that:

- *Supports the development of First Nations Health Directors, their mandated health organizations and others to build competence and excellence in traditional First Nations wellness*
- *Establishes and maintains partnerships to improve First Nations health and wellness for individuals and communities*







# What is our function?

In addition to providing training and professional development, the FNHDA acts as a technical advisory body to our partners – the First Nations Health Council and First Nations Health Authority - on research, policy, program planning and design, and the implementation of the Health Plans endorsed by BC's First Nations leadership.





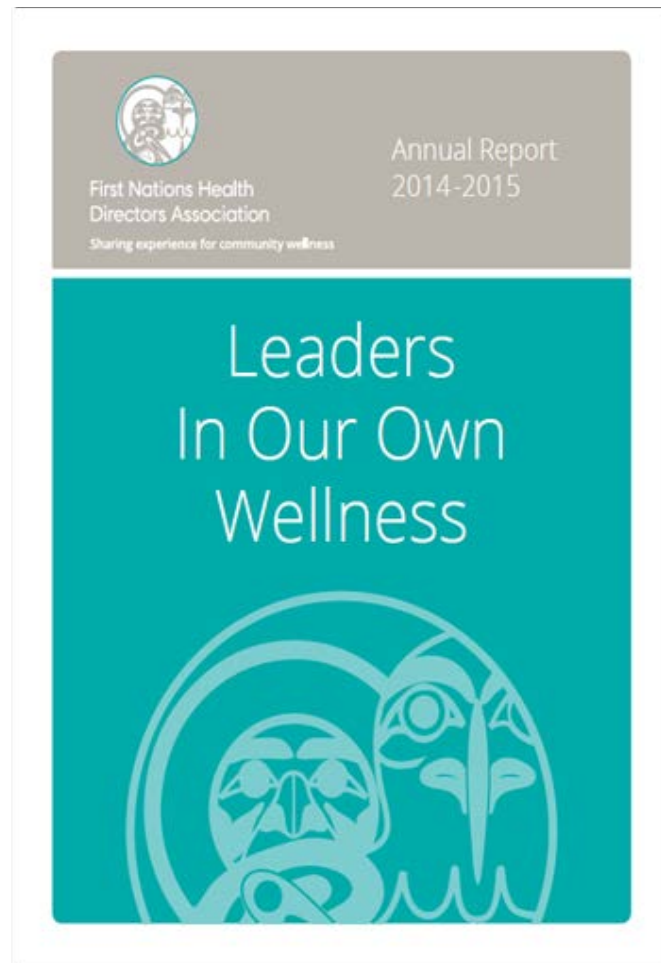
## Our Governance Structure

The Relationship Agreement outlines the roles and mandates of each First Nations Health Governing component and sets out processes to ensure that the FNHC, FNHA, and FNHDA have regular communications and provide mutual support to one another.





Reflecting on last  
year's work –  
*Summary  
Presentation of the  
2015 Annual Report  
and Financial  
Statement*



# Key Highlights



2014/15

A year of  
momentous  
change and  
significant  
success!

- FNHDA Health Benefits survey
- 2014 AGM
- Standards of Excellence
- Statement on Lateral Violence
- Member Portal
- Merging of Secretariats
- Strategic Plan



## Board Committees

Program

Planning

Reporting

During 2014/2015, the Board Committees were responsible for steering a number of key initiatives on behalf of the members of the association



## Programs Committee

*Virginia Peters, Lauren  
Brown, Kim Brooks,  
Vanessa Charlong,  
Teresa Johnny, &  
Peter John*

*Annual Report pg 12-15*

- **FNHDA Health Benefits  
Summary Report**
- **Nursing Survey**
- **National Native Alcohol and  
Drug Abuse Program (NNADAP)  
Review**
- **First Nations Tele-Health  
Expansion (FNTEP)**





## Planning Committee

*Virginia Peters, Jacki McPherson, Patricia Hoard, Rachel Andrew-Nelson, Georgia Cook, & Shelley Lampreau*

- **2014 Annual General Meeting**
- **Regional Engagement Sessions**
- **Three-Year (2015-18) Training and Development Plan**
- **Standards of Excellence for BC First Nations Health Directors**
- **FNHDA webinar training**
- **Development of draft job description for Health Directors**

*Annual Report pg 16-24*

# Training & Webinars



One of the primary mandates of the FNHDA is to contribute to the professional development and continuous learning of First Nations Health Directors in BC. Over the past year, the FNHDA has contributed to this in a variety of ways:

- **Respecting Tobacco Training Sessions**
- **Webinars:**
  - **Health Benefits series: Vision Care and Mental Health Counselling Benefits**
  - **Occupational Health & Safety**
  - **Panorama: Surveillance and Management of Communicable Diseases**
  - **Human Resource Series: Dealing with Aggression and Violence in the Workplace**
  - **Human Resource Series: Labour and Employee Relations**
  - **FNHDA Strategic Plan and Training Plan**
  - **First Nations Health Benefits Survey Summary: *A Starting Place***
  - **David Suzuki Foundation 30 X 30 Nature Challenge**



## Training Plan 2015-2018

- Connected to the Strategic Plan is the proposed FNHDA 2015-2018 Training Plan.
- Based on training priorities identified by Health Directions, the multi-year training plan will ensure that we can create a longer-term and holistic training program for Health Directors – *by Health Directors*.



# **Training Plan 2015-2018**

## **Health Director training priority areas**

- 1) Community Health & Wellness Planning**
- 2) Community Health Services & Programs, Health Knowledge, and Wellness**
- 3) Cultural Competency and Cultural Safety**
- 4) Communication**
- 5) Financial Management**
- 6) Human Resources**
- 7) Governance, Transformation, and Community Health Leadership**



## Reporting Committee

*Judith Gohn, Keith Marshall, Teresa Johnny, Verne Tom, Carolyne Neufeld*

- **Strategic direction on FNHA contribution agreements and reporting requirements engagement:**
  - **Improve Reporting**
  - **Improve Contribution Agreements (Funding Arrangements)**
  - **Support Collaborative Relationship**
- **Reviewed and recommended membership applications to the Board of Directors**
- **Strengthened Board policies**

*Annual Report pg 10-11*



## **Regional Engagement: Technical Working Day**

An opportunity to hear from Health Directors in response to the following three questions were provided:

- 1) How do we develop a new collaborative and reciprocal feedback process for reporting?
- 2) How can we improve the Annual Audit process for communities?
- 3) What supports do Health Directors require to deliver health services to the communities?





## 2014 Inspiration Award Winners

At the First Nations Health Directors Association's 2014 Inspiration Awards, five inspiring Health Directors were recognized for their tireless dedication and achievements in their field. Congratulations again to our winners!

- **Sandra Good** (Vancouver Island) – Snuneymuxw First Nation
- **Franny Alec** (Interior) – T'it'q'et First Nation
- **Coreen Paul** (Vancouver Coastal) – Musqueam First Nation
- **Muriel Victor/Konisiya** (Fraser) – Cheam First Nation
- **Louella Nome** (Northern) – Lheidli T'enneh First Nation



# Existing and New Partnerships



## FNHA

Programs transferred by the FNHA from Health Canada identified for review:

- Youth Suicide Prevention; Aboriginal Diabetes Initiative;
- Maternal Child Health and other Early Childhood Development programming consisting of Canada Prenatal Nutrition Program, Aboriginal Head Start, and Fetal Alcohol Spectrum Disorder.

# Collaboration Committee

*Virginia Peters,  
Teresa Johnny/Shelly  
Lampreau, Lauren  
Brown,  
Vanessa Charlong  
and FNHDA  
president Kim  
Brooks*

The Committee is composed of the following:

- 5 members of the FNHC with one representative from each region
- 5 members of the FNHDA Board of Directors with one representative from each region
- 5 members of the FNHA Board of Directors



# Tripartite Committee on First Nations Health:



- The Tripartite Committee on First Nations Health (TCFNH) is a forum for senior leadership within the provincial health system to coordinate and align planning, programming and service delivery among its key partners. Its membership includes Health Canada, BC Ministry of Health, BC Health Authorities, the Provincial Health Officer (PHO), the First Nations Health Authority (FNHA), the First Nations Health Council (FNHC) and the First Nations Health Directors Association (FNHDA).
- This past year has been one of continued growth and change for the TCFNH, as its partners find new and innovative ways of working together at the regional, provincial and federal levels. A key focus of the TCFNH in 2014-2015 was enabling the growth and evolution of partnerships at regional and provincial levels.
- In its role as a governance partner, the FNHDA is a key contributor to the dialogue of the TCFNH, ensuring provincial strategies and priorities reflect the needs and realities of the communities.



# FNHDA/FNHMA Relationship

- Relationship yet to be defined
- Meetings held with FNHMA and FNHDA Board Executive
- Health Director Certification
  - AFN Resolution
  - Recent Correspondence



# What is the FNHDA Member Portal?



- The portal has been updated with Health director and lateral violence resources!
- Built for FNHDA and its members, to promote
  - Document collaboration
  - Distribution of materials
  - Sharing calendars and events
  - Tracking items using lists
  - Discussion forums
- Key message: *Sharing*

**Share your content and  
knowledge!**  
**Keep everyone on the same  
page!**  
**Provide  
support!**



# Lateral Kindness



## ***From Lateral Violence to Lateral Kindness***

- FNHDA has created a position statement on lateral violence (towards lateral kindness)
- First Nations' Health Directors have identified lateral kindness- as an important topic of discussion and raised the issue which initiated the idea of implementing an FNHDA position statement to address lateral violence.
- The FNHDA understands that stress is directly linked to job satisfaction and as an organization we want members to feel supported.

# ♥ Lateral Kindness



The FNHDA issued a decree consisting of 13 action items. The decree calls all those who share the same values to take a stand against lateral violence; the decree strives to ensure the wellness of a person's physical, spiritual, and emotional health on an individual and collective basis.





# Communicating with Members



**Check us out  
on Facebook!**

- Members Portal
- FNHDA Website
- FNHDA e-blast
- Regional Summaries
- FAQ's
- FNHDA Facebook Page!



## Financial Statement (fiscal year: March 31, 2015)

- During the 2015 fiscal year, the First Nations Health Authority (FNHA) provided funding to the FNHDA to support activities as described in the Annual Report.
- The FNHA auditors, KPMG LLP, have issued an unqualified or clean audit opinion that *“the financial statements present fairly, in all material respects, the financial position of First Nations Health Authority.”* The financial statements were approved by the FNHA Board of Directors and accepted by the Members of the FNHA at their 2015 Annual General Meeting.



# FIRST NATIONS HEALTH DIRECTORS ASSOCIATION

## Statement of Operations

For the year ended March 31, 2015 with prior year comparatives

	2015			2014
	Actuals	Budget	Variance fav(unfav)	
Revenue: Health Canada Novation				86,584
Expenses				
Salaries and benefits	300,596	339,324	38,728	366,992
Administrative Allocation	83,548	84,709	1,161	82,074
General administrative	46,754	15,500	(31,254)	60,644
Professional fees	63,683	41,500	(22,183)	116,907
Community meetings and travel	115,188	1,200	(113,988)	81,176
Travel and meetings	182,575	261,500	78,925	138,873
Honoraria	126,680	188,070	61,390	142,736
Total expenses	919,024	931,803	12,779	989,402
Net Expenditures	919,024	931,803	12,779	902,818

# First Nations Health Directors Association

Statement of Financial Position  
as at March 31, 2014

	2014	2013
	\$	\$
<b>Assets</b>		
Current Assets	100	100
Cash	100	100
<b>Liabilities</b>		
Current liabilities		
Accounts payable and accrued liabilities	100	100
	100	100
<b>Net Assets</b>		
Invested in property and equipment	-	-
Unrestricted	-	-
	-	-
	100	100



# Motion

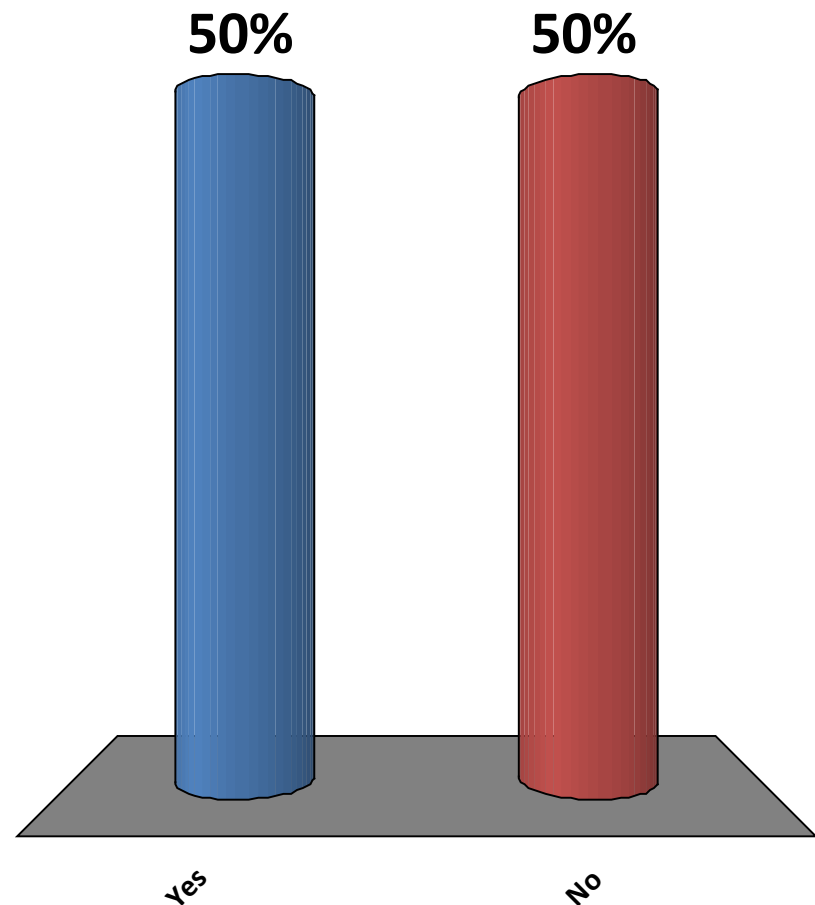
Recommendation:

- Move to accept the 2014-2015 FNHDA Annual Report and Financial Statement for the fiscal year ending March 31, 2015

The First Nations Health Directors Association accept the 2014/15 Annual Report and Financial Statement for the fiscal year ending March 31, 2015

A. Yes

B. No



# Community Health Planning



*Recognizing communities for their achievements in Community Health Planning*

Congratulations to

**Kitselas First Nation**

**Musqueam Band**

**Osoyoos Indian Band**

For your commitment to excellence and improved service delivery in your community.



## Looking Forward: *FNHDA future activities*

- Continued development of annual FNHDA Training and Development Strategies and Work-plan
- New training support programs based on member feedback and identified priorities
- Continued gathering of Health Director Technical Advice for solution-development and recommendations for improved health services

# Strategic Goals



## Goal 1

Provide professional development, training, networking and support services for Health Directors, supporting their well-being and success in their community roles, and enabling their participation in the improvement of the broader health system

## Goal 2

Support transformation through effective participation of the FNHDA in the First Nations health governance structure and providing quality and timely technical advice

## Goal 3

Uphold high operational standards and seek to continuously improve, grow and evolve the FNHDA



# Thank you!

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