



Exciting Changes at FRPBC

Effective May 2, 2016, **Sherry Sinclair** joins the BC Association of Family Resource Programs as **Executive Director**. Actively involved as a Board Member of FRPBC, FRP Canada, and the University of the Fraser Valley, Sherry has spent **19 years** developing, implementing and managing community based programs.

She possesses a **Masters of Education** Degree in Curriculum and Instruction, a Family Resource Program Certificate from the Justice Institute of BC, and a **Provincial Instructor's Diploma**. Welcome, **Sherry!**

Sue Khazaie Retires

Dear friends and colleagues,

As I come to the end of my career, I am spending **some time reflecting** on what the last 40 years have meant to me. I have been so **very privileged** to walk alongside many families as they navigate the early stages of parenthood. Parents have generously given me the opportunity to see their **babies become young children**, celebrating their development, smiling at their cute moments, and watching the miraculous bond between parents and their kids grow and flourish. I have **loved every moment!**

I have also been privileged to be part of a group of people who are **dedicated to making a difference** for children and their families. What a **generous, kind**, and somewhat crazy group! Thank you for the moments that we have shared and the issues we have tackled. As I have travelled across Canada, and visited Family Resource Programs, I have been struck by the similarities between programs. Wherever I went I always felt the **welcome and the caring** that characterize FRP's. **How wonderful** to be a part of such a group!

I am excited about the **future for Family Resource Programs** in BC. The work that is being done in every corner of the province is amazing! We have a story to be told. I encourage each of you to **participate** in developing our common story. Share your evaluations, your anecdotes, your innovations, and your challenges. By doing so, you will **build the strength** of the FRP movement, and gain support for the work that you do with families.

So, as I reach retirement, I am **proud to know** that there are so many people who share my belief in the importance of family and community, advocate for prevention and promotion solutions, and who celebrate children and childhood. I am confident that the **work will continue**. With thanks for a gratifying 40 years,

Sue Khazaie

Farewell to Sue Khazaie

On behalf of the **Early Years Policy Team** of MCFD, I would like to **thank Sue for all her hard work**, patience, sense of humour and commitment to and passion for the **many families she has touched** through her work with Family Resource Programs. If there was a phrase that reminds us of Sue and her many, many ambitious, creative, and resourceful ideas on furthering the work of practitioners in the province, it would be: **"it's very exciting!"** Through technical difficulties, creative scheduling, and payment issues ... Sue **always laughed** and held faith that all would work itself out ... and it **always did**.

And although perhaps retirement **may have come earlier** than expected, or before you were ready to pass on the reins: **Relax and have fun**, but don't let retirement douse your fire and **your passion** for all things that bring happiness, **wellness and humour** to all those who have **had the honour** of working with you.

Leanne Seddon-Howell, Policy Analyst

The **Directors and Staff of FRPBC** also bid a fond farewell to **Sue Khazaie**, thank her for her dedication, and wish her well in her retirement! **You will be missed.**

FRPBC is so pleased to introduce **Ramsay Malange!** Ramsay is currently completing his **Masters of Public Administration** from The University of Victoria; he is **coordinating Membership Renewals** and the **Member Survey** that you will be asked to help us with in the near future. **Welcome, Ramsay!**

Ramsay may be reached at researcher@frpbc.ca. Don't be surprised if you hear from him...

Membership Renewals

Yes, it's FRPBC **Membership Renewal time.** As a member of FRPBC, you join a network of programs that support families with young children. **Join both FRPBC and FRP Canada via one application.**

Access the application form at <http://www.frpbc.ca/membership/>.
Inquiries may be directed to Ramsay Malange at researcher@frpbc.ca

Please make membership a priority for 2016-17.

Membership Survey

Help us serve you better! We will be **surveying our members** about your clients, your needs, your experiences. Your responses will **help us update** our directory, adjust our services, and advocate for you to government. Help us **tell the story** of family resource programs in BC. Look for our survey in the coming months and **share your program** evaluations!

Standards of Practice Update



The Participants

This year, **25 member organizations** across the Province are working hard to achieve Standards of Practice Certification. The 2nd Edition of the Standards aligns with international trends and research, and **streamlines the process** for participating agencies.

Access the Standards and training videos on our website at <http://www.frpbc.ca/resources/for-practitioners/standards-of-practice/>.

The Deadlines

Due to some exciting changes at FRPBC, **new Standards of Practice Module deadlines** have been established.

If you submitted Module 1 by March 10, 2016, your new deadlines are:

Module 2: *May 10, 2016* Module 3: *October 10, 2016* Module 4: *December 10, 2016*

If you submitted Module 1 after March 10, 2016, your new deadlines are:

Module 1: *June 15, 2016* Module 2: *September 15, 2016*
Module 3: *November 15, 2016* Module 4: *January 15, 2017*

All future Modules are to be submitted electronically, where possible, to admin@frpbc.ca.

Standards Reviewers Needed

If you are a seasoned practitioner, send an application to admin@frpbc.ca, indicating your interest in participating in the Standards Committee.

This is an opportunity to learn more about the standards and see how various programs implement them.

Some of FRPBC's 2015/2016 Projects

Sustaining BC's Family Resource Programs — we presented a survey and report on FRP funding issues to MCFD and the Office of the Early Years.

Catalyst of Change Awards — recognized individuals who exemplify the best of family resource programs. **Stories of Resilience** — we conducted a qualitative study documenting the impact of participation in an FRP for families who are newcomers or who have mental health issues. Our report identified key aspects of programs that made a positive difference.

Gaming and Child Care Capital Grants Webinars — created training sessions to help members understand and access gaming grants and child care capital grants funding processes.

For more information on our focus, click on:

http://www.frpbc.ca/media/uploads/files/2015_2016_projects.pdf

Need Some "People" Help?

As an employer, you recognize that your **greatest assets** are the people you work with every day. Like anything else, your people **also present challenges** and it's not always easy to know what to do to make it right. In addition, employment is **governed by legislation**. The Employment Standards Act, Union Contracts, and Worksafe laws will dictate some of the actions you must take in order to do your **Due Diligence**.

For a limited time, FRPBC is pleased to provide you **with free access** to Human Resources and Occupational Health & Safety. FRPBC Members will be provided with clear, simple advice ensuring **they fully understand** the options available in order to make balanced decisions.

It pays dividends to have your team of people engaged, working well together, and performing to the best of their ability. And even if you have **fewer than 20 employees** and don't require regular safety meetings, do you know that **you are still required** to have safety policies, procedures, and training?

Until May 31, 2016, Members may contact **Barb Ruscheinski, B. Comm.**, and obtain her Human Resources and Occupational Health & Safety advice free of charge.

Barb Ruscheinski, B. Comm.

Human Resources / Occupational Health & Safety Consultant.

Cell: 778-994-4901

Email: hrpro.barb@gmail.com

Website: hrpro-barb.com



What's Up with Our Partners?



Infant Mental Health Rounds – Monthly Presentations

*T*hese presentations are **FREE** to access via webcast.

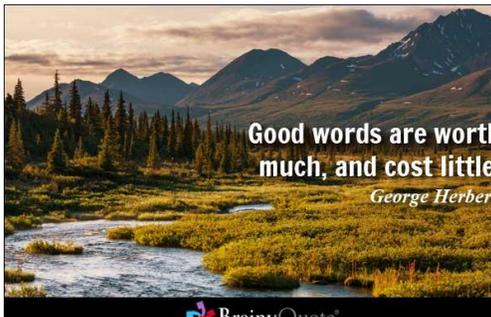
Infant Mental Health Promotion (IMHP) and The Infant Psychiatry Program of The Hospital for Sick Children (SickKids) are pleased to present an ongoing series of **Infant Mental Health Rounds** presentations. These monthly lectures offer a unique opportunity to share knowledge and learn about programs and services offered in the community as well as new research in the field.

Most presentations are also available **via Live OTN Webcast** and Ontario Telemedicine Network (OTN) Videoconferencing. Past filmed and archived presentations may also be viewed in the via the Past Presentations page of this site (**for members only**).

Register to receive webcast login details or forward an [OTN Videoconferencing Request](#) by fax or email.

Please mark your calendars and plan to attend!

Dates: **The first Thursday of each month** (excluding July, August, September, and January)
Time: **2 - 4 PM (EST)**



Arabic Translation Links

<http://illinoisearlylearning.org/resources/graphic.htm>

<http://illinoisearlylearning.org/tipsheets/index.htm>

<http://www.safechildren.ca/TranslatedResources/tabid/1199/Default.aspx>

**“I did then what I
knew how to do.
Now that I know
better, I do better.”**

*Maya Angelou,
Poet*

1928 - 2014



Words to Live By

“It’s hard to wait around for something you know might never happen; but it’s harder to give up when you know it’s everything you want.”

– *Unknown*

Follow us on Facebook!





KidCareCanada

Learning Guides

<http://kidcarecanada.org/learning-guides>

The **Learning Guides** are ready to use and can be **easily accessed online** at the above link. They are free. They are ideal for a wide range of end-users from health care professionals and **early childhood educators** to individuals who want to show a video to friends or family and engage in conversation about it.

We presented the Learning Guides at the **Early Years Conference**. Participants in our session were very excited about them and said they would also use them when training staff. The guides **have been piloted** in some Family Resource and Y Programs. Facilitators reported that they that they “loved the questions/responses **that encourage participation** and reflection.”

We were asked to develop these Learning Guides so that **anyone could feel confident** showing KidCareCanada videos. They also help experienced and novice facilitators improve their **facilitation or teaching skills**.

The Learning Guides are comprised of **seven individual resources** that can be used on an as-needed basis:

- Comprehensive **Facilitation Guide** (centre button)
- Trustworthy information about adult learning
- An easy-to-use original “Teaching Framework” based on **Bloom's Taxonomy** of Learning with 3 levels of learning
 - Previous Learning
 - Application, and
 - Reflection.
- Questions and responses for all five of the **Born to Communicate** videos that anyone can use when showing a video. The questions follow the 3 level teaching framework
- Complete information about **how to plan** a workshop or session
- Sample agendas
- Easy-to-use and effective end-of-session **evaluation approach**

www.kidcarecanada.org

Mastering the Governance Foxtrot: Effective Board/ED Relations

Kathi Irvine gets out her dance shoes to walk us through the steps of Mastering the Governance Foxtrot: Effective Board/ED Relations. Kathi is a **long-time knowledge philanthropist** here at Vantage Point and a skilled consultant and facilitator.

She is Co-Founding Partner of Watershed Organizational Development Group Inc., where she supports for-profit and not-for-profit organizations with **strategic planning, leadership development, knowledge transfer and succession planning**.

Kathi has brought her skill in not-for-profit governance to her own board role **with Big Brothers of Greater Vancouver**, as well as to many of her own client organizations.

Follow this link to hear this presentation: <http://www.thevantagepoint.ca/blog/our-vantage-point-episode-11-mastering-governance-foxtrot-effective-boarded-relations>.

StrongStart Program Review:

What Does it Mean for FRPs?

We wish to inform our members that the Ministry of Education, in partnership with the Provincial Office for the Early Years, is undertaking a review of the StrongStart BC Early Learning program.

Background: StrongStart BC programs have been in operation since 2008. Following the initial pilots, the Province evaluated the program, the results of which supported the expansion across British Columbia.

The current review: The purpose of the current review is to understand the impact of StrongStart BC programs. The review will also identify how StrongStart BC programs work with other community partners, and where services and mandates intersect, including Family Resource Programs. It should be completed by the fall of 2016. Following the completion of the review, a summary document outlining the key findings will be prepared and made available to stakeholders.



StrongStart BC

You should know: As part of the review, the evaluators are planning to communicate with community partners, including FRPs. Members of the evaluation team have informed FRP-BC that Family Resource Programs will be invited to participate in Key informant interviews at 10 case-study sites (still to be finalized), and will be invited to participate in the community partner surveys which look at the types of collaboration and partnerships between StrongStart BC programs and FRPs.

We encourage our members to be aware of this opportunity and to take the opportunity to communicate with the government about the valuable work that FRPs do in the community.

A note from FRPBC: Watch for your StrongStart survey, which will be sent out from our office. This is an opportunity to tell your program's story of working with StrongStart. We encourage Family Resource Programs to participate in this process.

More information on StrongStart:

<http://www2.gov.bc.ca/gov/content/education-training/early-learning/learn/strongstart-bc>

Success By 6

Helping all children succeed for life.

SAVE THE DATES!

The Success By 6 2016 Webinar Series continues with the informative and engaging topics listed below. Each webinar has a unique registration link so please register for each session individually. All webinars in this series are free and open to all interested participants!



Webinar #4:

Innovative Early Years Planning Leadership Models

Examples from the Comox Valley and across BC May 12th 10-11:30AM. [Click here to register](#). For over two decades, communities have been working together to **create change for children**, yet there remains opportunity for innovation in Early Years planning structures.

This webinar **will describe how systems thinking** and the consideration of a specific leadership model can be used to deepen our impact. Systems thinking is more than what we often call collective impact. It is a **holistic approach** that focuses on the way that a system's distinct parts interrelate and **continually change**.

Using the story of the Comox Valley, participants will learn about: **local engagement**, the interaction with provincial systems, the importance of **leadership**, and hiccups along the way. We will also explore other leadership models present and developing in the Interior Region and **emerging models** in the Central Okanagan.

Webinar #5:

Early Years Screening Networks and Health Fairs

Best Practices from Across BC June 15th 1-2:30PM. [Click here to register](#). In this webinar we will explore **Early Screening Networks** and community health screening activities in place in a variety of communities.

Using The Interior Region Early Screening Network as a prime example, we will look at **how this type of network** can support communities and organizations with the development of community driven early screening practices by creating a space to **SHARE** information, community development **ideas and tools**, promotional ideas and more!

A broader consideration of **successful practices** in Early Years Health Fairs and screening outreach will also be explored. This will be a forum for discussion, **accessing resources** and online mentoring.