



## Board of Director's Meeting

Tuesday, April 23, 2024

### Attendance

Membership	O	T	V	R	A
Jay Lucas, Chair				x	
Deana Renaud, Director	x				
Terri Elliott, Director	x				
Ashley Davis, Director	x				
Suzanne Lynch, Director	x				
VACANCY					
VACANCY					

O: On-site / T: Telecon. / V: Videocon. / R: Regrets / A: Absent

Non-Voting Membership	O	T	V	R	A
Shannon Cormier, CEO	x				
Lauren Gilbert, CFO	x				
Kyle Lemieux, CNE	x				
Dr. Ravi Dhaliwal, Chief of Staff	x				
Dr. Jonathon Scully, Pres. Prof. Staff					x
Judy Jean, Interim EA/Bd Liaison	x				

<b>1.0</b>	<p><b>CALL TO ORDER</b></p> <p>In the absence of the Board Chair, and the vacant Vice Chair position, S. Cormier, President and CEO called the meeting to order at 4:58 pm.</p> <p>S. Cormier shared a land acknowledgement.</p> <p>S. Cormier provided an overview of the Your Health Space Program developed by the Canadian Mental Health Association, Ontario Division. This program aims to assist organizations in supporting Health Care Workers and Leaders employed in hospitals, mental health and addiction services, long-term care homes, and primary, home, and community care settings. Through interactive live workshops, self-directed modules, and microlearning Wellness Moments, your team will learn effective strategies to address chronic workplace stress and promote psychological health and safety in the workplace.</p> <p>NDMH is pleased to welcome Pauline Doherty, Regional Coordinator and Trainer for a second time. S. Doherty provided a brief discussion on Mindfulness.</p>
<b>1.1</b>	<p><b>Quorum</b></p> <p>Quorum was attained.</p>
<b>1.2</b>	<p><b>Conflict of Interest</b></p> <p>None.</p>
<b>1.3</b>	<p><b>Approval of Agenda</b></p> <p>Moved by - D. Renaud            Seconded by - A. Davis            Opposed - None</p> <p><i>"That the agenda for the Apr 23, 2024 Board Meeting be accepted as presented."</i> Carried.</p>

<b>2.0</b>	<b>AGENDA MATTERS</b>
<b>2.1</b>	<p><b>Board Meeting Minutes - Mar 26, 2024 Meeting Minutes</b></p> <p>Moved by - A. Davis  Seconded by - T. Elliott  Opposed - None</p> <p><i>“That the Board meeting minutes of Mar 26, 2024 be accepted as presented.” Carried.</i></p>
<b>3.0</b>	<b>MATTERS FOR DISCUSSION</b>
<b>3.1</b>	<p><b>Report from the Chief Executive Officer</b>  S. Cormier highlighted key points from written report -</p> <ul style="list-style-type: none"> <li>• Assistant Deputy Minister Christine Wang’s visit to NDMH</li> <li>• LTC Expansion Project Update</li> <li>• Ongoing Roof Leakage and Building Conditions</li> <li>• Upcoming Small Rural and Northern Hospital Network Meeting and Ontario Hospital Association</li> <li>• Staff Highlights (T. Hoard Behaviour Support Worker, and Medical Lab Week)</li> </ul>
<b>3.2</b>	<p><b>Report from the Chief of Staff</b>  Dr. R. Dhaliwal reported that NDMH will provide five learner placements and one nurse practitioner placement from May to Aug with confirmation of intention to sign on with the physician group in locum or associate staff category in the Fall.</p> <p>Dr. Dhaliwal provided the meeting minutes of the Medical Advisory Committee of Apr 10, 2024.</p>
<b>3.3</b>	<p><b>French Language Report</b>  This annual requirement has been deferred from April to June as the reporting requirements have been transitioned to an online portal. A report will be provided when the report has been submitted.</p>
<b>3.4</b>	<p><b>Indigenous Report</b>  Advancing health equity for equity deserving and First Nations, Inuit, Métis and urban Indigenous populations in Ontario requires strategic and collaborative efforts, which are vital to fulfilling Ontario Health’s mission in reducing health and social disparities. Service Accountability Agreements (SAAs) support these efforts as they articulate the commitment between Ontario Health and health service providers to work together to achieve provincial priorities. By embedding equity and Indigenous health requirements within the SAA local obligations in 2023/24, Ontario Health and health service providers have had a unique opportunity to advance health equity and Indigenous health within the health system.</p> <p>As this first fiscal year with these new local obligations has come to a close, health service providers are required to complete a progress report of their activities. The information collected will be used to establish a baseline of how well the healthcare system is serving Indigenous and equity-deserving populations. Specifically, aiding our understanding of health</p>

	<p>service provider successes, service gaps and challenges and how Ontario Health can support capacity building for health service providers to improve their services over time. In addition, health service providers will have an opportunity to reflect on, align and develop work that improves access, experiences, and outcomes for equity-deserving and First Nations, Inuit, Métis and urban Indigenous populations.</p> <p>Reporting templates to capture and understand how the healthcare system is serving equity-deserving and First Nations, Inuit, Métis and urban Indigenous populations must be completed and returned to Ontario Health by Jun 30, 2024. A report will be provided when the report has been submitted.</p>
<b>3.5</b>	<p><b>Corporate By Law Review</b></p> <p>S. Cormier reported that, in preparation for the Annual General Meeting, Directors are asked to review their By Laws and bring their suggestions forward to the May meeting.</p>
<b>3.6</b>	<p><b>Ontario Health Team Update</b></p> <p>S. Cormier provided a summary of the structure of the Noojmawing Sookatagaing Healing Working Together Ontario Health Team. (phonetic pronunciation: Noo-J-ma-wing Soo-ka-tay-ga-ing).</p> <p>NDMH is well represented as a signatory member with 45-50 other northwestern organizations (including Primary Care), at the leadership council of the accelerated Health Team model, and in different interest groups.</p> <p>We will welcome Jennifer Lawrance, Implementation Lead with the City and District of Thunder Bay Ontario Health Team to NDMH for a presentation at the May 28<sup>th</sup> Board meeting.</p>
<b>4.0</b>	<p><b>Matters Requiring Decisions</b></p>
<b>4.1</b>	<p><b>Quality Improvement Plan, 2023/24 “At Risk Pay”</b></p> <p>K. Lemieux provided a detailed summary of the work successfully completed, and the targets achieved for the 2023/24 Quality Improvement Plan.</p> <p>Moved by - D. Renaud Seconded by - S. Lynch Opposed - None</p> <p>“That regarding executive compensation for the 2023/24 Quality Improvement Plan, with two of three targets being met; that a pay out can be made at a rate of 66.67% for Chief Executive Officers (C. Eady and S. Cormier), Chief Nursing Executives (M. Boudreau and K. Lemieux) and the Chief of Staff.” Carried.</p>
<b>4.0</b>	<p><b>IN CAMERA (CLOSED SESSION)</b></p> <p>Moved by - A. Davis Seconded by - T. Elliott Opposed - None</p>

*"That the Board of Directors moves to its In Camera meeting at 5:31 pm."* Carried.

The Board adjourned its In Camera meeting at 6:58 pm, and returned to its Regular meeting.

**9.0 RESUME REGULAR MEETING**

**Report from Closed Session**

S. Cormier provided a summary of the In Camera meeting.

- In Camera Meeting Minutes of Mar 26, 2024
- Special In Camera Meeting Minutes of Apr 3, 2024
- Credentialing
- Moving Forward (primary focus for the year ahead on *Stabilization, Efficiencies, Capacity Building, and (RE)Visioning*)

**10.0 ADJOURNMENT**

Moved by - T. Elliott

Seconded by - A. Davis

Opposed - None

*"That the Board of Directors moves to adjourn its meeting at 7:32 pm."* Carried.

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Jay Lucas,  
Board Chair



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Shannon Cormier,  
President and Chief Executive Officer