



Board Meeting
June 17, 2025 – 4:30 pm

Meeting Minutes

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				
Kyle Lemieux, CNE	x				
Dino Armenti, Interim CFO				x	
Dr. Ravi Dhaliwal, Chief of Staff			x		
Dr. Jonathon Scully, Pres. Prof. Staff					x
Marie Cocks, Executive Coordinator	x				

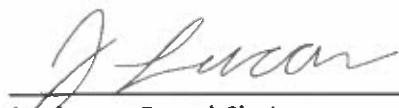
Minutes

	Time	Presenter	Item & Purpose	Expected Outcome	Page #
R: Recommendation Decision/Action E: Education D: Discussion I: Information					
1.0	Call to Order				
1.1		A. Davis	A. Davis, Co-Chair called the meeting to order at 4:37 pm and S. Cormier shared the Indigenous Land Acknowledgement		
1.2		A. Davis	Quorum was attained		
1.3		A. Davis	Conflict of Interest None		
1.4		A. Davis	Approval of Agenda MOTION Moved by - D.Renaud Seconded by -J. Lucas Opposed - None “That the agenda for the June 17, 2025 meeting be accepted as presented.” Carried.		
2.0	Presentation / Education				
2.1		S. Cormier	Board Governance and Leadership The focus on training this month was an overview of LTC Homes Compliance Program.		
3.0	Agenda Matters				
3.1		J. Lucas	Board Meeting Minutes – April 29, 2025 MOTION Moved by -D. Renaud Seconded by -T. Elliott Opposed - None “That the Board meeting minutes of April 29, 2025 be accepted as presented.” Carried.		
4.0	Standing Agenda Items				

Time	Presenter	Item & Purpose	Expected Outcome	Page #
R: Recommendation Decision/Action E: Education D: Discussion I: Information				
4.1	S. Cormier	Staff / Service Highlights S. Cormier shared the highlights from Staff Service week that was held June 9-13, 2025.		
4.2	S. Cormier	Long Term Care Expansion S.Cormier advised the Board that the 2 million NOHFC grant was declined as it is geared towards a residency project not a community project. A new construction subsidy will be available to apply for in the near future.		
4.3	S. Cormier	Meditech Expanse S.Comier shared that this is has been an extensive project to date.		
5.0	Matters for Discussion			
5.1	S. Cormier	Report from the CEO S. Cormier's report included the following updates; <ul style="list-style-type: none"> • Eco Cardiogram Clinic • Sick Leave • Strategic Planning in the District • Ontario Health Team • Community Listening Tour • EMS 		
5.2	D. Armenti	Report from the CFO D. Armenti shared updates on <ul style="list-style-type: none"> • Financial Savings • 2025-26 Operating Plan (Budget) • 2025-26 Capital Plan (Budget) The 2024-25 Financial Draft Statements were emailed to the Board for review.		
5.3	D. Armenti	HSAA and MSAA Declarations Information was shared and the Declarations will be signed by J. Lucas at the 2025-26 AGM		
5.4	D.Armenti	BPSAA Attestation Information was shared and the Attestation will be signed by J. Lucas at the 2025-26 AGM		
5.5	R. Dhaliwal	Report from the COS Dr. Dhaliwal provided an update on; <ul style="list-style-type: none"> • Staffing • Meditech • Locum Staff The Hospital will welcome A. Zopic this Summer, Andrea will be working as a Medical Resident alongside the Doctors.		
5.6	K.Lemieux	Report from the Chief Nursing Executive K. Lemieux provided the following report; <ul style="list-style-type: none"> • LTC Proactive Lean Inspection • Staffing 		

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			R: Recommendation Decision/Action E: Education D: Discussion I: Information				
			<ul style="list-style-type: none"> • QIP 2024-25 				
5.7		K. Lemieux	<p>Quality Meeting Minutes-June 6, 2025</p> <p>MOTION Moved by -J. Lucas Seconded by -D. Renaud Opposed –None</p> <p>“That the Quality meeting minutes of June 6, 2025 be accepted as presented.” Carried.</p>				
5.8		S. Cormier	<p>NDMH QIP Executive Compensation</p> <p>MOTION Moved by -J. Lucas Seconded by -T. Elliott Opposed –None</p> <p>“That regarding executive compensation for the 2024-25 Quality Improvement Plan (QIP), with all QIP indicators/targets being met; that a payout can be made at a rate of 3% for the CEO, Chief of Staff, CNE and CFO ” Carried.</p>				
5.9		S. Cormier	<p>Board Policy / Procedure Project</p> <ul style="list-style-type: none"> • BRD 04-08 Goals and Work Plan • BRD 04-09 Appendix A, Directors Consent • BRD 04-11 Code of Conduct • BRD 04-12 Respect for Diversity • BRD-04-13 Conflict of Interest <p>MOTION Moved by -J. Lucas Seconded by -D. Renaud Opposed –None</p> <p>“That the following Board policies BRD 04 -08 Goals and Work Plan, BRD 04-09 Appendix A, Directors Consent, BRD 04-011-Code of Conduct and BRD 04-12- Respect for Diversity and BRD 04-13 Conflict of Interest be accepted as amended.” Carried</p>				
6.0	Other						
6.1		S. Cormier	<p>Board Meeting Schedule</p> <p>The Board meeting for Fall 2025 was shared, the September 30, 2025 scheduled meeting has been moved to Monday September 29.</p>				
6.2		S. Cormier	<p>Key Messages from Thunder Bay District Mental Health and Addictions Network</p> <p>S. Cormier shared that the Thunder Bay Mental Health and Addictions Network met in a hybrid meeting virtually to review various matters.</p>				
6.3		S. Cormier	Regional Services Council of the Board				

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			R: Recommendation Decision/Action E: Education D: Discussion I: Information				
			A Briefing note was shared summarizing key messages from the Regional Services Council meeting that was held on May 22, 2025.				
6.4		S. Cormier	Open Conversation - For the Good of the Organization S. Cormier invited open conversation among the Directors.				
7.0	Adjourn to In Camera Meeting						
7.1		A. Davis	Adjournment to In Camera Meeting MOTION Moved by -D. Renaud Seconded by -J. Lucas Opposed - None "That Board of Directors move to its In-Camera meeting at 6:07 pm". Carried.				
8.0	Adjourn In Camera and Return to Regular Board Meeting						
8.1		A. Davis	Return to Regular Meeting MOTION Moved by -J. Lucas Seconded by -D. Renaud Opposed – None "That the Board of Directors adjourn the in-camera board meeting at 6:53 pm". Carried.				
8.2		A. Davis	Report from Closed Session				
9.0	Adjourn Regular Board Meeting						
9.1			MOTION Moved by -J. Lucas Seconded by -D. Renaud Opposed - None "That the Board of Directors move to adjourn its meeting at 6:54 pm." Carried Next Meeting Date-September 29, 2025				



Jay Lucas, Board Chair



Shannon Cormier, Chief Executive Officer