Board of Directors Meeting
Meeting Minutes
March 31, 2026 at 4:30 p.m.

Attendance

Membership	O	T	V	R	A	Non-Voting Membership	O	T	V	R	A
Jay Lucas, Chair			x			Shannon Cormier, CEO	x				
Deana Renaud,	x					Kyle Lemieux, CNE	x				
Terri Elliott, Director	x					Madison Boudreau, DOC of Patient Care			x		
Ashley Davis, Director				x		Lauren Gilbert, CFO		x			
Brittany Stinson-McGee			x			Dr. Ravi Dhaliwal, Chief of Staff					x
Vacancy						Dr. Jonathon Scully, Pres. Prof. Staff	x				
Vacancy						Marie Cocks, Executive Coordinator	x				

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

Agenda

	Presenter	Item & Purpose	Page #
1.0	**Call to Order**		
1.1	J. Lucas	**Indigenous Land Acknowledgement /Opening Remarks** The meeting was called to order at 4:34 p.m. A land acknowledgement was shared by D. Renaud. The Board recognized and expressed support for the tragedy that occurred in the community on March 17.	
1.2	J. Lucas	**Quorum** With 4/5 members present, quorum was met.	
1.3	J. Lucas	**Conflict of Interest** There were no conflicts on interest to declare.	
1.4	D. Renaud	**Approval of Agenda-Motion #1** There were no updates/additions to the agenda Move: B. Stinson-McGee Second: T. Elliott Opposed: None *"That the agenda for the March 31, 2026 Board Meeting be accepted as presented/amended."* CARRIED.	
2.0	**Board Education**		
2.1	S. Cormier	**Education Planning** ***Governance & Leadership Effectiveness*** Planning for the new fiscal year will include exploring new ideas and initiatives to support ongoing improvement.	
3.0	**Meeting Minutes**		
3.1	J. Lucas	**Board Meeting Minutes: March 3,2026 -Motion #2**	

Presenter		Item & Purpose	Page #
		Move: B. Stinson McGee Second: J. Lucas Opposed: None *"That the Board meeting minutes March 3, 2026 be accepted as presented/amended."* CARRIED.	
4.0	**Standing Agenda Items**		
4.1	S. Cormier	**Quality CARE Conversations** Themes were identified related to patient concerns surrounding mental health. Discussion included ongoing efforts to strengthen mental health supports, including exploration of on-call coverage and collaboration with external partners. It was noted that this work remains in progress.	
4.2	S. Cormier	**Care Staff / Service Highlights** The maintenance team addressed a water leak that required a complex repair. Necessary parts were ordered, and upon arrival, hot water services were temporarily shut off to complete the work. Repairs were completed within the four-hour window to avoid escalation to a critical incident. Positive feedback was received from a patient's family member noting restored confidence in the healthcare system due to the outstanding care provided by Nurse Practitioner G. Fox.	
4.3	J. Lucas	**Regional Services Council of the Board** No update at this time	
5.0	**Matters for Discussion**		
5.1	S. Cormier	**Report from the CEO** The CEO provided an overview of activities including updates on recruitment and retention efforts under CARE2030. Attendance at upcoming recruitment events was noted, along with ongoing enhancements to locum postings and the NOSM community profile. An update on the development of an integrated workforce system was shared, with staffing challenges identified as a high enterprise risk. Further details will be brought forward at a future meeting. The CEO also presented the Integrated Corporate Systems Planning Framework, aligning ERM, Workforce Business Continuity, and Communications with Care2030. Move: T. Elliott Second: J. Lucas Opposed: None *"That the Board endorses the integrated corporate systems as the CARE2030 aligned foundational governance framework moving forward acknowledging they are working documents that will evolve based on learning as it is operationalized."*	

	Presenter	Item & Purpose	Page #
5.2	L. Gilbert	**Report from the CFO** The CFO reported that audit preparation is currently underway. The organization has received one-time funding to support the French Language Program. Additionally, official funding confirmation has been received from the Alzheimer Society.	
5.3	J. Scully	**Report from the COS** On behalf of Dr. R. Dhaliwal, Dr. J. Scully reported that there is currently no confirmed coverage in place for the upcoming maternity leave. Shortages present a potential risk to Emergency Department service disruptions or closures if not addressed.	
5.4	K. Lemieux	**Report from the CNE** K. Lemieux provided updates, nothing that Meditech Expanse training is in planning stages for Summer 2026. A new regional pharmacy model will take effect April 1, 2026, alongside plans for tele pharmacy to support after hours coverage. Ongoing staffing challenges and increase ALC volumes were noted, with actions incorporated into the QIP to support patient flow. PSW flex positions continue to Improve workflow. A proactive LTC compliance visit occurred March 2-10, with further details to be shared in camera.	
5.5	S. Cormier	**Performance Evaluation for CEO & COS** The Board discussed the performance evaluation process for the CEO and COS. It was agreed that a meeting will be scheduled with J. Lucas and A. Davis to discuss next steps. An update will be brought forward at the next Board meeting.	
5.6	Madison	**Accreditation Schedule** Board members were advised that Accreditation representatives will attend the next Board meeting on April 28 from 4:30 p.m. to 5:30 p.m. to meet with the Board of Directors.	
5.7	Policy Review Committee	**<u>Board Policy / Procedure Project-Motion #3</u>** Move: J. Lucas Second: B. Stinson-McGee Opposed: None *"That the Board policies BRD 06-01 Board Meetings, BRD 06-02 Attendance, BRD 06-03 Rules of Order are accepted as amended."* CARRIED	
6.0	**Other**		
6.1	S. Cormier	**Open Conversation - For the Good of the Organization** The Committee/Board acknowledged the exceptional level of community support following the March 17 tragedy, noting the outpouring of compassion, assistance, and unity demonstrated across the community.	
7.0	**Adjourn to In Camera Meeting**		
7.1	D. Renaud	**Adjournment to In-Camera Meeting-Motion #4**	

Move: T. Elliott
Second: J. Lucas
Opposed: None

"That the Board of Directors moves to its In-Camera meeting at 5.28 pm." CARRIED.

8.0 **Adjourn In-Camera and Return to Regular Board Meeting**

8.1 J. Lucas **Return to Regular Meeting -Motion #5**
Move:
Second:
Opposed:

"That the Board of Directors adjourn the in-camera board meeting at 5:51 p.m." CARRIED.

9.0 Adjourn Regular Board Meeting

9.1 J. Lucas Next Meeting Date and Adjournment-**Motion #6**
Move: T. Elliott
Second: B. Stinson-McGee
Opposed: None

"That the Board of Directors moves to adjourn its meeting at 5:57pm." CARRIED.

Next Meeting Date – April 28, 2026 @4:30 p.m.

Jay Lucas, Board Chair

Shannon Cormier, Chief Executive Officer