



Board of Director's Meeting

April 1, 2025

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, Director		x				Kyle Lemieux, CNE	x				
Terri Elliott, Director	x					Dino Armenti, Interim CFO			x		
Ashley Davis, Director	x					Dr. Ravi Dhaliwal, Chief of Staff	x				
Suzanne Lynch, Director			x			Dr. Jonathon Scully, Pres. Prof. Staff					x
Vacancy						Madison Boudreau, Interim COO				x	
Vacancy						Marie Cocks, Executive Coordinator	x				

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

Agenda

	Time	Presenter	Item & Purpose	Expected Outcome	Page #
1.0		Call to Order			
1.1		J. Lucas	J. Lucas, Chair called the meeting to order at 4:32 pm and shared a land acknowledgement		
1.2		J. Lucas	Quorum was attained		
1.3		J. Lucas	Conflict of Interest None		
1.4		J. Lucas	Approval of Agenda MOTION Moved by – A. Davis Seconded by – T. Elliott Opposed - None <i>"That the agenda for the April 1, 2025 Board Meeting be accepted as presented." Carried.</i>		
2.0		Presentation / Education			
2.1		S. Cormier	Board Governance and Leadership The focus on this months Board training was; <ul style="list-style-type: none"> • LTC Financial Literacy 101 • LTC Financial Literacy 201 • LTC Funding and Capital Development Updates The next set of Board training to discuss at the April 29, 2025 meeting will be; <ul style="list-style-type: none"> • Long-Term Care Quality Management • Residents/Councils 		

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3.0		Agenda Matters			
3.1		J. Lucas	Board Meeting Minutes – February 25, 2025 MOTION Moved by -A. Davis Seconded by -J. Lucas Opposed – None <i>“That the Board meeting minutes of February 25, 2025 be accepted as presented.” Carried.</i>		
3.2		J. Lucas	Special Board Meeting Minutes-March 15, 2025 MOTION Moved by -A. Davis Seconded by -J. Lucas Opposed – None <i>“That the Special Board meeting minutes of March 15, 2025 be accepted as presented.” Carried</i>		
4.0		Standing Agenda Items			
4.1		S. Cormier	Long Term Care Expansion S. Cormier provided an update on the Proposal/Discussion sent by RBC, and will be able to provide more information once all parties meet on April 2, 2025.		
4.2		S. Cormier	Meditech Expanse Bridge Norwest who is the regional program overseeing the transition to Meditech Expanse did their official “kick off” April 1 to officially signal the start of the transition project. Staff were able to engage with Change Specialists and learn about the Meditech Expanse transition and how it will enhance patient care.		
5.0		Matters for Discussion			
5.1		S. Cormier	Report from the Chief Executive Officer The following was provided and reviewed. S. Cormier’s report included the following updates; <ul style="list-style-type: none"> • Echocardiogram Clinic • Red Rock Building • Healthy Workplace Committee 		

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			<ul style="list-style-type: none"> Shared Service Notice <p>The Strategic Planning Community Listening Tour has been well received with a number of Community sessions complete and more scheduled in April. Discussion took place on when to hold the Annual General Meeting , it was decided that it will be held on Thursday June 26, 2025 at 12:00pm.</p>		
5.2		K. Lemieux	Report from the Chief Nursing Executive <p>K. Lemieux provided the following report;</p> <ul style="list-style-type: none"> Staffing shortages Staffing model exploration <p>Temporary Nursing jobs have also been posted to help with Summer coverage.</p>		
5.3		D. Armenti	Report from the Chief Financial Officer <p>D.Armenti provided financial updates for February 2025, and information regarding the 2025/2026 Capital Plan.</p>		
5.4		J. Scully	Report from the Chief of Staff <p>Dr. Dhaliwal provided information on the following;</p> <ul style="list-style-type: none"> NOSM Rocky Bay Clinic Echocardiogram Program Best Care Program <p>Medical Advisory Meeting minutes of March 12, 2025 were included in the meeting package.</p>		
5.5		S. Cormier	Report from the COO <p>On behalf of M. Boudreau, S. Cormier provided information on Accreditation Canada Governance Standard and the HSO Governing Body Assessment. M. Boudreau will attend the next Board meeting on April 29, to further discuss this and to also provide an overview of the Emergency Management Plan.</p>		
5.6		K. Lemieux	QIP 2025/26, Workplan/Target Recommendations <p>K. Lemieux presented the final Quality Improvement Plan indicators and targets for 2025/26 that was due for submission on Mar 31, 2025.</p>		

	Time	Presenter	Item & Purpose	Expected Outcome	Page #
			MOTION Moved by -A. Davis Seconded by -J. Lucas Opposed - None <i>That the Quality Improvement Plan, including indicators and targets, for the year 2025/26 be accepted as presented."</i>		
5.7		K. Lemieux	QIP 2025/26 Narrative for Health Care Organizations in Ontario K. Lemieux reviewed the 2025-2026 QIP narrative drafted for submission to the Ministry MOTION Moved by -A. Davis Seconded by -J. Lucas Opposed - None <i>"That the QIP overview and narrative for the year 2025/26 be accepted as presented with approval to submit to the Ministry portal."</i>		
5.8		K. Lemieux	QIP 2025/26, Performance Based Compensation In accordance with legislative requirements, the following positions are subject to performance-based compensation: Chief Executive Office, Chief of Staff, Chief Nursing Executive, Chief Financial Officer. MOTION Moved by -A. Davis Seconded by -J. Lucas Opposed - None <i>"That Performance Based Compensation for the 2025/26 Quality Improvement Plan be tied to the following indicators and targets;</i> <ol style="list-style-type: none"> <i>1. Workplace Violence Prevention with a target of less than 10% of incidents that result in "lost time" AND</i> <i>2. Percentage of mental health patients who receive an offer for follow up services following a mental health visit with a target of 85%.</i> <i>at a rate of 3% in total for CEO and Chief of Staff, CNE, and CFO prorated by performance</i>		

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			<p>85-100%=100% compensation 75-85%=50% compensation <75% =0% compensation</p>		
5.9		S.Cormier	<p>Board Policy / Procedure Project The following polices were reviewed by the working group with minor changes made and provided to the Board of Directors for review and approval</p> <ul style="list-style-type: none"> • BRD-03-06 CEO Evaluation Tool • BRD 04-01 Board Structure • BRD 04-02 Appendix A Application to the Board • BRD 04-02 Recruitment and Selection of Directors • BRD 04-03 Nomination and Election Process <p>MOTION Moved by -T. Elliott Seconded by -A. Davis Opposed – None</p> <p><i>"That the following Board policies/ BRD 03-06 CEO Evaluation Tool, and BRD-04-01 Board Structure, BRD 04-02 Appendix A, Application to the Board, BRD 04-02 Recruitment and Selection of Directors, BRD 04-03 Nomination and Election Process be accepted as presented." Carried.</i></p> <p>The next set of policies have been provided to the working group and include; BRD 04-05 -Preorientation Handbook BRD 04-06 Orientation and Ongoing Development BRD 04-07 Ongoing Education</p>		
6.0	Other				
6.1		S. Cormier	<p>Open Conversation - For the Good of the Organization S. Cormier invited open conversation among the Directors.</p>		
7.0	Adjourn to In Camera Meeting				
7.1		J. Lucas	<p>Adjournment to In Camera Meeting Moved by – A. Davis Seconded by – T. Elliott Opposed - None</p>		

	Time	Presenter	Item & Purpose	Expected Outcome	Page #
			<i>"That the Board of Directors moves to its In-Camera meeting at 6:18 pm." Carried.</i>		
8.0		Adjourn In Camera and Return to Regular Board Meeting			
8.1		J. Lucas	<p>Return to Regular Meeting</p> <p>Moved by – A. Davis Seconded by – T. Elliott Opposed - None</p> <p><i>"That the Board of Directors adjourns the in-camera board meeting at 6:42 pm." Carries</i></p>		
8.2		J. Lucas	<p>Report from Closed Session</p> <p>J. Lucas provided a summary of the In-Camera meeting;</p> <ul style="list-style-type: none"> • In-Camera meeting minutes of February 25 2025 • Credentialing • Application to the Board • Transfer Issues • Critical Incident 		
9.0		Adjourn Regular Board Meeting			
9.1		J. Lucas	<p>Adjournment</p> <p>Moved by – A. Davis Seconded by – T. Elliott Opposed - None</p> <p><i>"That the Board of Directors moves to adjourn its meeting at 6:42 pm." Carried.</i></p> <p>Next Meeting Date-April 29, 2025 @ 4:30 pm</p>		



Jay Lucas, Board Chair



Shannon Cormier, Chief Executive Officer