

**SIOUX LOOKOUT MENO YA WIN HEALTH CENTRE
BOARD OF DIRECTORS MEETING
held Thursday, January 25, 2024 at 9:00 am
Via Zoom/Admin Boardroom
MINUTES**

- Present:** Ms. Sadie Maxwell (chair), Mr. Knowles McGill, Ms. Christine Hoey, Dr. Laurel Laakso, Mr. Mathew Hoppe, Ms. Cynthia Dwyer, Mr. Kevin Holder, Mr. Darrell Morgan, Mr. Dean Osmond, Ms. Joyce Timpson, Ms. Monica Hemeon, Ms. Beatrice Anderson, Ms. Kristen Carroll, Ms. Ramona Quequish, Ms. Selena Froude (recorder)
- Regrets:** Ms. Leanne Tyler, Dr. Blake Mackay, Mr. Dennis Leney, Mr. Roy Spence, Ms. Patricia Keesickquayash, Ms. Terri Fiddler, Ms. Kathy Loon
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The meeting was called to order at 9:06 am. All were welcomed to the meeting. Mr. Mathew Hoppe opened the meeting with a prayer.

Patient Story

A patient story was shared by Ms. Cynthia Dwyer.

Directors Conflict of Interest Disclosure

Mr. Darrell Morgan declared a conflict of interest regarding any financials pertaining to Morgan Fuels.

1.0 Approval of the Agenda

The agenda was reviewed and approved as presented.

MOTION #01/24 it was moved by Mr. Darrell Morgan that the Board of Directors approve the agenda of the regular meeting held January 25, 2024 as presented. Seconded by Ms. Joyce Timpson. **CARRIED**

2.0 Approval of the Minutes of the Regular Board Meeting held December 12, 2023.

The minutes of the regular board meeting held December 12, 2023 were reviewed and approved as presented.

MOTION #02/24 it was moved by Mr. Darrell Morgan that the Board of Directors approve the minutes of the regular board meeting held December 12, 2023 as presented. Seconded by Mr. Knowles McGill. **CARRIED**

3.0 Business Arising from the Minutes

3.1 ADM.I.1 Sioux Lookout Meno Ya Win Health Centre Mission, Vision and Values Policy

- A decision was made at the December 12, 2023 board meeting, to add the seven grandfather teachings to the policy.
- It was noted rebranding the mission, vision and values would be costly to the organization.
- The standard statement of the policy will be updated to include the board will incorporate the seven grandfather teachings in the strategic plan. Selena to update policy – **ACTION**

3.2 ADM.I.2 Strategic Planning

- 1 f. - The board will incorporate the seven grandfather teachings in the strategic plan. Selena to add to policy - **ACTION**

4.0 **Reports**

4.1 Foundation

- The Sioux Lookout Bombers Hockey Fights Cancer game took place December 15, 2023. The foundation received a donation of \$5,000.
- The MRI campaign received a donation of \$150,000 from Morgan Fuels.
- The MRI committee will be contacting local businesses and organizations for donations.
- The Tree of Hearts campaign will be taking place in February.
- Billboards promoting the MRI campaign will be displayed throughout Sioux Lookout.

4.2 CEO

- SLMHC has moved to a new online scheduling and payroll platform called Logibec.
- We are working with legal regarding taxation of our indigenous employees.
- We continue to meet with the Ministry of Long Term Care and Ontario Health North around the long term care needs for SLMHC.
- The Assistant Deputy Minister is planning a site visit in February.
- We have been experiencing surge in our emergency department (ED). Our census remains steady at sixty-five. ALC rates are over fifty percent. There are five to twelve admissions daily and six to eight repatriates waiting to return.
- The region is experiencing health human resources (HHR) shortages.
- We continue to advocate with the Ministry for the capital for the MRI. We have a Request for Information (RFI) for the building.

4.3 VP Health Services & CNE

- Admissions has been challenging. For every one discharge we have two admissions waiting. The entire SLMHC staff are performing admirably.
- We are exploring innovative schedules for our Diagnostic Imaging (DI) department.
- We are developing a pathway with Independent First Nations Alliance (IFNA) for the Wound Care Program.
- The Comprehensive Approach to Rural Emergencies (CARE) training is scheduled for February.
- Staff attended My Health Space Workshops focusing on fostering trauma informed workplace, challenging stigma in the workplace, grief and loss, and intersecting identities in the workplace.

4.4 Chief of Staff

- Physician ED coverage continues to be a challenge. The Temporary Summer Locum Program (TSLP) funding through the Ministry may be ending March 2024. We continue to advocate for funding.
- Mental health is a priority in our region. We are working with St. Joe's Care Group to start a psychiatry program at SLMHC. The Regional Specialized Services Network has funded SLMHC to hire a consultant to help with future planning of a Schedule 1 Facility.
- Our Mental Health and Addictions Program (MHAP) is running a Rapid Access Addictions

Medicine (RAAM) clinic. MHAP has contracted a psychologist.

- One of our general surgeons is on medical leave; we are down to two general surgeons. We will have an update in February.
- In addition to her role as chief of staff, she is providing leadership to the Ontario Health Team (OHT) and Sioux Lookout Regional Physicians Services Inc (SLRPSI). She has decided to close her family practice as of May 1, 2024.

4.5 VP Indigenous Services, Equity, Diversity & Inclusion

- Deferred

5.0 **Standing Agenda Items**

5.1 Financial Update

- The financials were presented as of December 31, 2023.
- Cash position is good, current ratio is good.
- We ended the 2022-23 year with a \$1.9 million deficit. \$1.5 million is related to arbitration awards which we expect to be funded in the 2023-24 year.
- Year to date, we have a \$322,000 deficit with a forecast of \$819,00 deficit to year end based on confirmed funding and known information.
- We are anticipating the Ministry is going to fund the arbitration awards putting us in a surplus and covering the prior and current year deficit.
- Fund Type 2 has a small surplus.

6.0 **New Business**

6.1 2024-2025 Budget

- A 2024-25 draft budget was presented with an overview of the major assumptions that will influence certain revenue and expenses. Incorporating these assumptions, we are anticipating a \$1.3 million deficit.
- It is too early to confirm these assumptions with the Ministry. Ontario Health (OH) is aware of the potential impacts of these assumptions.
- We are hopeful the Ministry will provide the funding, leaving us a deficit of \$1.3 million.
- It was noted, these challenges are consistent province wide.

6.2 Terms of Reference – Resource Utilization Committee & Executive Committee of the Board

- The revised Terms of Reference of the Resource Utilization Committee was presented and reviewed.

MOTION #03/24 it was moved by Mr. Darrell Morgan that the Board of Directors approve the revised Terms of Reference of the Resource Utilization Committee as presented. Seconded by Ms. Monica Hemeon. **CARRIED**

- The revised Terms of Reference of the Executive Committee of the Board was presented and reviewed.

MOTION #04/24 it was moved by Mr. Darrell Morgan that the Board of Directors approve the revised Terms of Reference of the Executive Committee of the Board. Seconded by Ms. Kristen Carroll. **CARRIED**

6.3 Self Assessments as Recommended by Ontario Health Association

- Deferred

6.4 Approval of Privileges and Credentialing as per MAC Meeting December 14, 2023

- Privileges for physicians and allied health professionals were reviewed.

MOTION #05/24 it was moved by Mr. Darrell Morgan that the Board of Directors grant privileges to the physicians and allied health professionals listed and approved at the December 14, 2023 meeting of the Medical Advisory Committee. Seconded by Ms. Kristen Carroll. **CARRIED**

6.5 SLMHC Membership on SLRPSI Board

- The SLRPSI Board has asked the SLMHC Board of Directors to nominate a new representative. Mr. Allan Tait has served a term of seven years.

MOTION #06/24 it was moved by Mr. Darrell Morgan that the Board of Directors approve the appointment of Mr. Mathew Hoppe to sit on the SLRPSI Board as the representative for the Sioux Lookout Meno Ya Win Health Centre (SLMHC) replacing Mr. Allan Tait. Seconded by Ms. Monica Hemeon. **CARRIED**

6.6 Department Head Title Change

- As a part of the Medical Professional Staff By-Laws, the Medical Advisory Council (MAC) is made up of seven department head positions.
- The Chief of Ambulatory Care has been vacant for several months.
- All six department heads are held by physicians who are actively involved in the departments. We are seeing a gap in physician leadership with specialist services. We have a large number of visiting specialist and we are looking to expand services.
- We would like board approval to change the Chief of Ambulatory Care title to Chief of Specialist Services.

MOTION #07/24 it was moved by Ms. Kristen Carroll that the Board of Directors approve the title change of Chief of Ambulatory Care to Chief of Specialist Services. The Medical Professional Staff By-Laws will be updated to reflect the change. Seconded by Ms. Monica Hemeon. **CARRIED**

6.7 Review of Board Policies

- **ADM.I.3 – Community Engagement and Needs Assessment Policy** was reviewed and approved as is.
- **ADM.I.4 – Research Policy** was reviewed and approved as is. .
- **ADM.II.1 – Chief Executive Officer Selection Process Policy** was reviewed and approved as is.

MOTION #08/24 it was moved by Mr. Darrell Morgan that the Board of Directors move this portion of the meeting in-camera. Seconded by Ms. Kristen Carroll. **CARRIED**

MOTION #09/24 it was moved by Mr. Darrell Morgan that the Board of Directors move this portion of the meeting out of in-camera. Seconded by Ms. Kristen Carroll.
CARRIED

8.0 For Information Only

8.1 Medical Advisory Committee Minutes September 14, 2023.

9.0 Next Meeting

The next meeting is scheduled for Thursday, February 29, 2024.

10.0 Closing Prayer

Mr. Mathew Hoppe closed the meeting in prayer. The meeting was adjourned at 11:49 am.

MOTION #10/24 it was moved by Ms. Joyce Timpson that there being no further business, the meeting be adjourned at 11:49 am. Seconded by Ms. Kristen Carroll.
CARRIED

D. Osmond, Secretary

S. Maxwell, Chair

SF

SIOUX LOOKOUT MENO YA WIN HEALTH CENTRE
BOARD OF DIRECTORS MEETING Minutes
held Tuesday, March 26, 2024 at 10:00 am
Via Zoom/Boardroom A & B

- Present:** Ms. Sadie Maxwell (chair), Mr. Knowles McGill, Ms. Christine Hoey, Ms. Leanne Tyler
Mr. Mathew Hoppe, Mr. Darrell Morgan, Ms. Joyce Timpson, Ms. Monica Hemeon, Ms.
Kristen Carroll, Mr. Dennis Leney, Ms. Ramona Quequish, Dr. Laurel Laakso, Ms.
Cynthia Dwyer, Mr. Kevin Holder, Mr. Dean Osmond, Ms. Kathy Loon, Ms. Selena
Froude (recorder)
- Regrets:** Ms. Beatrice Anderson, Mr. Roy Spence, Ms. Patricia Keesickquayash, Ms. Terri Fiddler,
Dr. Blake Mackay
-

The meeting was called to order at 10:00 am. All were welcomed to the meeting. Mr. Mathew Hoppe opened the meeting with a prayer.

Schedule 1 Mental Health Beds Needs Assessment Presentation

A presentation was done by 807 Management Services Inc. on the Schedule 1 Mental Health Beds Needs Assessment at Sioux Lookout Meno Ya Win Health Centre (SLMHC). The first draft of the report will be presented to the Senior Executive Team by March 31, 2024.

Patient Story

A patient story was shared by Ms. Cynthia Dwyer.

Directors Conflict of Interest Disclosure

Mr. Darrell Morgan declared a conflict of interest regarding any financials pertaining to Morgan Fuels.

1.0 Approval of the Agenda

The agenda was reviewed and approved as amended. Agenda item 6.0 to be discussed following 3.0.

MOTION #11/24 it was moved by Mr. Darrell Morgan that the Board of Directors approve the agenda of the regular meeting held March 26, 2024 as amended. Seconded by Ms. Christine Hoey. **CARRIED**

2.0 Approval of the Minutes of the Regular Board Meeting held January 25, 2024.

The minutes of the regular board meeting held January 25, 2024 were reviewed and approved as amended. Correction of a word in agenda item 4.3.

MOTION #12/24 it was moved by Ms. Kristen Carroll that the Board of Directors approve the minutes of the regular board meeting held January 25, 2024 as amended. Seconded by Mr. Mathew Hoppe. **CARRIED**

3.0 Business Arising from the Minutes

3.1 N/A

6.0 New Business

6.2 Approval of Appointment of Chief of Inpatient Medicine and Chief of Specialist Services

MOTION #13/24 it was moved by Ms. Christine Hoey that the Board of Directors approve the appointment of Dr. Mary England to the Chief of Department for Inpatient Medicine position for a term as listed in the Professional Staff by-laws. Seconded by Mr. Dennis Leney. **CARRIED**

MOTION #14/24 it was moved by Mr. Darrell Morgan that the Board of Directors approve the appointment of Dr. Yoko Schreiber as the Chief of Department for Specialist Services position for a term as listed in the Professional Staff by-laws. Seconded by Mr. Mathew Hoppe. **CARRIED**

6.1 2024-25 Quality Improvement Plan

- The 2024-25 Quality Improvement Plan (QIP) was presented by Mr. Shanthive Asokan, Quality Assurance, Decision Support Lead.
- An overview was done of the indicators provided by the Ministry.

MOTION #15/24 it was moved by Mr. Darrell Morgan that the Board of Directors approve the 2024-25 Quality Improvement Plan. Seconded by Ms. Kristen Carroll. **CARRIED**

6.3 Approval of Privileges and Credentialing as per MAC Meeting March 7, 2024

- Privileges for physicians and allied health professionals were reviewed.

MOTION #16/24 it was moved by Ms. Kristen Carroll that the Board of Directors grant privileges to the physicians and allied health professionals listed and approved at the March 7, 2024 meeting of the Medical Advisory Committee. Seconded by Mr. Dennis Leney. **CARRIED**

6.4 Board Membership Review/Committee

- As a board, we need to ensure we are following our Corporate By-Laws. Some board of directors have exceeded the length of service for membership.
- A subcommittee of the board should be developed to review board membership and board training and development.
- It was noted work has been done to try and recruit members for the communities that have vacancies.
- It was noted the Ontario Hospital Association (OHA) does offer training to board members.
- It was noted the Elders Council advises to the board of directors on an as needed basis. We need to recruit new members. The subcommittee could assist in this process.
- Ms. Monica Hemeon, Mr. Darrell Morgan and Ms. Kristen Carroll volunteered to sit on the subcommittee. The subcommittee will do a terms of reference and present at the next board meeting. **ACTION**

MOTION #17/24 it was moved by Ms. Monica Hemeon that the Board of Directors approve the development of a subcommittee for board membership, training and development. Seconded by Mr. Darrell Morgan. **CARRIED**

6.5 Review of Board Policies ADM.II.2, ADM.II.3,ADM.II.4,ADM.II.5

- Deferred

4.0 **Reports**

4.1 Foundation

- The Foundation has raised an additional \$278,000 towards the MRI campaign. To date, we have raised \$2.4 million.
- Letters are being sent to members of parliament and tribal councils to ask for support.
- It was noted the Political Committee of the board need to act on getting all levels of government involved and engagement from the tribal councils.

4.2 CEO

- The Legion Ladies raised \$10,000 and donated a long bed for the med-surge unit.
- The vendors for the MRI did a site visit in March.
- The COVID-19 Assessment Center will be closed as of March 31, 2024.
- The Rapid Access to Addictions Medicine (RAAM) clinic has received \$203,500 in funding from the Ministry.
- Red Lake was recently in a crisis with the pharmacy services. Two of our technicians volunteered to go to Red Lake.

4.3 VP Health Services & CNE

- Census continues to be over capacity. We are working with our regional partners for support.
- Three full-time registered nurses have been hired out of the agency.
- The Laboratory Service Manager and team continue to work on enhancing their capacity. The goal is to have the outpatient lab operational Monday to Friday.
- Mammograms will resume Monday to Friday as of April 11, 2024.
- The Assault, Care and Treatment (ACT) team has another nurse trained in sexual assault. We are hopeful this will help with weekend coverage.
- Ontario Health (OH) has an online culturally appropriate care training offered through Cancer Care of Ontario. This training is mandatory for all agency nurses.
- We have been working to enhance pediatric pain protocols for children in the Emergency Department (ED).
- Non-Violent Crisis Intervention training will be starting in April 2024. Training will be mandatory for all staff.
- The Ministry has approved funding for nurse education in the ED.
- The organization is partnering with Indigenous Services Canada (ISC) to provide additional training to nurses travelling to the north.

4.4 Chief of Staff

- The Temporary Summer Locum Program (TSLP) funding will be continued for an additional six months.
- Recruitment for a general surgeon is on-going.
- Dr. Haggerty, Chief of Psychiatry from St. Josephs Care Group was on-site. Work is being done to enhance services provided at SLMHC.

4.5 VP Indigenous Services, Equity, Diversity & Inclusion

- The Traditional Program is operating with only four interpreters working day shift and on-call after hours.
- The Elder in Resident Program has four elders. The Elders Council has two active members. We may look at combining the Elders Council with the Elders Advisory Committee.
- Preparation has begun for Accreditation June 2026. We will be seeking board representation for governance.
- Anishinaabe Cultural Training (ACT) is being digitalized. Filming has begun.
- The ED has four secure rooms for Form 1 patients.
- We are moving forward with SurgeLearning, (the new education, policy and incident management platform).
- The Communications department is working on podcast; episode one is Priority of Care in our ED. They continue to review social media content and are focusing on Celebration of calendar events.
- The executive lead and co-chair of Kiiwatinoong Health Waters Ontario Health Team has submitted their resignation. We are participating in the Regional Specialized Services Network who are working on behalf of the whole Northwestern Ontario region.

5.0 **Standing Agenda Items**

5.1 Financial Update

- The financials were presented as of February 29, 2024.
- Cash position is good, current ratio is good.
- The Ministry has confirmed \$3.9 million additional funding to support Bill 124 arbitration awards, creating a \$3 million surplus. The surplus will cover last years \$2 million deficit.
- The 2024-25 budget will be brought to the board at a later date for approval.

MOTION #18/24 it was moved by Mr. Mathew Hoppe that the Board of Directors move this portion of the meeting in-camera. Seconded by Mr. Darrell Morgan.
CARRIED

MOTION #19/24 it was moved by Mr. Dennis Leney that the Board of Directors move this portion of the meeting out of in-camera. Seconded by Ms. Christine Hoey.
CARRIED

8.0 **For Information Only**

8.1 Medical Advisory Committee Minutes December 14, 2023 and January 25, 2024.

9.0 **Next Meeting**

The next meeting is to be determined. Selena to send email regarding potential dates. **ACTION**

10.0 **Closing Prayer**

Mr. Mathew Hoppe closed the meeting in prayer. The meeting was adjourned at 12:35 pm.

MOTION #20/24 it was moved by Ms. Joyce Timpson that there being no further business, the meeting be adjourned at 12:35 pm. Seconded by Mr. Darrell Morgan.
CARRIED

D. Osmond, Secretary

S. Maxwell, Chair

SF

SIOUX LOOKOUT MENO YA WIN HEALTH CENTRE
BOARD OF DIRECTORS MEETING Minutes
held Monday, May 13, 2024 at 9:00 am
Via Zoom/Boardroom A & B

Present: Ms. Sadie Maxwell (chair), Mr. Mathew Hoppe (co-chair), Mr. Knowles McGill, Ms. Leanne Tyler, Mr. Darrell Morgan, Ms. Joyce Timpson, Ms. Monica Hemeon, Ms. Kristen Carroll, Mr. Dennis Leney, Ms. Ramona Quequish, Dr. Laurel Laakso, Ms. Cynthia Dwyer, Mr. Kevin Holder, Mr. Dean Osmond, Ms. Selena Froude (recorder)

Regrets: Ms. Beatrice Anderson, Mr. Roy Spence, Ms. Patricia Keesickquayash, Ms. Terri Fiddler, Dr. Blake Mackay, Ms. Christine Hoey, Ms. Kathy Loon

Mr. Mathew Hoppe opened the meeting with a prayer.

807 Management Services Inc. Report Presentation

A presentation was done by Dr. Justin Bell on the 807 Management Services Inc. report and the Sioux Lookout Meno Ya Win (SLMHC) Mental Health Team on Needs Assessment for an Inpatient Psychiatric Facility in Sioux Lookout.

Patient Story

A patient story was shared by Ms. Cynthia Dwyer.

Directors Conflict of Interest Disclosure

Mr. Darrell Morgan declared a conflict of interest regarding any financials pertaining to Morgan Fuels.

1.0 Approval of the Agenda

The agenda was reviewed and approved as amended.

MOTION #21/24 it was moved by Mr. Mathew Hoppe that the Board of Directors approve the agenda of the regular meeting held May 13, 2024 as amended. Seconded by Ms. Kristen Carroll. **CARRIED**

2.0 Approval of the Minutes of the Regular Board Meeting held March 26, 2024.

The minutes of the regular board meeting held March 26, 2024 were reviewed and approved as amended. Correction of a word was recorded.

MOTION #22/24 it was moved by Mr. Mathew Hoppe that the Board of Directors approve the minutes of the regular board meeting held March 26, 2024 as amended. Seconded by Mr. Dennis Leney. **CARRIED**

3.0 Business Arising from the Minutes

3.1 Board Membership, Training and Development Subcommittee Terms of Reference

- The subcommittee to present a terms of reference at the June 27, 2024 meeting. **ACTION**

4.0 Reports

4.1 Foundation

- Deferred

4.2 CEO

- Ontario Health (OH) and the Ministry of Health Assistant Deputy Minister (ADM) has rescheduled their site visit to later this summer. A virtual meeting was held with discussion on the need for a Long-term Care Facility and MRI in Sioux Lookout.
- He presented at the Windigo Chiefs Council.
- He attended the Small, Rural and Northern Hospital Network and the Healthcare Leadership Summit in Toronto.
- A letter was sent to the Minister of Indigenous Services Canada on behalf of the Chiefs Council on Health (CCOH), Sioux Lookout First Nation Health Authority (SLFNHA) and SLMHC in support of funding for the MRI. Selena to forward to the board. **ACTION**

4.3 VP Health Services & CNE

- The Emergency Department (ED) is staffed with 65 percent of our own full-time nurses. The Med/Surge Unit has 50 percent full-time nurses.
- Our management team are being trained on Non-Violent Crisis Intervention.
- We have hired a wound care nurse who will work with Independent First Nations Alliance (IFNA) on Wound Care Pathway. Sioux Lookout First Nations Health Authority (SLFNHA) has partnered.
- The Jordan's Principle funding for the SLFNHA Dental Program has ended.
- We are seeing higher volumes of mental health in our ED.

4.4 Chief of Staff

- There are many vacancies over the summer. The ED has 63 percent of vacant shifts and 40 percent of hospitalist weeks. We continue our efforts to fill these vacancies.
- There has been an escalation in terms of incentives. The Temporary Summer Locum Program provides some funding but the organization is looking at a cost to incentivize.
- The Physician Services Agreement and the Mainframe Agreement with the Ministry is under negotiations. This has an impact on our recruitment and retention.
- The Medical Advisory Committee has a full complement.

4.5 VP Indigenous Services, Equity, Diversity & Inclusion

- Deferred.

5.0 Standing Agenda Items

5.1 Financial Update

- There was nothing to report today.

6.0 New Business

6.1 Approval of Bill S-211

- Bill S-211: An Act to Enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act entity attestation report was presented.

MOTION #23/24 it was moved by Ms. Kristen Carroll that the Board of Directors approve the Bill S-211 Entity Attestation Report dated May 31, 2024. Seconded by Mr. Mathew Hoppe. **CARRIED**

6.2 Approval of Appointment of Chief of Emergency

MOTION #24/24 it was moved by Mr. Knowles McGill that the Board of Directors approve the appointment of Dr. Catherine Wong as the Chief of Department for Emergency position for a term as listed in the Professional Staff by-laws. Seconded by Mr. Darrell Morgan. **CARRIED**

6.3 Quality and Patient Safety Committee Terms of Reference

- The Quality and Patient Safety terms of reference were presented.
- It was noted the we need to include the language around health transformation and the 94 recommendations in the Truth and Reconciliation – Calls to Action.
- The board to review the terms of reference for approval at the next board meeting. **ACTION**

6.4 Review of Board Policies ADM.II.2, ADM.II.3, ADM.II.4, ADM.II.5

- **ADM.II.2 - Chief Executive Officer Direction** was reviewed. The standard statement to include health transformation and acknowledgement of the Truth and Reconciliation – Calls to Action 94 recommendations.
- **ADM.II.3 - Chief Executive Officer Work Plan** was reviewed. The standard statement to include health transformation and acknowledgement of the Truth and Reconciliation – Calls to Action 94 recommendations. Under policy No. 3, The work plan to be reviewed quarterly.
- **ADM.II.4 – Chief Executive Officer Performance Evaluation and Compensation** was reviewed. The standard statement to include health transformation and acknowledgement of the Truth and Reconciliation – Calls to Action 94 recommendations.
- **ADM.II.5 – Chief Executive Officer Succession Planning** was reviewed. The standard statement to include health transformation and acknowledgement of the Truth and Reconciliation – Calls to Action 94 recommendations.
- Sadie to work with Selena and Dean to update policies and bring forward to next meeting for approval. **ACTION**

6.5 Sioux Lookout Regional Physicians Services Inc (SLRPSI)

- A presentation was done by Mr. Mathew Hoppe on the structure of Sioux Lookout Regional Physicians Services Inc (SLRPSI).

6.6 Political Advisory Committee Update

- The committee is advocating with First Nations Leadership groups and the provincial government.

MOTION #25/24 it was moved by Ms. Kristen Carroll that the Board of Directors move this portion of the meeting in-camera. Seconded by Mr. Darrell Morgan.

CARRIED

MOTION #26/24 it was moved by Mr. Mathew Hoppe that the Board of Directors move this portion of the meeting out of in-camera. Seconded by Ms. Monica Hemeon.
CARRIED

8.0 For Information Only

8.1 Resource Utilization Committee Meeting Minutes November 15, 2023.

9.0 Next Meeting

The next meeting is June 27, 2024 along with the Annual General Meeting (AGM).

10.0 Closing Prayer

Mr. Mathew Hoppe closed the meeting in prayer. The meeting was adjourned at 12:18 pm.

MOTION #27/24 it was moved by Ms. Kristen Carroll that there being no further business, the meeting be adjourned at 12:18 pm. Seconded by Mr. Darrell Morgan.
CARRIED

D. Osmond, Secretary

S. Maxwell, Chair

SF

**SIOUX LOOKOUT MENO YA WIN HEALTH CENTRE
ANNUAL GENERAL MEETING
Thursday, June 27, 2024 at 9:00 am CST
Via Zoom/Boardroom A & B**

Present: Ms. Sadie Maxwell (chair), Mr. Knowles McGill, Mr. Dennis Leney, Ms. Kristen Carroll, Ms. Leanne Tyler, Ms. Patricia Keesickquayash, Ms. Beatrice Anderson, Mr. Kevin Holder, Ms. Christine Hoey, Mr. Mathew Hoppe, Ms. Monica Hemeon, Mr. Roy Spence, Mr. Darrell Morgan, Mr. Dean Osmond, Ms. Cynthia Dwyer, Dr. Laurel Laakso, Ms. Ramona Quequish, Ms. Kathy Loon, Ms. Selena Froude (recorder)

Regrets: Ms. Theresa Fiddler, Ms. Joyce Timpson, Dr. Blake Mackay

Mr. Mathew Hoppe opened the meeting with a prayer.

1.0 Opening Remarks by Board Chair

- Ms. Maxwell welcomed everyone attending the Annual General Meeting (AGM).
- She expressed her gratitude to the board of directors for providing their guidance and direction throughout the year. We have had a few challenges over the last year but we have worked together and are closer to getting them resolved.
- She is thankful to the staff, physicians and service providers who work hard to keep our hospital doors open.

2.0 Directors Conflict of Interest Disclosure

- Mr. Darrell Morgan declared a conflict of interest for any financials pertaining to Morgan Fuels.

3.0 Presentation of the Agenda

- The agenda for the AGM dated June 27, 2024 was presented.

4.0 MINUTES

4.1 Minutes of the AGM Meeting held September 28, 2023

- The minutes of the AGM meeting held September 28, 2023 were distributed and reviewed for errors and omissions.

MOTION #ANN01/24

it was moved by Ms. Christine Hoey that the Board of Directors approve the minutes of the Annual General Meeting held September 28, 2023 as presented. Seconded by Ms. Monica Hemeon - **CARRIED**

5.0 NEW BUSINESS

5.1 Presentation of the 2023/24 Financial Statements

- The financial statements as of March 31, 2024 were presented.
- The auditors presented the financial statements at the Resource Utilization Committee (RUC) meeting held June 25, 2024. We were provided with a clean audit.
- The auditors' role is to provide assurance that Sioux Lookout Meno Ya Win Health Centre (SLMHC) financial statements are reported accurately.
- Our revenue has increased due to one-time funding from the Ministry and base funding. Expenses have increased due to wages and benefits.
- We ended the year with a surplus of \$1.8 million. This is attributed to the Ministry funding last year's deficit, balancing out the two years. We are in a good financial position.

MOTION #ANN02/24

it was moved by Mr. Knowles McGill that the Board of Directors approve the 2023/24 Financial Statements as distributed and as recommended by the Resource Utilization Committee on June 25, 2024. Seconded by Mr. Darrell Morgan - **CARRIED**

5.2 Appointment of Auditors

- The contract with Myers Norris Penny (MNP) ended this year. We are working with our procurement department to procure a new auditor.
- A recommendation will be brought forward to the board of directors for final approval at the September board meeting.

5.3 Introduction of Board Members and Talk to Home Communities

Mr. Mathew Hoppe – is the vice-chair representing Independent First Nations Alliance (IFNA). He extends his gratitude to all staff, management, board members and community of Sioux Lookout and surrounding communities for doing great work under trying conditions. He looks forward to continuing his support.

Ms. Leanne Tyler – is a board member representing Lac Seul First Nation. We are still learning as we work post pandemic. She looks forward to working through the Truth & Reconciliation Calls to Action for SLMHC.

Ms. Monica Hemeon – is a board member representing Sioux Lookout First Nations Health Authority (SLFNHA). Thank you to all the staff. In the upcoming year, we as the board need to be transparent and accountable to the people we serve.

Mr. Darrell Morgan – is a board member representing the southern community. He echoes the comments to the staff and he appreciates all the good work being done. Our role here is for the betterment of the hospital and the people we serve throughout the region.

Ms. Christine Hoey – is a board member representing the Foundation. She works at a fly-in camp and we have a lot of tourist come through our hospital and are pleased with the level of service received. She is proud of SLMHC.

Mr. Dennis Leney – is a board member representing the southern community. Our compliment of nursing staff is higher. Thank you to the Human Resources Department and leadership for the great work.

Ms. Kristen Carroll – is a board member representing the southern community. She is going into her second year on the board. She appreciates all the progress the past year and is looking forward to the year ahead. She appreciates all the staff, leadership and the board.

Mr. Knowles McGill – is the board treasurer representing the southern community. He has been on the board for many years and is proud of the board and the hard work we are able to accomplish and maintain the quality of service. The board is supported tremendously by senior management and staff.

Mr. Dean Osmond – is the President and CEO. He would like to thank the board, staff and physicians who have done an amazing job. We have an awesome team and have been able to keep our Emergency Department (ED) open. It is his honor to serve the people of our region and communities.

Dr. Laurel Laakso – is the Chief of Staff (COS). She would like to thank the staff, physicians and leadership team for their dedication and services provided. Thank you to the board for your guidance, wisdom, and direction. It is wonderful to work with a great group of people.

Ramona Quequish – is the Vice President of Corporate Services and Chief Operating Officer (COO). She is thankful to all the staff and looks forward to working with the board.

Renee Southwind – is the O’niigaaniitamagen gaawijji’aach, providing guidance and assistance to our leader. She has been with the organization 22 years and carries her role in a humble way. She is happy to be here.

Selena Froude – is the Senior Executive Assistant to the CEO and the board. She wishes everyone a good morning.

Kathy Loon – she is the Vice President of Indigenous Services. Equity, Diversity and Inclusion. She would like to thank everyone especially the board. Our relationships with our partners have grown.

Mr. Roy Spence – is a board member representing Matawa First Nations. He is glad to be here. He has been on the board a long time and has started to take time to slow down. We are a good team and are moving in the right direction. He appreciates everyone.

Patricia Keesickquayash - is a board member representing Mishkeegogamang First Nation. She is the health director and is proud to be a part of the board. We are working together and moving forward in building relationships.

Beatrice Anderson – is a board member representing Shibogama First Nations. She is the health director for Wapekeka First Nation. She is happy to be here. She would like to thank the staff for all their hard work and dedication.

Cynthia Dwyer – is the Vice President of Health Services and Chief Nursing Executive (CNE). She echoes everyone. We have a great team and we do great work because we have support of the board. She is thankful.

Mr. Kevin Holder – is the Chief Financial Officer (CFO). Thank you to the board members for volunteering your time and the members of the Resource Utilization Committee for sharing your wisdom and experiences.

Ms. Sadie Maxwell – is the chair representing Windigo First Nations Council. She is a proud member of Sachigo Lake First Nation. Thank you to the board for your guidance and direction. Thank you to the staff for all your dedication.

6.0. ADJOURNMENT/CLOSING PRAYER

The meeting was adjourned at 9:32 am.

MOTION #ANN03/24 it was moved by Ms. Kristen Carroll that there being no further business, the Annual General Meeting be adjourned at 9:32 am. Seconded by Ms. Monica Hemeon. **CARRIED**

MR. DEAN OSMOND, SECRETARY

MS. S. MAXWELL, BOARD CHAIR

SF/

Sioux Lookout Meno Ya Win Health Centre

Meeting: Board of Directors Meeting

Date/Time: September 26, 2024, 9:00 am CST

Location/Delivery: Boardroom A & B/Zoom

Present: Ms. Sadie Maxwell (chair), Mr. Knowles McGill, Ms. Leanne Tyler, Mr. Darrell Morgan, Ms. Monica Hemeon, Ms. Kristen Carroll, Mr. Dennis Leney, Ms. Christine Hoey, Ms. Ramona Quequish, Dr. Lianne Finn, Ms. Cynthia Dwyer, Mr. Dean Osmond, Ms. Kathy Loon, Ms. Selena Froude (recorder)

Regrets: Ms. Terri Fiddler, Mr. Roy Spence, Ms. Joyce Timpson, Mr. Mathew Hoppe Ms. Beatrice Anderson, Ms. Patricia Keesickquayash, Dr. Laurel Laakso, Mr. Kevin Holder

An opening prayer was done by Ms. Kathy Loon.

Dr. Finn was welcomed as the new President of the Medical Advisory Committee.

Patient Story

A patient story was shared by Ms. Cynthia Dwyer.

Directors Conflict of Interest Disclosure

Mr. Darrell Morgan declared a conflict of interest regarding any financials pertaining to Morgan Fuels.

1.0 Approval of the Agenda

The agenda was reviewed and approved as presented.

MOTION #38/24 it was moved by Mr. Darrell Morgan that the Board of Directors approve the agenda of the regular meeting held September 26, 2024 as presented.
Seconded by Mr. Dennis Leney. **CARRIED**

2.0 Approval of the Minutes of the Regular Board Meeting held June 27, 2024.

The minutes of the regular board meeting held June 27, 2024 were reviewed for errors and omissions and were approved as presented.

MOTION #39/24 it was moved by Ms. Kristen Carroll that the Board of Directors approve the minutes of the regular board meeting held June 27, 2024 as presented.
Seconded by Mr. Darrell Morgan. **CARRIED**

3.0 New Business

3.1 Governance and Structure Podcast

- Mr. Jesse Bonello, Communications Manager, did a presentation on podcast being done at SLMHC.
- Communications will be doing a podcast on Governance Structure. An email to be sent to the Board of Directors for expression of interest. **ACTION**

3.2 Approval of Privileges and Credentialing as per MAC Meeting September 5, 2024

- Privileges for physicians and allied health professionals were reviewed.

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MOTION #40/24 it was moved by Mr. Dennis Leney that the Board of Directors grant privileges to the physicians and allied health professionals listed and approved at the September 5, 2024 meeting of the Medical Advisory Committee. Seconded by Ms. Monica Hemeon. **CARRIED**

3.3 Emergency Department Stabilization Proposal

- An Emergency Department (ED) Stabilization Proposal was presented.
- The Ministry has requested a total Stabilization Proposal but due to staffing concerns, the focus has been placed on the ED.
- The ED Stabilization Proposal was emailed to the Board of Directors for more information.
- The Total Stabilization Proposal to be presented at the November board meeting. **ACTION**

MOTION #41/24 it was moved by Mr. Darrell Morgan that the Board of Directors support the Senior Executive Team in moving forward with the Stabilization Proposal to be submitted to the Ministry to endorse and act upon. Seconded by Ms. Monica Hemeon. **CARRIED**

3.4 Draft Strategic Plan

- A strategic plan drafted by the Senior Executive Team was presented.
- The organization has been operating without a strategic plan for two years.
- The draft strategic plan to be forwarded to the tribal councils and health directors for feedback. Further discussion to take place at the November board meeting. **ACTION**

3.5 Chiefs Council on Health (CCOH) Letter

- A letter was received from the Chiefs Council on Health (CCOH) on September 19, 2024.
- A draft response letter was presented to the board.
- The Board of Directors agreed to a meeting with the CCOH. A letter to be sent to the CCOH regarding meeting date and advising of the established Board Membership, Training and Development Committee and future steps being taken by the Board. A copy of the letter to be sent to the Board of Directors. **ACTION**

3.6 SLFNHA, SLRPSI and SLMHC Joint Board Meeting

- The SLFNHA Board is requesting a joint meeting with the SLRPSI and SLMHC boards.
- The SLMHC Board of Directors agreed to a joint meeting.
- Ms. Monica Hemeon to forward potential dates to the Board of Directors. **ACTION**

4.0 **Business Arising from the Minutes**

4.1 Board Membership, Training and Development Committee Terms of Reference

- The Board Membership, Training and Development Committee continues to work on the Terms of Reference and will forward to the Board of Directors for review and approval at the November 14, 2024 board meeting. **ACTION**
- The Board of Directors agreed to appoint an interim chair to the Membership, Training and Development Committee.

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MOTION #42/24 it was moved by Mr. Darrell Morgan that the Board of Directors appoint Ms. Monica Hemeon as the interim chair on the Board Membership, Training and Development Committee. Seconded by Ms. Leanne Tyler. **CARRIED**

4.2 Quality and Patient Safety Committee Terms of Reference

- The Quality and Patient Safety Committee Terms of Reference was presented.
- It was noted the Truth and Reconciliation Recommendations need to be included in the Terms of Reference. A draft statement was presented and reviewed.
- The Board of Directors to review statement and bring suggestions to the November 14, 2024 board meeting. **ACTION**

MOTION #43/24 it was moved by Mr. Darrell Morgan that the Board of Directors approve the Quality and Patient Safety Committee Terms of Reference and when developed will include the Truth and Reconciliation Recommendations statement. Seconded by Ms. Leanne Tyler. **CARRIED**

- It was noted the Board of Directors need to appoint a Chair to the Quality and Patient Safety Committee

MOTION #44/24 it was moved by Ms. Kristen Carroll that the Board of Directors appoint Ms. Leanne Tyler as the chair of the Quality and Patient Safety Committee. Seconded by Mr. Darrell Morgan. **CARRIED**

4.3 Review of Board Policies ADM.II.2, ADM.II.3, ADM.II.4, ADM.II.5

- Deferred

5.0 **Reports**

5.1 Foundation

- The Foundation has a scheduled board meeting October 1, 2024. A written report to be forwarded to the Board of Directors. **ACTION**

5.2 CEO

- We are experiencing higher capacity, longer admissions and higher acuity increased mental health patients in the ED.
- Funding has been approved to start Phase 2 of the ED renovations in November.
- Himself along with Dr. Laurel Laakso, COS attended the chiefs meeting in Pikangikum.
- He attended a meeting with MPP Sol Mamakwa regarding advocacy for Long Term Care beds and Mental Health and Addictions.
- Catherine Wang, ADM and members of Ontario Health were on site September 25, 2024. Discussion took place on the MRI and Long Term Care beds. We continue to advocate for Ministry funding.
- The SLMHC newsletter has restarted.

5.3 VP Health Services & CNE

- A written report to be sent to the Board of Directors. **ACTION**

Sioux Lookout Meno Ya Win Health Centre

5.4 Chief of Staff

- Deferred

5.5 VP Indigenous Services, Equity, Diversity & Inclusion

- Deferred

6.0 **Standing Agenda Items**

6.1 Financial Update

- Deferred

7.0 **Round Table**

- Deferred

8.0 **For Information Only**

8.1 Resource Utilization Committee Meeting Minutes June 26, 2024.

8.2 Medical Advisory Committee Meeting Minutes May 30, 2024.

8.3 OHA Paper on Hospital Efficiency

9.0 **Next Meeting**

The next meeting is scheduled for November 14, 2024.

10.0 **Closing Prayer**

Ms. Kathy Loon closed the meeting in prayer. The meeting was adjourned at 12:21 pm.

MOTION #45/24 it was moved by Mr. Darrell Morgan that there being no further business, the meeting be adjourned at 12:21 pm. Seconded by Ms. Leanne Tyler.

CARRIED

D. Osmond, Secretary
SF

S. Maxwell, Chair

Sioux Lookout Meno Ya Win Health Centre

Meeting: Board of Directors Meeting

Date/Time: November 14, 2024, 9:00 am CST

Location/Delivery: Boardroom A & B/Microsoft Teams

Present: Ms. Sadie Maxwell (chair), Ms. Joyce Timpson, Mr. Darrell Morgan, Ms. Monica Hemeon, Ms. Kristen Carroll, Mr. Dennis Leney, Ms. Christine Hoey, Ms. Ramona Quequish, Dr. Lianne Finn, Ms. Cynthia Dwyer, Mr. Dean Osmond, Ms. Kathy Loon, Mr. Kevin Holder, Ms. Renee Southwind, Dr. Laurel Laakso, Ms. Beatrice Anderson, Ms. Selena Froude (recorder)

Regrets: Ms. Terri Fiddler, Mr. Roy Spence, Mr. Mathew Hoppe, Ms. Patricia Keesickquayash, Mr. Knowles McGill, Ms. Leanne Tyler

An opening prayer was done by Ms. Renee Southwind.

Patient Story

A patient story was shared by Ms. Cynthia Dwyer.

Directors Conflict of Interest Disclosure

Mr. Darrell Morgan declared a conflict of interest regarding any financials pertaining to Morgan Fuels.

1.0 Approval of the Agenda

The agenda was reviewed and approved as amended.

MOTION #46/24 it was moved by Mr. Darrell Morgan that the Board of Directors approve the agenda of the regular meeting held November 14, 2024 as amended. Seconded by Ms. Joyce Timpson. **CARRIED**

2.0 Approval of the Minutes of the Regular Board Meeting held September 26, 2024.

The minutes of the regular board meeting held September 26, 2024 were reviewed for errors and omissions and were approved as presented.

MOTION #47/24 it was moved by Mr. Dennis Leney that the Board of Directors approve the minutes of the regular board meeting held September 26, 2024 as presented. Seconded by Mr. Darrell Morgan. **CARRIED**

3.0 New Business

3.1 MRI Campaign

- The Foundation has worked hard this past year to raise funds for the MRI campaign.
- The Ministry of Health announced on November 12, 2024 that Lake of the Woods District Hospital will receive operational funding for a new MRI machine.
- SLMHC is still waiting for a response from the Ministry. We need to continue to work together to make the best happen for the organization.

3.2 Credentialing

- Physicians privileges will be reviewed and approved at the Medical Advisory Committee meeting

Sioux Lookout Meno Ya Win Health Centre

November 14, 2024.

MOTION #48/24 it was moved by Mr. Darrell Morgan that the Board of Directors grant privileges to the physicians and allied health professionals listed and approved at the November 14, 2024 meeting of the Medical Advisory Committee. Seconded by Mr. Dennis Leney. **CARRIED**

4.0 Business Arising from the Minutes

4.1 Stabilization Proposal

- The Stabilization Proposal was presented and reviewed.
- The proposal has been submitted to the Ministry.

4.2 Draft Strategic Plan Update

- The draft strategic plan was circulated to the tribal councils and health directors via email for review. Feedback was not received.
- It was noted we need to have community engagement as we move forward.
- The board will develop a new strategic plan every three years and will review quarterly.

MOTION #49/24 it was moved by Mr. Darrell Morgan that the Board of Directors approve the strategic plan. The Board of Directors will review quarterly. Seconded by Ms. Christine Hoey. **CARRIED**

4.3 Board Membership, Training and Development Committee Terms of Reference

- The Board Membership, Training and Development Committee Terms of Reference was circulated to the board via email.
- It was noted we need to acknowledge the respect for First Nation values and to have an Indigenous component.
- Item 6.4 will be updated to reflect - the Board Membership, Training & Development Committee will recommend the appointment of the Boards Officers, as well as suggesting planning to ensure that Directors are available/ready to assume the responsibilities as Officers of the Board.

ACTION

MOTION #50/24 it was moved by Ms. Joyce Timpson that the Board of Directors approve the Board Membership, Training and Development Committee Terms of Reference as amended and will be reviewed at a later date. Seconded by Mr. Darrell Morgan. **CARRIED**

4.4 Truth and Reconciliation Statement Update

- A draft Truth and Reconciliation statement was presented.
- The VP of Indigenous Services has reviewed the Truth and Reconciliation recommendations and noted the organization is following five out of the seven recommendations.
- The Elders Advisory Council has been invited to the SLMHC Board meeting December 12, 2024. The Board of Directors will seek advice from the Elders on the Truth and Reconciliation statement and how to proceed.

Sioux Lookout Meno Ya Win Health Centre

5.0 Reports

5.1 Foundation

- The Skip to Equip Ladies Bonspiel raised \$160,000.
- Mr. Rob McClendon is the new Chair of the Foundation.

5.2 CEO

- The Sioux Lookout First Nation Health Authority (SLFNHA) Annual General Meeting (AGM) was held October 23 and 24, 2024. He presented on the MRI.
- SLMHC hosted NOSM academic days October 25 and 26, 2024.
- We continue to be over capacity. ED admissions continue to increase.
- The Schedule 1 Facility Proposal was submitted to the Ministry November 7, 2024.

5.3 VP Health Services & CNE

- The Sexual Assault Program is fully staffed. Services will be available 24 hours after staff have completed training.
- Cardiac monitors have been placed in the ED to help with patient care.
- The ED has an interim manager. She is working on reviewing our processes and patient flow.
- An Indigenous Transition Facilitator has been hired. She has been tasked with helping us provide better culturally safe and appropriate care.
- Laboratory services are now Monday to Friday.
- We have partnered with SLFNHA in supporting the Point of Care Testing at nursing stations.
- The Regional Committee is working on a repatriate flow for our patients.

5.4 Chief of Staff

- The past summer was challenging to keep our ED staffed. The workforce has decimated and we cannot cover locally. Our external partners have been supportive.
- There has been a renewed interest in mentorship within our physician group. The University of Toronto is sending second year residents for placement.
- Health Force Ontario has taken on the physician scheduling and helping to build a process.
- The Ministry of Health and physician group are coming to a favorable negotiation.
- SLMHC and SLFNHA have partnered with United Health Network in Toronto providing specialized cardiology services both within the hospital and to the north.

5.5 VP Indigenous Services, Equity, Diversity & Inclusion

- Kiiwetinoong Healing Waters Ontario Health Team (KHOHT) chair has resigned.
- She is becoming more involved with the Regional Specialized Services Network.
- Podcast are going well. The seventh podcast has been approved.
- The Communications Department have started a program called Shared Conversations, highlighting staff and the services we provide.
- The Ministry has announced funding for Trauma Informed Care Training. We are hoping to develop our own Trauma Informed Care Training that is unique to our area.
- SLMHC has developed an Equity, Diversity and Inclusion Committee and an Antiracism Committee.

Sioux Lookout Meno Ya Win Health Centre

6.0 Standing Agenda Items

6.1 Financial Update

- The financials were presented as of September 30, 2024.
- The Ministry has provided funding, attributing to a small surplus.
- Revenue and expenses are over budget due to staffing and agency cost.
- We are projecting a \$3 million deficit at the end of the year.
- Cash position remains good.
- Fund Type 2 has a small surplus.

MOTION #51/24 it was moved by Ms. Joyce Timpson that the Board of Directors move this portion of the meeting in-camera. Seconded by Ms. Christine Hoey.
CARRIED

MOTION #52/24 it was moved by Mr. Darrell Morgan that the Board of Directors move this portion of the meeting out of in-camera. Seconded by Ms. Christine Hoey.
CARRIED

8.0 For Information Only

8.1 Resource Utilization Committee Meeting Minutes September 3, 2024.

9.0 Next Meeting

The next meeting is scheduled for December 12, 2024.

10.0 Closing Prayer

Ms. Renee Southwind closed the meeting in prayer. The meeting was adjourned at 12:08 pm.

MOTION #53/24 it was moved by Ms. Joyce Timpson that there being no further business, the meeting be adjourned at 12:08 pm. Seconded by Ms. Monica Hemeon.
CARRIED

D. Osmond, Secretary
SF

S. Maxwell, Chair