

# Listowel Wingham Hospitals Alliance Board of Directors Meeting Minutes

Wednesday, May 7, 2025

WDH Boardroom / Microsoft Teams

|                |                      |                      |                      |                          |
|----------------|----------------------|----------------------|----------------------|--------------------------|
| <b>PRESENT</b> | Stacey Ash, Chair    | Derek Mendez         | <b>STAFF PRESENT</b> | Rhonda Scheeringa        |
|                | Kailey Fallis        | Doug Miller (V)      |                      | Becky Bloemberg          |
|                | Sheena Haines        | Jessica Weber        |                      | Jade DeVries             |
|                | Monica Dey           | Rosalea Beyersbergen |                      |                          |
|                | Susan McLaughlin (V) | Dr. T. Suggitt       |                      |                          |
|                | Dr. S. Vander Klippe | Justine Leslie       |                      |                          |
|                | Esther Millar (V)    |                      |                      |                          |
|                |                      |                      |                      |                          |
|                |                      |                      | <b>PATIENT REP</b>   | Rosemary Rognvaldson (V) |
| <b>ABSENT</b>  | Conor O'Keefe        |                      | <b>GUESTS</b>        |                          |
|                |                      |                      |                      |                          |
| <b>REGRETS</b> | Mark Foxton          |                      | <b>REGRETS</b>       |                          |
|                | Jean Montgomery      |                      |                      |                          |

## 1. CALL TO ORDER

Chair S. Ash called the Board of Directors meeting to order at 1812 hours.

## 2. APPROVAL OF AGENDA and CONSENT AGENDA

**Moved by: Monica Dey**

**Seconded by: Jessica Weber**

**THAT** the LWHA Board of Directors approves all motions formally passed in the Committee of the Whole meeting, the Agenda for Wednesday, May 7, 2025, and the following Consent Agenda reports be received as circulated:

- ♦ Board of Directors Meeting Minutes of March 26, 2025
- ♦ Board Retreat Minutes of April 5, 2025
- ♦ Executive Committee Meeting Minutes of April 9, 2025
- ♦ Strategic Planning and Communications Committee Meeting Minutes of April 16, 2025
- ♦ Chief Executive Officer Management Policy
- ♦ LWHA Board of Directors Work Plan
- ♦ Huron Perth Hospitals Leadership Meeting Minutes of March 25, 2025
- ♦ WDH Foundation Report

**MOTION: CARRIED**

## 3. DECLARATION OF CONFLICT OF INTEREST

- There were no conflicts of interest declared.

## 4. BOARD EDUCATION: NO BOARD EDUCATION SESSION

- No Board education session on May 7, 2025.

## 5. OPEN SESSION: NEW BUSINESS / DECISIONS AND REPORTS

### 5.1 Chair's Remarks – S. Ash

- The Executive Committee will present a recommended Board structure at the May 28 meeting,

prior to going for approval at the Annual Meeting. Board members will be asked to complete a non-anonymous Skills Matrix in advance of the Annual Meeting, that will be used by the Executive Committee to assign Board members to sub-committees based on skillset.

**5.2 LWHA Equity, Inclusion, Diversity and Anti-Racism Framework and Work Plan – N. Lobsinger**

- N. Lobsinger provided a detailed overview of LWHA's Equity, Inclusion, Diversity and Anti-Racism (EIDA-R) Framework and 2024-2027 Work Plan, which align with Ontario Health's Equity Framework and healthcare partners across Huron and Perth. In 2025-2026 the EIDA-R Committee will focus on building an organizational foundation through education.
- Patient representation on LWHA's EIDA-R Committee is being considered; volunteer applications on the organization's website include an area to indicate interest in EIDA-R work. M. Dey suggested posting messaging at the hospitals' public entry points, indicating that everyone is welcome; this will be investigated by the Committee.
- Recruitment practices are being reviewed to ensure they are inclusive; D. Mendez stressed the importance of shortlisting applicants objectively, based only on skillsets and qualifications.

**5.3 VP of Clinical Services and Quality / CNE Report – J. Leslie**

- LWHA's communities continue to be measles hot spots in the province. Summer staffing is stable; cross-training of existing staff to the obstetrics department is taking place. A Stratford orthopedic surgeon is interested in operating at both sites; this will be an exciting addition to LWHA's surgical program.

**5.4 President and CEO Report – E. Millar**

- The first round of primary care funding does not impact hospitals; LWHA will work closely with the Listowel Wingham and Area Family Health Team and the Huron Perth and Area Ontario Health Team in the next round. Key messaging from the recent Ontario Hospital Association Healthcare Leadership Summit included the need for hospitals to be adaptable and open to change; organizations must be prepared to act proactively, rather than reactively.

**5.5 Board Goals and Objectives 2025-2026 – E. Millar**

- E. Millar provided a brief overview of the Board's Goals and Objectives; some activities may become the responsibility of sub-committees, once the Board structure is revised.

**Moved by: Derek Mendez**

**Seconded by: Sheena Haines**

**THAT** the LWHA Board of Directors approves the Board Goals and Objectives for the 2025-2026 fiscal year as presented.

**MOTION: CARRIED**

**5.6 CEO Goals and Objectives 2025-2026 – E. Millar**

- E. Millar provided a detailed overview of the CEO Goals and Objectives; significant work on leadership succession and the organizational structure is required. As the organization's most front-facing role, CEO communications training was highlighted as an opportunity for growth.

**Moved by: Kailey Fallis**

**Seconded by: Rosalea Beyersbergen**

**THAT** the LWHA Board of Directors approves the CEO Goals and Objectives for the 2025-2026 fiscal year as presented.

**MOTION: CARRIED**

**5.7 LWHA Strategic Plan Refresh 2025-2026 – E. Millar**

- E. Millar highlighted revisions made to LWHA’s Strategic Plan Refresh for the 2025-2026 fiscal year, including more aggressive human resources and services targets. Based on feedback that patients cannot always choose where to receive care, the vision statement was changed to “Provide an exceptional patient and staff experience”. An additional Quality and Risk objective was also added, to highlight the importance of the patient experience. Although not a strategic initiative, environmental sustainability work continues at both sites.

**Moved by: Derek Mendez**

**Seconded by: Sheena Haines**

**THAT** the LWHA Board of Directors approves the LWHA Strategic Plan Refresh for the 2025-2026 fiscal year as presented.

**MOTION: CARRIED**

**5.8 LWHA Corporate By-Law Revision – E. Millar**

- The revision to LWHA’s Corporate By-Law outlines attendance expectations and repercussions.

**Moved by: Monica Dey**

**Seconded by: Jessica Weber**

**THAT** the LWHA Board of Directors approves the revision to the Corporate By-Law of the Listowel Wingham Hospitals Alliance as presented, and recommends the amended Corporate By-Law to the Membership at the Annual Meeting.

**MOTION: CARRIED**

**5.9 Closed In-Camera Session**

**Moved by: Kailey Fallis**

**Seconded by: Sheena Haines**

**THAT** the LWHA Board of Directors meeting move to ‘In-Camera’ session and that staff remain.

**MOTION: CARRIED**

**6. CLOSED IN-CAMERA SESSION**

- The in-camera minutes are under separate cover.

**7. BOARD RECOGNITION OF QUALITY IMPROVEMENT**

- S. Ash noted appreciation for the focused EIDA-R work taking place at LWHA.
- K. Fallis appreciated the work of the WDH Foundation and support of the communities.

**8. ONTARIO HOSPITAL ASSOCIATION**

**8.1 OHA Board Chair Brief: Update on OHA Advocacy and Financial Position of the Sector**

- Provided for information purposes.

**9. COMMUNICATION REQUIRED FOLLOWING BOARD MEETING**

- A summary of this meeting will be emailed.

**10. DATE OF NEXT MEETING**

- ♦ Wednesday, May 28, 2025
- ♦ LMH Sarah Ave Building / Microsoft Teams
- ♦ 1700 Hours

## 11. MEETING EFFECTIVENESS EVALUATION

- An evaluation survey will be distributed immediately following the meeting.

## 12. ADJOURNMENT

**Moved by: Jessica Weber**

**Seconded by: Sheena Haines**

**THAT** there being no further business the LWHA Board of Directors meeting be adjourned at 2005 hours.

**MOTION: CARRIED**

## 13. BOARD ONLY

Stacey Ash, Chair

Esther Millar, Secretary