



**MINUTES**  
**BOARD OF DIRECTORS OF**  
**CMHA WW**  
**OCTOBER 25, 2018**

**Present:** Mary Kriksic, President  
Krista Walford, Secretary-Treasurer  
Lynda Davenport, Board Member  
Katharina Markowiak, Board Member  
Dian Shannon, Board Member  
Jordan Carmichael, Professionals on Board  
Helen Fishburn, Acting Executive Director/Senior Director of Services & System Transformation  
Heather Eddy, Senior Director People, Culture & Quality  
Alison DeMuy, Director of Strategy & Innovation

David Pell, Board Vice-President  
Andrew Best, Board Member  
Donnamarie Dunk, Board Member  
Julie Nicholls, Board Member

**Absent:** Tim Lewis, Senior Director Finance & Organizational Performance (with prior notification), Anthony DiCaita, Board Member (with prior notification), Jacqueline Marshall, Board Member (with prior notification), Fred Wagner, Executive Director (with prior notification)

**Recorder:** Minerva Sánchez Rudman, Senior Executive Assistant

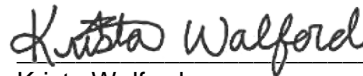
<b>Welcome and Introductions</b>	
<b>Call to Order</b>	
<b>Declarations of Conflict</b>	None declared
<b>Approval to Consent Agenda</b>	It was duly <b>MOVED and SECONDED THAT</b> the consent agenda be approved.
<b>Governance Committee Report</b>	<p>It was duly <b>MOVED and SECONDED THAT</b> the Board accept the Governance Committee Report.</p> <p>It was duly <b>MOVED and SECONDED THAT</b> the Board approve the Investment Policy with the amendment that Cannabis be added that the list of industries and products can be used as guidance in deciding on whether an investment should be allowed.</p> <p>It was duly <b>MOVED and SECONDED THAT</b> the Board approve the Meetings Without Management Policy.</p> <p>It was duly <b>MOVED and SECONDED THAT</b> the Board approve the Board Annual Goals &amp; Work Plans Policy.</p>
<b>Resources Committee</b>	<p>Krista provided a verbal report. The current insurance policy was reviewed, a review will take place prior to renewal deadline in the new year. CRA source deductions are up to date. Issues re: access to the report have now be resolved.</p> <p>Financial statements highlights:</p> <ul style="list-style-type: none"> <li>- SSAH funding continues to skew the reports. Funding received has been less than expected.</li> <li>- A deficit of \$194,000 is currently being forecasted based on our August results.</li> <li>- New report provided aligns with internal budgeting and reporting</li> </ul> <p>HR indicators were reviewed by the committee. The organization has experienced substantial growth in staff, 30% since merger. Turnover reviewed back to the time of the merger indicates it has been stable aside from the last 6 months. A 17% voluntary turnover in the last six months has seen, which is an</p>

	<p>increase from previous years. Reasons for these fluctuations are due in part to layoffs due to the closing of the distress centre, as well as a management changes. In addition, some staff left the organization for positions that became available through the school system due to new funding.</p> <p>Guarding minds at work survey results were quite favourable. In average, a 75% agreement to engagement type questions was reported and up to 95%. Heather shared that she is very happy with the overall results. Staff committee working on action plan to make necessary improvements.</p> <p>It was duly <b>MOVED and SECONDED THAT</b> the committee report be received.</p> <p>It was duly <b>MOVED and SECONDED THAT</b> the committee workplan be approved.</p>
<p><b>Pressures &amp; Priorities</b></p>	<p>Helen provided a verbal report on key updates.</p> <p>Helen recently had a meeting with Bruce Lauckner, WWLHIN CEO. Bruce is the Mental Health Lead for all LHINs in Ontario and meets with the Health Minister. Helen offered to gather information on the needs of the region for him to have this information readily available when meeting with the Minister. Key areas identified: suicide rates on the rise, wait times for ongoing care with the most complex individuals, complexity being seen, tiered framework and partnership with primary care, as well as targeted walk in (from 300+ to 3 people on the waitlist). Bruce highlighted that a lot of emphasis is currently being given to universities and colleges by the Ministry. Colleges and universities have a much higher percentage of resources available to them. Once final version of the document is ready it will be distributed to board members.</p> <p>Ministry of children's services funding will be divested to MOHTLC under accountabilities of the LHIN. This change will allow for more flexibility and creativity in service delivery. Children's system is significantly under resourced when compared to adults and seniors services.</p> <p>A death by suicide was reported last week. The WWLHIN has not received funding following CMHA's proposal for suicide post-vention services.</p> <p>The following activities have been planned or are taking place:</p> <ul style="list-style-type: none"> <li>- Michael Landsberg, TV personality, will be a keynote speaker at three events (one at Centre Wellington Highschool, another with first responder and a third will be a public event).</li> <li>- Community partner meetings to create a "safety net"</li> <li>- Meetings with MP and MPP in Rural Wellington and Guelph to inform and advocate.</li> <li>- CMHA was the recipient of a \$5,000 grant from the Guelph Community Foundation to deliver Safe Talk training for 100 people.</li> </ul> <p>Helen attended an alumni session at Rotman School of Business where the provincial landscape was discussed. A Premier's Council has been formed to address pressures in the healthcare system, only one mental health representative was appointed.</p>
<p><b>Fundraising Update</b></p>	<p>Following the Board Retreat Alison received responses from Board members who identified if they were interested in being involved in fundraising. Alison received feedback that Board Members would like to better understand what CMHA does in order to help them articulate a case for support.</p> <p>Board members expressed interest in visiting other sites in order to better understand service and space needs.</p> <p>Alison provided the following updates:</p> <ul style="list-style-type: none"> <li>- Three proposals were received for campaign coaching services. One proposal is</li> </ul>

	<p>preferred. Firm will be asked to come to the Fund Development committee meeting in order to ensure that staff goals are aligned with those of the Board and that there is a good fit between consultant and Board.</p> <ul style="list-style-type: none"> <li>- Ride Don't Hide continues to be led by CMHA National. They provide the online platform to collect registrations and donations. The agreement signed last year outlined that they would not approach donors from the Wellington and Waterloo areas. However, following the ride a survey was sent out to riders and donors asking for personal information such as their income and the financial institution they used. CMHA Ontario Executive Directors have discussed the option of having a signature fundraising event unique to Ontario. The consensus amongst Ontario EDs was to remain with the National event at this time. The updated agreement received has a non-compete clause and outlines that 15% of the profits will be directed to CMHA National. The agreement also notes the request for donor information to be shared with them. The agreement has been negotiated to remove the access to donor information as well as the non-compete clause as well as having a better payment schedule. The sponsorships will now not be counted towards the funds collected.</li> <li>- High profile events have been brought forward by community contacts. In the next 12-18 months these events will profile CMHA in the community.</li> </ul> <p>Briefing note provided by Tim Lewis provided the Board with an update on lease negotiations. There continues to be a significant gap between CMHA's proposal and that of the developer. Further meetings will be scheduled to continue negotiations.</p>
<b>Adjournment</b>	<p>It was duly <b>MOVED and SECONDED THAT</b> the meeting be adjourned. A meeting without management was held.</p>



Mary Kriksic  
President



Krista Walford  
Secretary-Treasurer