

Present: David Pell, President
Anthony DiCaita, Secretary-Treasurer
Neil Dunsmore, Board Member
Lisa Hood, Board Member
Jibran Khokhar, Board Member

Katharina Markowiak, Vice-President
Irene Thompson, Board Member at Large
Dana Hardy, Board Member
Somkene Igboanugo, New Professional on Board
Laura McNeilly, Board Member

Helen Fishburn, CEO
Anna Tersigni Phelan, Director Quality & Risk
and Chief Privacy Officer
Krista Sibbilin, Director of Services

Heather Eddy, Director People & Culture
Barbara Farrell, Director of Finance & Decision Support
Meredith Gardiner, Director of Services
Alison DeMuy, Director Strategy & Community Engagement

Recorder: Heather Snider, Team Lead, Administration

Guests: Margaret Eaton, CEO CMHA National

Regrets: Cavell Johnson, Board Member; Stacey Rous, Board Member

| Agenda Item | Discussion and Actions |
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| Board Education Session – CMHA National Overview | <p>Margaret Eaton, CEO CMHA National presented an overview of CMHA National.</p> <p>Discussion Highlights</p> <p>CMHA National represents all branches across the country. There is an openness from the federal government to advocate for mental health resources, and CMHA has recently hired government relations staff. CMHA National has also been very active in supporting Indigenous-led mental health initiatives.</p> <p>CMHA National is aiming to guide fundamental changes to how the federal government funds mental health. Federal healthcare funding funnels directly to provincial governments, who are responsible for delegating the funding. Currently, community mental health does not receive a dedicated portion of this funding.</p> <p>Mental Health & Addictions, the creation of a mental health transfer, and a bill outlawing conversion therapy were addressed in the recent Throne Speech. The creation of a mental health transfer would ensure better accountability between the provincial and federal governments. CMHA National is reviewing the cumulative budget of mental health funding across CMHA, and will use these findings to inform an “ask” for federal mental health funding.</p> <p>CMHA National has had one meeting with Dr. Caroline Bennet, Minister of Mental Health & Addictions.</p> |
| 1.0 Welcome, Land Acknowledgement & Call to Order | <p>David Pell welcomed Board members and Margaret Eaton.</p> <p>Laura McNeilly shared a land acknowledgement.</p> |
| 2.0 Declarations of Conflict | <p>None declared.</p> |
| 3.0 Approval of Consent Agenda | <p>It was duly MOVED and SECONDED to approve the October 28, 2021 CMHA WW Board minutes (Irene Thompson, Neil Dunsmore). CARRIED.</p> <p>It was duly MOVED and SECONDED that the consent agenda be approved (Irene Thompson, Neil Dunsmore). CARRIED.</p> |

| Agenda Item | Discussion and Actions |
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| <p>4.0 Governance Committee Report</p> | <p>Irene Thompson presented the Governance Committee Report.</p> <p>Helen Fishburn’s CEO performance review was delayed over 2020-21 due to the pandemic. The Governance Committee has suggested a condensed review take place in December 2021, with the regular review schedule resuming in Spring 2022.</p> <p>It was duly MOVED and SECONDED to conduct a condensed CEO Performance Review in December 2021 (Irene Thompson, Neil Dunsmore). CARRIED.</p> |
| <p>5.0 Resources Committee Report</p> | <p>Anthony DiCaita presented the Resources Committee report.</p> <p>Shift Your Mind Proposal</p> <p>Shift Your Mind has proposed seconding Alison DeMuy for two years to provide a dedicated resource to fully developing this mental health program. In turn, Shift Your Mind would cover the salary for those two years, and then CMHA WW would receive an additional 5% of net revenue (minus the salary) thereafter. In addition to earning more revenue, this would offer an opportunity for us to connect with multiple corporate partners, opening more doors for revenue generation.</p> <p>Senior Leadership supports this secondment, and would ensure Alison’s system work with OHTs is maintained. Alison will continue to provide oversight of Communications and Fund Development.</p> <p>The Board discussed potential risks, including reputational risks and legal considerations.</p> <p>It was duly MOVED and SECONDED that we pursue the Shift Your Mind revenue diversification opportunity as a means of enhancing our Fund Development program (Neil Dunsmore, Jibrán Khokhar). CARRIED.</p> <p>ACTION: Helen will provide a progress report to the Board at the six-month and one-year marks.</p> <p>ACTION: Helen will inquire with Flow Marketing re: their commitment to JEDI work.</p> |
| <p>6.0 CMHA WW Fund Development Update</p> | <p>Beth King presented an update on the CMHA WW 2021-22 Fund Development Plan.</p> <p>The Holiday Campaign will be launched on Giving Tuesday (Dec 7, 2021) and will include a direct mail component.</p> <p>Beth noted that we take a targeted approach to considering grant applications.</p> |
| <p>7.0 Helen’s Update and Q&A</p> | <p>Q&A – Helen’s Board Report</p> <p>Helen highlighted the following items from her Board report.</p> <p>Face to face vs. virtual service delivery</p> <p>We are noting an increase in client requests for to face services, and our phone support and virtual care numbers continue to be very high. We continue to face challenges with on-site space for staff due to the pandemic; however, we are reviewing these numbers with our Leadership Team to address client needs. We are also looking across the system at best practices and professional practices for hybrid care.</p> |

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| | <p>House of Friendship</p> <p>In early December, House of Friendship announced its temporary shelter was closing due to COVID funding no longer being available. Approximately 80 men have been placed into temporary housing. A permanent location has been secured, funding is being arranged, and the new shelter will open in February. The Kitchener-Waterloo community has provided critical support to this group, including CMHA WW Here 24/7 staff.</p> <p>JEDI Lead</p> <p>Sarah Halabi will join CMHA WW on December 8 in the role of JEDI Lead (part-time role). Sarah brings a wealth of experience to CMHA WW.</p> <p>Percent of mental health funding in healthcare</p> <p>Helen explained that the small portion of provincial mental health funding in the overall healthcare budget is a system problem and is exacerbated by issues around data collection. Individually recorded health events do not always reflect the reality of longer-term health issues and there continues to be stigma in the medical system re: attributing healthcare events to mental health. As well, government ministries are siloed and do not always consider the benefits of funding mental health in order to save money in other areas of healthcare. There does seem to be some openness among current governments to “try something else.”</p> <p>Mandatory Vaccination</p> <p>The CMHA WW Required COVID-19 Vaccination policy will be in effect as of December 15. A small group of staff are engaged in individual education and support plans; however, we do expect to have some staff who will choose unpaid leave.</p> |
| <p>8.0 Closing and Debrief</p> | <p>It was duly MOVED and SECONDED to adjourn the meeting (Jibran Khokhar, Irene Thompson). CARRIED.</p> <p>The meeting was adjourned at 8:08 pm.</p> |

David Pell
President

Anthony DiCaita
Secretary-Treasurer