

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

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

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

Heather Eddy, Director People & Culture
Meredith Gardiner, Director of Services
Jeff Stanlick, Director of Services

Recorder: Heather Snider, Team Lead, Administration

Guests: Kim Hewitt McVicker, Manager 1st Step
Natalie Florence, Manager Eating Disorders
Jeff Christy, Vice President, & Josh Benoit, Project Manager, Colliers Project Leaders

Regrets: Jibran Khokhar, Board Member

Agenda Item	Discussion and Actions
<p>Board Education Session</p> <p>1st Step and Eating Disorders Programs</p>	<p>Kim Hewitt McVicker presented an overview of the CMHA WW 1st Step program. Natalie Florence presented an overview of the CMHA WW Eating Disorders program.</p> <p>Discussion Highlights</p> <ul style="list-style-type: none"> • Eating Disorders wait times are approximately 1 year. During this time we do not provide service; however, we are working on innovative ways to support these clients during this time. • Staff retention is currently a challenge for various reasons, including: <ul style="list-style-type: none"> ○ leaving to work in hospital programs (hospitals recently received increased funding for in-patient Eating Disorders programs) ○ moving internally (leadership positions or other CMHA WW programs) ○ moving into private practice over the pandemic • CMHA WW recruitment incentives include: <ul style="list-style-type: none"> ○ very good pension plan (comparable to hospitals) ○ our culture, sense of team and community ○ access to multidisciplinary teams presents growth opportunities
<p>1.0 Welcome; Land Acknowledgement; Call to Order; Declaration of Conflict</p>	<p>David Pell welcomed Board members and guests. Somkene Igboanugo shared a land acknowledgement.</p> <p>No conflicts were declared.</p>
<p>2.0 Woolwich Building Update</p>	<p>Jeff Christy and Josh Benoit provided an update on the Woolwich Building.</p> <p>Overall, the project is progressing quite well. The shoring system (underground parking garage) was installed in December and footing and walls are now being poured, with waterproofing and concrete forms underway. We anticipate beginning to work “above ground” in the next six weeks.</p>

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	<p>The biggest challenge continues to be global supply chain issues, and in particular procurement of steel. The dispute resolution re: cost responsibilities for delays at the beginning of the project is going to mediation. Despite this, progress continues on site.</p>
<p>3.0 Approval of Consent Agenda</p>	<p>It was duly MOVED and SECONDED to approve the February 24, 2022 CMHA WW Board minutes (Neil Dunsmore, Katharina Markowiak). CARRIED.</p> <p>It was duly MOVED and SECONDED that the consent agenda be approved (Lisa Hood, Neil Dunsmore). CARRIED.</p>
<p>4.0 Resources Committee Report</p>	<p>2022/23 Operating Budget</p> <p>Barbara presented the 2022-23 Operating Budget, including high-level adjustments and assumptions.</p> <p>Discussion</p> <ul style="list-style-type: none"> • We have set a 2% salary increase; however, this does not reflect inflation costs over last few years. We are not aware of confirmed funding in other areas across the healthcare sector. • The vacancy rate is set at 8%; we have reached as high as 7.5% vacancy in the past year. With the exception of one position, we have posted all vacant positions immediately. • We anticipate populating 2022/23 Children’s budgets with the Ministry shortly. <p>It was duly MOVED and SECONDED that the Board approve the 2022-23 Operating Budget as presented by Management (Anthony DiCaita, Irene Thompson). CARRIED.</p> <p>Benefits Update</p> <p>Over the last month we have been in discussions with our union and benefits consultant re: our Long Term Disability (LTD) renewal rates. We have been communicating with staff throughout this time, and today communication went to staff with concrete details about this increase, which takes effect April 1. The union is continuing to prioritize discussions with our benefits provider, and we anticipate this being a prioritized topic at the bargaining table, which will likely commence soon.</p>
<p>5.0 Guelph Wellington OHT Update and Review of Strategic Priorities</p>	<p>The Guelph Wellington Ontario Health Team (GW OHT) Strategy & Governance Council has asked core partners to review their strategic priorities. Helen presented these priorities and noted areas that align with CMHA WW current and evolving strategic priorities.</p> <p>Once core partner Boards endorse these strategic priorities, the GW OHT Steering Committee will recommend that the GW OHT Strategy & Governance Council give final approval.</p> <p>Discussion highlights:</p> <ul style="list-style-type: none"> • Rural Wellington partners who merged with the Guelph & Area OHT to form the GW OHT are now fully engaged. • This week the Office of the Information and Privacy Commissioner of Ontario announced it will be allowing sharing of personal health information for secondary purposes.

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	<ul style="list-style-type: none"> We are a member of three OHTs (GW, KW4, Cambridge North Dumfries). The Transformation Leads of these three OHTs meet regularly to share resources. Stacey Rous represents our Board on the GW OHT Strategy & Governance Council. She shared that this is a very collaborative group, with a focus on the patient/client first. <p>It was duly MOVED and SECONDED to endorse the Guelph Wellington Ontario Health Team Strategic Priorities and to ensure alignment of CMHA WW organizational strategic priorities moving forward (Neil Dunsmore, Dana Hardy). CARRIED.</p>
<p>6.0 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>Health System Update</p> <ul style="list-style-type: none"> COVID trends are increasing, including hospitalizations, wastewater data, and healthcare worker absences due to COVID. There is little appetite within the community to adhere to public health guidelines. This is concerning for individuals in higher risk groups (seniors, immunocompromised) and those who are not fully vaccinated. Public Health will be focusing on "staying up to date on vaccine requirements." Currently, a third dose is recommended to be fully vaccinated. CMHA WW has not removed any existing public health protocols at this point, and we have no plans adjust our COVID vaccination policy. <p>Additional Updates</p> <ul style="list-style-type: none"> Year End – this has been an extremely busy time for our agency. Our audit is planned for the end of April. Code Grey – A summary of the SecureWise final report was provided in Helen's Board report. We anticipate completing all recommendations by end of April. Shoppers Run for Women – This is scheduled for Sunday, May 15 and is our largest annual fundraiser. All Board members are encouraged to participate, either individually or with a team. Nurses Incentive Pay – Community mental health nurses are included in the provincial incentive pay that was recently announced (\$5,000). Physician Recruitment – we have some hopeful prospects, and continue to put significant effort into physician recruitment. Additional Stressors – we are seeing ongoing stressors in the community related to COVID and the impact of the war in Ukraine. IMPACT will be launching a team at University of Waterloo. The University of Guelph IMPACT Team will pause over the summer and resume in September.
<p>7.0 Closing and Debrief</p>	<p>It was duly MOVED and SECONDED to adjourn the meeting (Neil Dunsmore, Katharina Markowiak). CARRIED.</p> <p>The meeting was adjourned at 7:50 pm.</p>



David Pell, President



Anthony DiCaita, Secretary Treasurer