

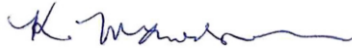
- Present:**
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|---|---|
| Katharina Markowiak, President  | Irene Thompson, Vice-President          |
| Dana Hardy, Board Member at Large                                       | Neil Dunsmore, Board Member             |
| Julia Goyal, New Professional on Board                                  | Somkene Igboanugo, Board Member         |
| Jibran Khokhar, Board Member  | Laura McNeilly, Board Member            |
| David Pell, Board Member  |   |
| Helen Fishburn, CEO   | Heather Eddy, Director People & Culture |
| Barbara Farrell, Director of Finance                                    | Meredith Gardiner, Director of Services |
| Krista Sibbilin, Director of Services                                   | Jeff Stanlick, Director of Services     |
| Anna Tersigni Phelan, Director Quality & Risk and Chief Privacy Officer |   |
- Recorder:** Heather Snider, Team Lead, Administration
- Guests:** Robert Baliscak, Director, Colliers Project Leaders
- Regrets:** Anthony DiCaita, Secretary-Treasurer  
Stacey Rous, Board Member  
Lisa Hood, Board Member

Agenda Item	Discussion and Actions
<b>Board Education Session</b>	<p>Helen Fishburn presented an Ontario Health Team (OHT) Update. CMHA WW is a member of three OHTs:</p> <ul style="list-style-type: none"> <li>Guelph-Wellington (GW OHT)</li> <li>Kitchener, Waterloo, Wellesley, Wilmot &amp; Woolwich (KW4 OHT)</li> <li>Cambridge North Dumfries (CND OHT)</li> </ul> <p><b>Discussion Highlights</b></p> <ul style="list-style-type: none"> <li>A similar framework and structure are employed across the three OHTs, with common deliverables.</li> <li>Helen sits on all Steering Committees, and Directors and some leaders sit on numerous working groups. We have Board representation at all Governance Committees.</li> <li>Mental health is designated as a priority population for all three OHTs, with patient flow recognized as a major challenge.</li> <li>All OHT work counts towards the Accreditation process.</li> <li>GW OHT is moving forward with integrating e-health systems, and has received funding to support this initiative.</li> <li>The integration of Rural Wellington into GW OHT was successful.</li> </ul>
<b>1.0 Welcome, Call to Order</b>	Katharina Markowiak welcomed Board members.
<b>2.0 Land Acknowledgement</b>	Helen Fishburn shared a land acknowledgement.
<b>3.0 Declaration of Conflict of Interest</b>	No conflicts were declared.
<b>4.0 Approval of Consent Agenda</b>	It was duly <b>MOVED</b> and <b>SECONDED</b> to approve the June 23, 2022 CMHA WW Board minutes (Neil Dunsmore, Somkene Igboanugo). <b>CARRIED.</b>

Agenda Item	Discussion and Actions
	It was duly <b>MOVED</b> and <b>SECONDED</b> that the consent agenda be approved (Neil Dunsmore, Irene Thompson). <b>CARRIED.</b>
<b>5.0 Fall Board Business</b>	<p><b>Board Orientation</b> – we will determine a date for this in the coming weeks.</p> <p><b>Board Goals and Workplan</b> – The Executive Committee will draft the 2022-23 Board Goals and present to the Governance Committee; they will then be presented to the Board for approval.</p> <p><b>Board Retreat</b> – Scheduled for Saturday, November 5. Topics: Quality, Risk &amp; Ethics.</p>
<b>6.0 Resources Committee Report</b>	<p><b>Woolwich Building Project</b></p> <p>Helen welcomed Robert Baliscak, Director, Colliers Project Leaders. Robert joined the Woolwich Building project over the summer.</p> <p>Robert provided an update on the Woolwich Building.</p> <ul style="list-style-type: none"> <li>• <b>Construction status</b> – The foundation and parking garage are complete, and City services have been integrated. The steel has arrived and is being installed ahead of schedule. Once this phase is complete, we can move forward on many other aspects of the building.</li> <li>• <b>Schedule</b> – Chandos uses a tool called “pull planning” which facilitates efficiency across the trades and maximizes momentum.</li> <li>• <b>Delay claims</b> – Robert and Helen provided an update on the process to resolve the delay claims. Robert recently met with Helen, Krista, Barbara and CMHA WW Facilities Lead Ken Wigboldus to review various scenarios around financials.</li> <li>• <b>Donation Status</b> – Helen is actively communicating with Robert Eilers’ lawyer to review donation agreement details, and is expecting a letter from Robert’s lawyer that documents the portion of Robert’s will that pertains to CMHA WW. Helen will share this letter with the Board when it arrives.</li> </ul> <p><b>ACTION:</b> We will schedule a Special Board Meeting to review the Woolwich Building Project in detail with the entire Board (not just Resources).</p> <p><b>Additional Resources Items</b></p> <p>Board members requested additional information on wait list statistics.</p> <p><b>ACTION:</b> Anna and Jeff will follow up on this request.</p> <p>It was duly <b>MOVED</b> and <b>SECONDED</b> to accept the September 2022 Resources Committee Report (Somkene Igboanugo, Neil Dunsmore). <b>CARRIED.</b></p>
<b>7.0 Helen’s Update and Q&amp;A</b>	<p><b>Q&amp;A – Helen’s Board Report</b></p> <p>Helen highlighted the following items from her Board report.</p> <p><b>Death of CMHA WW Staff Member</b></p> <p>We are very sad to report the tragic loss of a CMHA WW staff member:</p> <ul style="list-style-type: none"> <li>• We have received an outpouring of support from community and system partners.</li> <li>• We are now focusing on targeted supports for individual staff and teams that are particularly struggling with their grief.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Specific clients were contacted from the program that this staff worked in, with this news and offered supports.</li> <li>• Tips were provided to all leaders and the Here 24/7 team to help support community members or clients as they processed this information.</li> </ul> <p><b>Ethics Forum</b></p> <p>An Ethics Forum was held on September 29 to examine the ethical implications of mental health organizations accepting donations from substance based organizations.</p> <ul style="list-style-type: none"> <li>• There were 59 participants, including staff, leaders, Board members, community partners and community members.</li> <li>• Although each CMHA branch can determine their own approach to this issue, staff from CMHA Ontario participated in our event as they would like to offer a provincial wide policy on this issue to all their branches.</li> <li>• The preliminary results will be presented at Family Council on October 17 for their review and input.</li> <li>• This will ultimately be a Board decision. The Board will receive a full package of information that we have collected, and our Ethicist will walk the Board through a decision making process on this issue.</li> </ul> <p><b>ACTION:</b> We will use the CMHA WW Ethical Framework to review this issue at our November 5 Board Retreat, then make a decision at the November Board meeting.</p> <p><b>Staff Wellness</b> – this remains a heightened priority for us, especially in light of our recent loss. We have had good feedback from the Shift Your Mind sessions, and are offering the free CMHA Ontario <i>Your Health Space</i> program to staff and leaders, which is designed specifically for healthcare workers.</p> <p><b>Health Human Resources</b></p> <ul style="list-style-type: none"> <li>• We continue to have recruitment challenges, particularly due to salaries. This is being seen across the sector.</li> <li>• We continue to recruit for a part time Justice, Equity, Diversity &amp; Inclusion (JEDI) Lead. The vacancy in this position has impacted the timelines of our work to evolve our police partnership (IMPACT); Parminder Bharta, JEDI Committee Co-Chair is currently overseeing this work to ensure it continues.</li> <li>• We have incorporated recruitment from a JEDI lens in our strategic and operating plans. In recent years we have seen increasing diversity in our front line staff.</li> <li>• The JEDI Committee is reviewing the topic of collecting staff demographic data. Additionally, CMHA WW is committed to implementing the collection of race-based data for clients, and is actively working on incorporating this into our processes.</li> </ul> <p><b>Encampments in Waterloo Region</b></p> <ul style="list-style-type: none"> <li>• Here 24/7 Service Coordinators are pairing with Self Help &amp; Peer Support staff to canvass the encampments and provide support. We are using the GAINS assessment tool to engage clients and connect them with services.</li> <li>• We are considering the same “paired” approach for downtown Guelph.</li> </ul>

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	<ul style="list-style-type: none"> <li>Staff safety is a priority. Working with a peer support staff (staff with lived experience of mental health and addictions) is helpful, and we have a good network of supports through other service agencies in the encampments. Staff are trained in naloxone administration.</li> </ul>
<p><b>8.0 Closing and Debrief</b></p>	<p>It was duly <b>MOVED</b> and <b>SECONDED</b> to adjourn the meeting (Somkene Igboanugo, Neil Dunsmore). <b>CARRIED.</b></p> <p>The meeting was adjourned at 7:48 pm.</p>



Katharina Markowiak, President



Anthony DiCaíta, Secretary Treasurer