

**MINUTES**  
**Board of Directors Meeting**  
Wednesday, June 26, 2024  
5:00 p.m.

Pembroke Regional Hospital, Boardroom, Tower C (C142)

<b>Attendance</b>					
P = Present R = Regrets					
<b>Voting Directors</b>	<b>P</b>	<b>R</b>	<b>Non-Voting Directors</b>	<b>P</b>	<b>R</b>
David Unrau, Chair	✓		Sabine Mersmann, President & CEO	✓	
Rebecca Paulsen, Vice Chair	✓		Dr. Thomas Hurley, Chief of Staff	✓	
Dean Sauriol, Vice Chair		✓	Dr. Margarita Lianeri, President of Professional Staff	✓	
Richard Wilson, Past Chair	✓		Beth Brownlee VP Clinical and Support Services / CNE	✓	
Amy Sicoli, CHSO Designate	✓		<b>Resources (Non-Voting)</b>		
Suli Adams	✓		Scott Coombes	✓	
Daniel Burke	✓		Melanie Henderson	✓	
Clay Deighton	✓		Brent McIntyre		✓
Kim Drake		✓	Carolyn Levesque	✓	
Matthew Neadow		✓	<b>Recorder</b>		
Neil Nicholson	✓		Sarah Mellish	✓	
Les Scott	✓		<b>Guests</b>		
Lisa Edmonds, Foundation Chair		✓	Sean Crozier	✓	
Diana Gagné, President of Hospital Auxiliary	✓		Dr. Colin Macpherson	✓	
			Roger Clarke	✓	
			Shelley Sheedy	✓	

	<b>Agenda Items</b>	<b>Minutes</b>
<b>1.0</b>	<b>Board Education Session</b>	
1.1	A Year in Review – Where are we now and where do we go next?	The Senior Leadership Team along with guest, Ralph Hatem, Manager of Human Resources, provided the Board with a <u>presentation</u> on the past year’s projects and highlights and what we can look forward to over the next year.
<b>2.0</b>	<b>Call to Order</b>	David Unrau called the meeting to order at 5:59 p.m. and welcomed our new members Sean Crozier, Shelley Sheedy, Roger Clarke and Dr. Colin Macpherson. Introductions were made by all in attendance.
2.1	Opening Prayer	Amy Sicoli led the Board in an opening prayer.
2.2	Land Acknowledgement	David Unrau read the Land Acknowledgement Statement.
<b>3.0</b>	<b>Adoption of Agenda      Motion 1</b>	<b>Moved by Richard Wilson, seconded by Neil Nicholson, that the agenda of the June 16, 2024 Board meeting be accepted as presented.</b>  <b>CARRIED</b>



	<ul style="list-style-type: none"> <li>Visual Audit Update</li> </ul>	<p>Pride Month, as well as Three Sisters Soup with Bannock bread and a special Indigenous-inspired menu on National Indigenous Peoples Day featuring Wild Rice Salad with Maple Vinaigrette, Three Sisters Salad, Bison Burger, and Strawberry Rhubarb Crisp.</p> <p>Mrs. Mersmann has also had the opportunity recently to visit a number of other hospitals in our region and beyond and while doing so, was able to view their signage practices many of which have moved towards a minimalist approach which has led to a more calming and professional visual atmosphere. Seeing this validates the good work being done at PRH to reduce signage where possible and ensure that what does go on our walls is clear, effective and necessary.</p> <p>In the coming weeks, some of the visual improvement work being done includes the installation of additional identification letters on some of our towers, improved landscaping, and painting to upgrade the facility with a priority focus on patient and visitor space. We are also looking at improving wayfinding from the parking lots to various areas within our buildings and also how we will incorporate our Mission, Vision and Values into some of our public areas.</p>
	<ul style="list-style-type: none"> <li>Staff Appreciation BBQ</li> </ul>	<p>As part of the Hospital’s ongoing efforts to recognize and celebrate all members of our health care team, our annual Staff Appreciation BBQ was held today and was sponsored by Harvey’s.</p>
	<ul style="list-style-type: none"> <li>Annual Report Edition of Community Connection</li> </ul>	<p>The 2023/24 Annual Report Edition of our public newsletter will be in mailboxes throughout our region in early July. We welcome any feedback anyone may have.</p>
6.0	<b>Patient Story</b>	Melanie Henderson provided an overview of a patient story.
7.0	<b>Strategic Matters – Generative Discussion</b>	
7.1	<b>Staff Engagement Survey Results</b>	<p>Sarah Selle, Lean Manager, provided the Board with a <u>presentation</u> on this year’s Staff Engagement Survey results and the work being done resulting from the feedback provided.</p> <p>Across the board, we are seeing employees caring more about having a work/life balance and noting the importance of broad communication in every aspect.</p> <p>When comparing the results to past years’ surveys, we are trending in the right direction with at least 50% of the results improving over the past year. Mrs. Selle noted that staff members were very engaged this year in</p>

		<p>discussing the results at staff huddles.</p> <p>It was asked if there would be an opportunity to connect the new Strategic Plan into the survey in the future and it was noted that all improvement initiatives will be tied to a related strategic pillar. There will also be an emphasis on how we can make the Vision and Values come alive for each individual department and this will be incorporated into performance appraisals as well.</p>
8.0	<b>Business/Committee Matters – Generative Discussion</b>	
8.1	<b>CHSO Care for All Webinar – “<i>The Synod and Catholic Health and Social Services: how are they related?</i>”</b>	<p>As part of the Board’s Formation education, the CHSO is continuing to provide webinars as part of its “Care for All” series. The most recent webinar was titled “The Synod and Catholic Health and Social Services: how are they related”. A generative discussion was held on the webinar by those who were in attendance. It was noted that it was particularly helpful to have the audio only option available this time.</p>
9.0	<b>Consent Agenda</b>	
9.1	<b>Board of Directors</b>	<ul style="list-style-type: none"> <li>• Verified the Board Minutes of May 29, 2024</li> </ul>
9.2	<b>Chiefs of Departments Selection Committee</b>	<ul style="list-style-type: none"> <li>• Received the report from the Chiefs of Departments Selection Committee and approved the following motion: <ul style="list-style-type: none"> <li>• that the Board of Directors accepts the recommendation of the Chiefs of Departments Selection Committee and appoints Dr. Pawel Stefanski for a three-year term as Chief of Diagnostic Imaging.</li> </ul> </li> </ul>
9.3	<b>Board Resource and Audit Committee</b>	<ul style="list-style-type: none"> <li>• Received the minutes of the Resource and Audit Committee meeting held June 10, 2024 and approved the following motions: <ul style="list-style-type: none"> <li>• that the Board of Directors accepts the recommendation of the Resource and Audit Committee and approves the “Supplementary Statement of Operations for the Year Ended March 31, 2024” that outlines the revenue and expenses for each of our funded programs.</li> <li>• that the Board of Directors accepts the recommendation of the Resource and Audit Committee and approves the hospital to procure the CT Scanner with a procurement value of \$2.5 million.</li> </ul> </li> </ul>
9.4	<b>Fiscal Advisory Committee</b>	<ul style="list-style-type: none"> <li>• Received the minutes of the Fiscal Advisory Committee meeting held June 18, 2024</li> </ul>

9.5	<b>Board Ethics Committee</b>	<ul style="list-style-type: none"> <li>Received the minutes of the Board Ethics Committee meeting held June 5, 2024</li> </ul>
9.6	<b>Auxiliary Report</b>	<ul style="list-style-type: none"> <li>Received the Auxiliary Report</li> </ul>
9.7	<b>Foundation Report</b>	<ul style="list-style-type: none"> <li>Received the Foundation Report</li> </ul>
9.8	<b>CHSO Report</b>	<ul style="list-style-type: none"> <li>Received the CHSO Report</li> </ul>
10.0	<b>Open Forum</b>	<p>The Board thanked Dr. Margarita Lianeri for her years of service on the Board of Directors as the President of the Professional Staff. Dr. Lianeri noted that Dr. Amanda Williamson has been elected as the next President of the Professional Staff and will be joining the Board for the 2024/25 year.</p> <p>It was also noted that as Kim Drake was not able to attend the meeting this evening, she has been invited to attend the meeting in September for the Board to thank her for her 9 years of service as a Board Director.</p> <p>David Unrau was also thanked for his service as Chair of the Board over the past two years. Dean Sauriol has been confirmed as the next Chair of the Board for the 2024/25 Board year.</p>
11.0	<b>Next Meeting</b>	Next Board Meeting on Wednesday, September 18, 2024 at 5:00 p.m. – Boardroom, Tower C (C142).
11.1	<b>Board Committee Meetings Calendar</b>	The Board Committee meetings calendar was attached for information.
11.2	<b>Attendance Record</b>	The attendance record was attached for information.
12.0	<b>Adjournment</b> <b>Motion 2</b>	<b>Motion to adjourn by Daniel Burke at 6:59 p.m.</b> <b>CARRIED</b>



D. Sauriol, Board Chair



S. Mersmann, President & CEO