

**Minutes of the Meeting of the MICs Board of Directors**  
**Wednesday, June 25, 2025 – 17h15**  
**Royal Canadian Legion Hall, Iroquois Falls and Via Teams (LMH Lead Site)**

<b>ANSON GENERAL HOSPITAL</b>	
x	Danielle Delaurier – Chair
x	Ann Zsigmond – Vice-Chair
x	Fern Morrissette – Treasurer
x	Richard Charlebois – Municipal Representative
<b>BINGHAM MEMORIAL HOSPITAL</b>	
x	Oswald Silverson – Chair
x	Gail Waghorn – Vice-Chair
	Vacant – Treasurer
x	Steve Campsall – Municipal Representative
<b>LADY MINTO HOSPITAL</b>	
x	Denis Clement – Chair
R	Pierre Demers – Vice-Chair
R	Dennis Draves – Treasurer
x	Sylvie Charron-Lemieux – Municipal Representative
<b>MICs GROUP OF HEALTH SERVICES</b>	
x	Paul Chatelain – MICs Chief Executive Officer
x	Isabelle Boucher – MICs Chief Nursing Officer
x	Dr. Joey Tremblay – MICs Chief of Staff
R	Dr. Auri Bruno-Petrina – MICs President of Medical Staff
<b>GUESTS</b>	
x	Tiffany Smith – MICs Executive Assistant ( <i>Recording Secretary</i> )

**1.0 Call to Order & Chairs' Remarks (D. Clement)**

1.1 Land Acknowledgement: We would like to acknowledge that we are hosting this meeting from the traditional territory of the Cree, Ojibwe, Ojicree, Algonquin and Métis Peoples of Apitipi Anicinapek Nation and Taykwa Tagamou Nation, located in Treaty 9 Territory.

We recognize the land as an act of Reconciliation, as recommended by the Truth and Reconciliation Commission's (TRC) 94 Calls to Action and gratitude to those whose territory we reside on, work on or are visiting.

Miigwetch to all Indigenous and Métis partners for sharing their land with us.

1.2 The chair opened the meeting and welcomed everyone. They then inquired if there were any declarations of conflict of interest.

**2.0 Approval of Agenda (D. Clement)**

The agenda was reviewed.

Amend: move 15.3 MICs Corporate By-laws to 14.5.

Motion:

Moved by: A. Zsigmond

Seconded by: O. Silverson

Be it resolved,

**THAT** the MICs Board of Directors approve the board agenda as amended.

Carried.

**3.0 Trustee Education / Presentations (CNO)****3.1 Global Workforce Survey Executive Summary**

- The Global Workforce Survey Executive Summary was provided for information. An action plan will be developed to address the low scores in preparation for accreditation and to enhance our services.

**4.0 Approval of Minutes (D. Clement)**

4.1 Minutes of the MICs Board of Directors meeting held May. 28, 2025, were provided for information.

Amend:

- 5.0 follow up items, first bullet: the work plan was reviewed for the month of May.
- Remove Gail Waghorn's attendance.

Motion:

Moved by: S. Charron-Lemieux

Seconded by: D. Delaurier

Be it resolved,

**THAT** the MICs Board of Directors approve the minutes of the meeting held May. 28, 2025, as amended.

Carried.

**5.0 Follow-Up Items (CEO)****5.1 Review of the 2025-2026 Board Work Plan**

- The Board Work Plan was reviewed for the month of Jun.
- Board Members were invited to ask questions.

**6.0 MICs Finance (CFO)****6.1 Operating Budget for 2025-2026**

- The CFO provided the Operating Budget Assumptions as presented to the Audit and Finance Committee. Assumptions were based on a 3% increase.
- Board Members were invited to ask questions.

Motion:

Moved by: F. Morrissette

Seconded by: A. Zsigmond

Be it resolved,

**THAT** the MICs Board of Directors approve the operating budget as recommended by the Audit and Finance committee, as presented.

Carried.

## 6.2 Capital Budget 2025/2026

- The CFO presented the detailed list of the 2025/2026 Capital Budget as provided to the Audit and Finance Committee. We are currently only spending on emergency items.
- Capital Committee will launch in the fall to help govern the operations of the capital budget.
- Board Members were invited to ask questions.

Motion:

Moved by: D. Delaurier

Seconded by: G. Waghorn

Be it resolved,

**THAT** the MICs Board of Directors approve the Capital Budget as recommended by the Audit and Finance Committee, as presented.

Carried.

## 6.3 2025-2026 Staffing Review

- A review of the current staffing patterns was provided for information, highlighting the changes from previous years. Some slight increases from last year.
- Board Members were invited to ask questions.

## 7.0 **Presentations/Reports (D. Clement)**

### 7.1 Chief Executive Officer Report: (CEO)

- The CEO provided a verbal report:
  - Still awaiting funding announcements; updates from the Ministry are anticipated in August 2025.
  - We have been fortunate to keep our ER department open; however, staffing the AGH ER continues to be our greatest challenge, particularly during July and August.
  - Temporary Locum Program (TLP) funding has not yet been announced.
  - We have received an additional \$1 million donation towards the LMH CT Scanner.
  - The CT Scanner will support physician recruitment but will also increase operating pressures. Work is underway to ensure appropriate staffing is in place to support this initiative.
  - Board Members were invited to ask questions.

### 7.2 Chief Nursing Officer Report: (CNO)

- The CNO provided a verbal report:

- Recruitment efforts have been successful across all sites. AGH has filled the final full-time RN position. BMH has successfully recruited one full-time RN and one full-time RPN. At SCM, the recruitment of one PSW has filled the last remaining vacancy, which will enable us to eliminate the Agency Staff pool moving forward.
- In discussions with ONA to develop some terminology or language around introducing 4 full-time float positions that would be shared between the three sites, giving us the flexibility to position them where they are needed.
- The Pay-for-Results Program and eCTAS are progressing well. Training sessions begin tomorrow, and the first full report will be generated for return visit audits as part of the funding requirements.
- Ontario Health's Operational Direction has been released and will be presented to the Executive Team at the next meeting. An ER toolkit has been provided, and a self-assessment will be completed to identify opportunities for improvement.
- Accreditation Action Plan will be worked on over the summer months and will be reviewed in the fall.
- Board Members were invited to ask questions.

## 8.0 Medical Staff (MICs Chief of Staff)

### 8.1 Chief of Staff Report

- Chief of Staff provided an update.

#### **Operating Room**

- LMH operating room will be operating more than usual in July and August.

#### **Surgical Program**

- Implementation of the CT Scan will benefit patients across all MICs; reduces patient travel, conserves local EMS resources, and allows nurses to remain in the community rather than accompanying patients out of town.

#### **Emergency Department**

- The stipend has been eliminated but replaced with an increased hourly rate. While this is a reduction compared to before, it is still expected to attract locums, and a strong locum pool is anticipated for both Lady Minto and Anson. BMH has coverage.

#### **Credentialing Committee**

- The MICS Credentialing Committee, consisting of the medical directors from all three sites, has met and reviewed the staff reappointments.

### 8.2 Medical Advisory Committee Minutes

- Minutes for the MAC meeting held May. 14, 2025, were provided for information.
- Board Members were invited to ask questions.

## 9.0 Ontario Health North / MOHLTC Business (CEO)

- N/A

## 10.0 MICs Quality Committee (CNO)

### 10.1 Patient Relations Aggregate Report

- The Patient Relations Aggregate Report (covering two reporting periods) was reviewed. The complaint rate has decreased. Feedback includes complaints, compliments, and concerns, with most complaints related to Emerge visits. MICs achieved 100% compliance with acknowledging complaints within five days. Main

concerns were access to care, care delivery, communication, and attitude. Most cases were resolved within 30 days, though some required longer due to review processes and staff availability.

10.2 Minutes of MICs Quality Meeting held Mar. 12, 2025

- The minutes of the Quality Meeting held Mar. 12, 2025, were provided for information.
- Board Members were invited to ask questions

**11.0 Physician & HR Recruitment (CEO)**

11.1 Boreal Pulse Attraction Team

- Ongoing collaboration efforts to find suitable housing for the physician moving to Iroquois Falls, with their arrival expected next month. Another meeting with the AGH Board and the Town of Iroquois Falls is scheduled for tomorrow.

**12.0 Indigenous and French Language Issues (CEO)**

12.1 Indigenous Care Advisory Committee

- The Indigenous Care Advisory Committee plans to enhance cultural safety and seek funding for an Indigenous Patient Advocate. The next meeting is scheduled for the fall.

**13.0 Site Business (D. Clement)**

13.1 Anson General Hospital:

13.11 SCM Redevelopment

- The construction subsid is currently being finalized under a new funding formula. While full details are still forthcoming, early indications are encouraging:
- 85% eligibility for the home.
- Dedicated funding will be allocated for small rural homes.
- Upfront funding will be available.
- Final details are expected in the coming weeks, despite Stakeholders' urgency and interest; however, updates are still in progress.

13.2 Bingham Memorial Hospital:

- Legion Grant – Royal Canadian Legion Branch 70 and Branch 70 Ladies' Auxiliary have awarded MICs Group of Health Services with a donation for Rosedale Centre in the amount of \$6,500.00 and to Bingham Memorial Hospital in the amount of \$6,500.00.

13.3 Lady Minto Hospital:

- N/A

**14.0 Partnership Business (D. Clement)**

14.1 Election of Officers of the Board

- D. Clement called on the CEO to begin the nomination process

**ELECTION OF BINGHAM MEMORIAL HOSPITAL CHAIR**

Nomination of O. Silverson was presented.

No further nominations were presented.

O. Silverson agreed to let their name stand.

O. Silverson was then declared Chair for the 2025/2026 fiscal year.

The meeting was turned over to the Chair to conduct the remainder of the elections.

**ELECTION OF BINGHAM MEMORIAL HOSPITAL VICE-CHAIR**

Nomination of G. Waghorn was presented.

No further nominations were presented.

G. Waghorn agreed to let their name stand.

G. Waghorn was then declared Vice-Chair for the 2025/2026 fiscal year.

The meeting was turned over to the Chair to conduct the remainder of the elections

**ELECTION OF BINGHAM MEMORIAL HOSPITAL TREASURER**

This position remains vacant.

**ELECTION OF ANSON GENERAL HOSPITAL CHAIR**

Nomination of D. Delaurier was presented.

No further nominations were presented.

D. Delaurier agreed to let their name stand.

D. Delaurier was then declared Chair for the 2025/2026 fiscal year.

The meeting was turned over to the Chair to conduct the remainder of the elections.

**ELECTION OF ANSON GENERAL HOSPITAL VICE-CHAIR**

Nomination of A. Zsigmond was presented.

No further nominations were presented.

A. Zsigmond agreed to let their name stand.

A. Zsigmond was then declared Vice-Chair for the 2025/2026 fiscal year.

**ELECTION OF ANSON GENERAL HOSPITAL TREASURER**

Nomination of Fern Morrissette was presented.

No further nominations were presented.

Fern agreed to let their name stand.

Fern was then declared Treasurer for the 2025/2026 fiscal year.

**ELECTION OF LADY MINTO HOSPITAL CHAIR**

Nomination of D. Clement was presented.

No further nominations were presented.

D. Clement agreed to let their name stand as Chair of the board.

D. Clement was then declared Chair for the 2025/2026 fiscal year.

**ELECTION OF LADY MINTO HOSPITAL VICE-CHAIR**

Nomination of P. Demers was presented.

No further nominations were presented.

P. Demers was not present at the meeting.

Will follow up with P. Demers to accept and be declared Vice-Chair for the 2025/2026 fiscal year.

**ELECTION OF LADY MINTO HOSPITAL TREASURER**

Nomination of D. Draves was presented.

No further nominations were presented.

D. Draves agreed to let their name stand.

D. Draves was then declared Vice-Chair for the 2025/2026 fiscal year.

The meeting was turned over to the Chair to conduct the remainder of the elections

Motion:

Moved by: F. Morissette

Seconded by: S. Charron-Lemieux

Be it resolved,

**THAT**, the MICs Board of Directors approve the election of the officers of the Board of Directors for the 2025/2026 fiscal year, as presented.

#### 14.2 Approval of GOV-006 Board of Directors Code of Conduct

- GOV-006 Board of Directors Code of Conduct policy was provided for review and approval.

Motion:

Moved by: D. Delaurier

Seconded by: G. Waghorn

Be it resolved,

**THAT**, the MICs Board of Directors approve the revisions to the GOV-006 Board of Directors Code of Conduct policy as recommended by the Ad Hoc Committee, as presented.

#### 14.3 May 2025 Board Effectiveness Survey Results

- 11 out of 14 surveys were submitted.

#### 14.4 May Board Effectiveness Survey

- The survey will be emailed to the Board Members following the meeting.

#### 14.5 MICs Corporate By-laws

- Discussed the corporate By-laws and the process surrounding making amendments, which are presented to the Ad Hoc Committee prior to the Board of Directors for changes and approval. As per the board work plan, by-laws will be circulated for review and requests for changes will go to the Ad Hoc Committee in March.

### 15.0 In-Camera

#### 15.1 Motion to go In-Camera

Moved by: A. Zsigmond

Seconded by: D. Delaurier

#### 15.2 Medical Staff Reappointments

#### 15.3 Moved to 14.5

#### 15.4 Motion to Come Out of In-Camera

Moved by: A. Zsigmond

Seconded by: O. Silverson

#### 15.5 Approval of Medical Staff Reappointments

Motion: to approve the list of reappointments to the Professional Staff in the categories of

Active Staff, Locum Tenens, Consulting, Courtesy and Other as recommended by the MICs Medical Advisory Committee.

Moved by: A. Zsigmond  
Seconded by: D. Delaurier

Be it resolved,

**THAT** the MICs Board of Directors approve hospital privileges for all physicians listed in the attachment provided as recommended by the MICs Medical Advisory Committee as presented.

Carried.

**16.0 MICs News (D. Clement)**

- The Jun. 2025 MICs Newsletter was provided for information.

**17.0 Next Meeting Date (D. Clement)**

- Wednesday, Sept. 24, 2025, at 6:00 p.m. (LMH Lead Site) via Teams.

**18.0 Upcoming Meeting Dates**


- As per the agenda.

**19.0 Adjournment (D. Clement)**

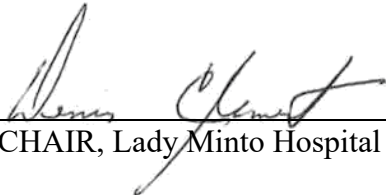
- There being no further business, the meeting adjourned at 9:32 p.m.



CHAIR, Bingham Memorial Hospital



CHAIR, Anson General Hospital



CHAIR, Lady Minto Hospital



SECRETARY, MICs CEO