

Minutes of the Meeting of the MICs Board of Directors
Wednesday, October 22, 2025 – 18h00
via Teams (AGH Lead Site)

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

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

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.

There were none.

Katia Girard was introduced and welcomed as a new LMH board representative. Each board and site introduced their members and roles.

2.0 Approval of Agenda (D. Delaurier)

The agenda was reviewed.

Motion:

Moved by: F. Morrissette

Seconded by: O. Silverson

Be it resolved,

THAT the MICs Board of Directors approve the board agenda as presented.

Carried.

3.0 Trustee Education / Presentations (CEO)

3.1 Accreditation Governance Action Plan

The CNO presented the Governance Action Plan, noting it serves as a framework for accreditation preparation. Ten criteria were identified as unmet or partially met, especially those related to systemic racism. Action items will be addressed by the ad hoc committee. The document includes embedded links to policies for easy reference.

3.2 Accreditation Governance Assessment Tool

The CNO discussed the results from the board's self-assessment survey, with flagged gaps in knowledge and systemic racism. Action plans and further education were recommended and will be addressed at the ad hoc committee meeting.

4.0 Approval of Minutes (D. Delaurier)

4.1 Minutes of the MICs Board of Directors meeting held Sept. 24, 2025, were provided for information.

Motion:

Moved by: D. Clement

Seconded by: A. Zsigmond

Be it resolved,

THAT the MICs Board of Directors approve the minutes of the meeting held Sept. 24, 2025, as presented.

Carried.

5.0 Follow-Up Items (CEO)

5.1 Review of the 2025-2026 Board Work Plan

- The Board Work Plan was reviewed/revised for the 2025/2026 year.
- Strategic planning measures were postponed to next month. Upcoming agenda items include board orientation for new members, an education session on credentialing, and a strategic plan update for Q2.
- Board Members were invited to ask questions.

6.0 MICs Finance (CFO)

6.1 Sept. 2025 Operating Statements

- The CFO provided a comprehensive financial update for Bingham Memorial Hospital, Anson General Hospital, and Lady Minto Hospital, covering deficits, funding allocations, agency staffing reductions, and cash flow management.
- Operating statements as of Sept. 2025:
 - BMH – In an operating deficit of \$(146,258) at the end of Sept. 2025
 - AGH – In an operating deficit position of \$(425,139) at the end of Sept. 2025
 - SCM – In a deficit of \$(252,353) at the end of Sept. 2025
 - LMH – In an operating deficit of \$(278,144) at the end of Sept. 2025
 - VM – In a surplus of \$237,804 at the end of Sept. 2025
- The CMI rating for long-term care funding is under review to potentially increase revenue.
- Board Members were invited to ask questions.

Motion:

Moved by: F. Morrissette

Seconded by: R. Charlebois

Be it resolved,

THAT, the MICs Board of Directors approve the Sept. 2025 Operating Statements for Bingham Memorial Hospital, Anson General Hospital and Lady Minto Hospital, as presented.

Carried.

6.2 Capital Budget and HIRF

- The capital committee is planning next year's budget earlier to optimize results. Exceptional Circumstance Project (ECP) grant submissions are delayed until February. There are ongoing challenges with late ministry funding, especially for infrastructure projects in Northern Ontario.
- Board Members were invited to ask questions.

7.0 Presentations/Reports (D. Delaurier)

7.1 Chief Executive Officer Report: (CEO)

- The CEO provided a report:
 - The ONA Arbitration award was recently announced. The term: is from April 1, 2025 – March 31, 2027. General Wage Increases: are 3.00% effective April 1, 2025 and 2.25% effective April 1, 2026. The Ontario Hospital Association (OHA) has received notification that the Ontario Nurses' Association (ONA) has filed an application for judicial review of the central interest arbitration award issued on September 3, 2025.
 - The CT scanner at LMH is on schedule with a tentative opening date of early November 2025. The CT scanner has been installed, and the renovations are almost complete. We are working on an official grand opening date coordinated by the Ministry.
 - The LMH Pharmacy renovations is still experiencing delays.
 - I attended the ER Expansion announcement for the Timmins and District Hospital on October 6, 2025. The Minister of Health was there to announce their \$100M upgrade to their ER Department. Many other regional Hospital CEOs were there to support this regional expansion.

- We hosted the Regional 8 (LTC sector) AGM on September 19, 2025. As my term as chair and AdvantAge Ontario Board member comes to an end in May 2026, Jennifer Emond was elected to succeed me. This is great news for her and for the MICs Group of Health Services as we will continue to have an important role at the table in long-term care.
- Board Members were invited to ask questions.

7.2 Chief Nursing Officer Report: (CNO)

- The CNO provided a report:
- All full-time Registered Nurse positions have been successfully filled, along with additional RPNs. An Education Lead has also been hired, and mentorship roles are being subsidized by Ontario Health. Recruitment for the Patient Care Manager position at AGH remains ongoing.
- A new pharmacy technician has joined the team. Testing related to the pharmacy renovations is underway, including external assessments and review by the Ontario College of Pharmacists.
- Immunization clinics are now ramping up across all sites, providing routine and seasonal vaccinations for staff and eligible patient and residents.
- Emergency Department volumes across MICs decreased slightly this quarter, with the majority of visits continuing to fall within non-urgent and less-urgent CTAS levels. Wait times for low-urgency patients rose above the provincial target, while high-urgency and admitted patient wait times remain above target averages. The team will continue to monitor these trends and explore strategies to improve patient flow and reduce overall length of stay within the Emergency Departments.
- CNO announced their retirement as effective November 30th, with AGH Patient Care Manager set to take over the role; BMH Patient Care Manager/Director of Care is also retiring, with a successor in place.
- 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.

Physician Recruitment:

- Ongoing physician recruitment, with MICs attending the NOSM recruitment fair.

NOSM Medical Students:

- Medical students are rotating through the sites, which supports future recruitment.

Operating Room (OR):

- Locum surgeon interest is increasing, which may help with recruitment.

Emergency Department:

- Stable ER coverage at BMH and LMH, but AGH faces challenges due to discontinuation of EDLP and variable physician schedules.

CT Scanner Project:

- The CT scanner is expected to significantly improve patient care and reduce delays.

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

9.1 Public Inspection Report – Rosedale Centre

- Rosedale Inspection resulted in a requirement to have education signed-off and updates reflected in the emergency plan. Orders have been completed.

10.0 Physician & HR Recruitment (CEO)11.1 Boreal Pulse Attraction Team

- Attended the Boreal Pulse Attraction Team meeting on October 9th and clarified MICs position on physician recruitment incentives. Was asked about joining the team by contributing financially. Collaboration models from other communities (e.g., Kapuskasing, Marathon) were discussed, with most using hospital-employed recruiters and municipal involvement. Board members expressed concerns about giving hospital funds to an external body with unclear accountability and transparency. The board will revisit the issue if a formal request is made.

11.2 Cochrane Residents for Family Physicians

- A local group is surveying residents about physician recruitment and plans to present findings to the board.

11.0 Indigenous and French Language Issues (CEO)12.1 Indigenous Care Advisory Committee

- The next meeting is scheduled for November 13th. Delays include approval for an Indigenous Patient Navigator and the addition of a new council member.

12.0 Site Business (D. Clement)13.1 Anson General Hospital:13.11 SCM Redevelopment

- The project is delayed due to ministry red tape and new capital funding programs.
- The plan is to proceed with a single-story design, but funding is not yet finalized.
- The board will need to approve the final business case, including a review of financial risks and fundraising plans, before moving forward.

13.2 Bingham Memorial Hospital:

- N/A

13.3 Lady Minto Hospital:13.31 Approval of Election of the Officer of the LMH Board

Motion:

Moved by: S. Charron-Lemieux

Seconded by: D. Clement

Be it resolved,

THAT, the MICs Board of Directors approve the election of the officer of the Board applicant, Katia Girard, as recommended by the Nominating Committee for Lady Minto Hospital, as presented.

Carried.

13.0 Partnership Business (D. Delaurier)14.1 Sept. 2025 Board Effectiveness Survey Results

- 7 out of 15 surveys were submitted.

14.2 Oct. Board Effectiveness Survey

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

14.0 In-Camera (D. Delaurier)

- N/A

15.0 MICs News (D. Delaurier)

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

16.0 Next Meeting Date (D. Delaurier)

- Wednesday, Nov. 26, 2025, at 6:00 p.m. (BMH Lead Site) via Teams.

17.0 Upcoming Meeting Dates (D. Delaurier)

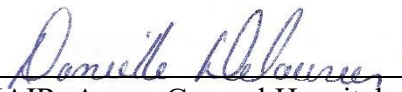
- 2025-2026 Board Meeting Schedule was provided for information.

18.0 Adjournment (D. Delaurier)

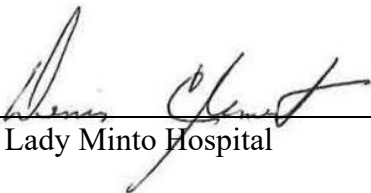
- There being no further business, the meeting adjourned at 8:20 p.m.



CHAIR, Bingham Memorial Hospital



CHAIR, Anson General Hospital



CHAIR, Lady Minto Hospital



SECRETARY, MICs CEO

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