



## Regular Meeting of the Board of Directors

<b>Date:</b> October 9, 2025	<b>Location:</b> LWDH Boardroom	<b>Chairperson:</b> Fred Richardson	<b>Admin Support:</b> Mary Natavio
<b>Time Meeting Called to Order:</b> 5:02 p.m.		<b>Time Meeting Adjourned:</b> 6:39 p.m.	
<b>Present:</b>			
Dietsch, Mike, LWDH Board Director Haney, Logan, LWDH Board Director Johanson, Nancy, LWDH Vice Chair Mymko, Mark, LWDH Board Director Nattress, Gillian, VP of Patient Services and CNO O'Flaherty, Cheryl, President & CFO (via Teams) Richardson, Fred, LWDH Chair Wesley-James, Alison, VP Corporate Services & Capital Planning		Kantola, Rod, LWDH Board Director Robertson, Lori, LWDH Board Director Boutette, Rita, LWDH Board Director Cordeiro, Claudine, LWDH Board Director <b>Guests:</b> Melanie Buffet, Director of Strategy and Innovation Planning Meaghan Underwood (Left at 5:42pm) Hawes, Danielle, Director of Human Resources (via Teams, left at 5:56pm)	
<b>Regrets/Absent:</b>			
Moore, Dr. Sean, Chief of Staff Singleton, Tara, LWDH Board Director Kyle, Dr. David, Vice President of Medical Staff Dunlop, Karen, LWDH Board Director Hendy, Ashley, LWDH Foundation			

AGENDA ITEMS	DISCUSSION	ACTION
<b>1. Call to Order</b>	F. Richardson, Chair, called the meeting to order at 5:02 p.m.	Called to Order
1.1. Attendance and Welcome	F. Richardson welcomed all attendees to the meeting.	Information
1.2. Acknowledgement of Traditional Lands	The traditional lands of the Anishinaabe of Treaty Three and the Métis Nation were acknowledged.	
1.3. Approval of Agenda	<b>Moved</b> by C. Cordeiro and <b>seconded</b> by L. Robertson that the regular meeting agenda be approved as circulated.	Motion # 25/10/1 Carried
1.4. Declaration of Conflict of Interest	No conflicts of interest were declared.	None Declared
<b>2. Consent Agenda</b>	<p><b>Moved</b> by R. Kantola and <b>seconded</b> by M. Dietsch that the Consent Agenda be approved with items <b>#2.6</b> being moved under discussion items as item <b>#5.4</b>:</p> <p><b>Minutes:</b></p> <p style="padding-left: 20px;">2.1. Board of Directors Regular Meeting Minutes: September 11, 2025 (draft)</p> <p style="padding-left: 20px;">2.2. Governance and Nominating E-Vote (October 7, 2025)</p> <p><b>Other:</b></p> <p style="padding-left: 20px;">2.3. President and CEO Report</p> <p style="padding-left: 20px;">2.4. Chief of Staff Report</p> <p style="padding-left: 20px;">2.5. VP Operations Report</p> <p style="padding-left: 20px;">2.6. <b>CFO Report</b></p> <p style="padding-left: 20px;">2.7. VP Patient Services and CNO Report</p> <p style="padding-left: 20px;">2.8. Hospital's Annual Operating Plan</p> <p style="padding-left: 20px;">2.9. National Day for Truth and Reconciliation</p> <p style="padding-left: 20px;">2.10. OHA Media Statement</p>	Motion # 25/10/2 Carried with Amendment
<b>3. Education Items:</b>		Information
3.1. Balanced Scorecard/Dashboard	<ul style="list-style-type: none"> <li>• M. Buffett and M. Underwood was invited to present on the Balanced Scorecard/Dashboard.</li> <li>• Dashboard and scorecard was shared where hospital's current numbers are discussed.</li> <li>• It was suggested that adding more context to the graphs will be a great help for Board Directors to better understand the information.</li> <li>• C. O'Flaherty raised that the Balanced Scorecard/Dashboard is still in the works and comments and suggestions to improve the Dashboard are welcome.</li> </ul>	



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	<ul style="list-style-type: none"> <li>M. Dietsch added that it would be helpful for each committee to have its own dashboard. He further noted that consolidating the key details from each committee and presenting them at the Board Meeting for discussion would also be beneficial.</li> <li>The Board commended the dashboard, acknowledged the work that went into its development, and expressed interest in seeing the updated version.</li> </ul> <p><b>M. Buffett and M. Underwood left the meeting at 5:42pm.</b></p>	
<p><b>4. Strategy Items:</b> 4.1. Quarterly HR Dashboard and Report</p>	<ul style="list-style-type: none"> <li>D. Hawes was invited to present the Quarterly HR Dashboard and Report.</li> <li>D. Hawes reported significant progress in reducing agency hires, improving approved education requests, and other related areas.</li> <li>It was asked whether employees who received education funded by the hospital are required to pay it back by rendering a certain number of years of service, which Danielle confirmed.</li> <li>D. Hawes has given some key updates as well on the Human Resources Department, like the On Boarding and Exit Interview Survey.</li> <li>Opportunity Improvement has been highlighted as well.</li> <li>D. Hawes discussed the additional Initiatives they are currently working on like Leadership Training, Skill Enhancement Opportunities, New Subject Matter Expert Roles to name a few.</li> <li>Target for the HR's OnBoarding and Exit Interview survey has been brought up, where OnBoard Surveys has a current 100% completion rate while Exit Interview has 70%</li> </ul> <p><b>D. Hawes left the meeting at 5:56pm</b></p>	Discussion
<p><b>5. Discussion Items</b> 5.1. Laundry Fire Recovery Project</p>	<ul style="list-style-type: none"> <li>A. Wesley-James has shared that the renovation work is currently out for tender, with tentative three-month completion estimate, though the actual timeline will depend on contractor bids</li> <li>Equipment has been chosen, and Chipman Laundry continues to provide the laundry service while payment is still being shouldered by the insurance company.</li> <li>A. Wesley-James shared that most laundry staff have been reassigned to housekeeping or other duties, with one or two remaining to handle laundry logistics.</li> </ul>	Information
<p>5.2. Meditech Expanse Project</p>	<ul style="list-style-type: none"> <li>A. Wesley-James shared key updates on the Meditech Expanse Project.</li> <li>Project faced initial confusion due to regional branding under 'Bridge Northwest,' prompting efforts to clarify communications with physicians and staff across the 12 participating hospitals.</li> <li>A significant operational change is the requirement for 24/7 pharmacy coverage, to be met through contracting with a remote pharmacy service, as recruiting full-time pharmacists for overnight coverage is not feasible.</li> <li>The project is not provincially funded, with the hospital's share estimated at \$7–8 million over several years; Thunder Bay Regional has borrowed funds on behalf of the region, and hospitals are seeking ministry support to offset costs.</li> <li>C. O'Flaherty confirmed that financial impacts are being tracked and reported annually, and the board will monitor key metrics such as medication errors post-implementation.</li> </ul>	Information
<p>5.3. MRI Project</p>	<ul style="list-style-type: none"> <li>A. Wesley-James provided an update on the MRI project, reporting successful launch, patient repatriation, technical challenges with the chiller, ongoing recruitment, and a positive financial outlook.</li> </ul>	Information



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	<ul style="list-style-type: none"> <li>• It was also shared that all Kenora residents previously scheduled to Thunder Bay has been transferred back here in Kenora for the procedure, which is a positive experience for the patients.</li> <li>• A recurring technical issue with the chiller causes daily shutdowns, but replacement components are on order, and the issue is covered under warranty, with no additional cost to the hospital.</li> <li>• Plan of hiring .5fte MRI Tech has been brought up to expand the MRI services in the future.</li> <li>• Currently, hospital has an extra \$3 million budget from the project to be returned to the Ministry of Health.</li> <li>• <b>A. Wesley-James will provide the copy of the status report to be included in the board package.</b></li> </ul>	<b>A. Wesley-James</b>
5.4. CFO Report	<ul style="list-style-type: none"> <li>• N. Johanson has requested to revise the line “<i>The Hospital Sector Stabilization Plan Planning and Performance Package which was approved at the last Board meeting</i>” be amended. Nancy clarified that the board only approved to submit the plan, but not the plan itself.</li> <li>• <b>C. O’Flaherty with K. Geisel will revise and update the language regarding the HSSP in the CFO report.</b></li> </ul>	Discussion  <b>C. O’Flaherty</b>
<b>6. Decision Items:</b> 6.1. Corporate By Law Amendment - Section 4.6 (c)	<b>Moved</b> by M. Dietsch and <b>seconded</b> by R. Boutette that the removal of Section 4.6 (c) of Corporate By-law as recommended at the Government and Nominating Committee Meeting last August 26, 2025 be approved as circulated.	Motion #25/10/03 Carried
6.2. Professional Staff Privileges	<b>Moved</b> by N. Johanson and <b>seconded</b> by R. Boutette that the Professional Staff Privileges for the year ending December 31, 2025 be approved as circulated.	Motion # 25/10/4 Carried
6.3. Service Lead Recommendations	<b>Moved</b> by R. Kantola and <b>seconded</b> by R. Boutette that the Service Lead Recommendations be approved as circulated.	Motion # 25/10/5 Carried
6.4. Board Approval of Committee Membership and Chairs	<b>Moved</b> by R. Kantola and <b>seconded</b> by M. Dietsch that the Board Standing Committee Memberships for year 2025-2026 be approved as circulated.	Motion # 25/10/6 Carried
6.5. Health Sector Sustainability Plan (HSSP)	<b>Moved</b> by N. Johanson and <b>seconded</b> by L. Robertson that the approval of the submission of the Hospital Sector Sustainability Plan (HSSP), as presented at the in-camera meeting held on September 11, 2025, be released to the regular session as circulated.	Motion # 25/10/7 Carried
6.6. Paterson Medical Clinic Building	<b>Moved</b> by M. Mymko and <b>seconded</b> by L. Robertson that the approval of the purchase of the Paterson Medical Building, to solidify and advance the provision of medical care in Kenora and the region, subject to a satisfactory purchase sale agreement as presented at the in-camera meeting held on September 11, 2025, be released to the regular session as circulated.	Motion # 25/10/8 Carried
6.7. 34 Minnesota Street Development	<b>Moved</b> by N. Johanson and <b>seconded</b> by R. Boutette that the approval of the signing of a lease with EdgeCorp, for the provision of leased space to run a childcare program in partnership with the Kenora District Services Board (KDSB) who will be the service provider, as presented at the in camera meeting held on September 11, 2025, be approved as circulated.	Motion # 25/10/9 Carried with <b>one Abstention.</b>
<b>7. Adjournment</b>	<b>Moved</b> by R. Boutette and <b>seconded</b> by N. Johanson that the regular meeting be adjourned at 6:39pm.	Adjourned



Lake of the Woods  
District Hospital

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Fred Richardson, Chair

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Cheryl O'Flaherty, President and CEO