

## Board of Directors Meeting Minutes

Friday, January 26, 2023

Zoom - Virtual Meeting

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### LAND ACKNOWLEDGEMENT

The land acknowledgement was read by Kelly Pilato.

### CALL TO ORDER

Andrew Bassingthwaighte called the meeting to order at 5:37 p.m.

Andrew made a motion to accept the resignation from Sarah Cacilhas as a board member.

Kelly Pilato seconded this motion and all were in favour.

### ESTABLISHMENT OF QUORUM

Present: Andrew Bassingthwaighte, Chris Ventura, Kelly Pilato, Faith Scott, Matthew Mahler, Tara McKendrick (ex officio)

Regrets: Sarah Cacilhas, Lindsay Marois, Christopher Yendt, Marlena Stadnik-Misner

Recorder: Sherry Riddick (Via recorded Zoom link)

### DECLARATIONS OF CONFLICT

No conflict of interest was declared.

### PRESENTATION

- Mental Health and Addictions Working Group of the Niagara Ontario Health Team – Subcommittees/Focus – Tara provided an update from the MHAWG of the NOHT and the work continues to proceed with the focus of three deliverables 1) Ontario Structured Psychotherapy (OSP), 2) Coordinate Access, 3) Case Management Continuum. See attached slide deck. Andrew asked if Tara was participating on all sub-committees and currently she is adhoc for OSP, the co-lead for Coordinated Access and adhoc for the Case Management sub-committee until a co-lead can be identified. Chris V asked if the focus was best practices/outcomes and if it was lead really by governance. Tara will reply after she gives a more thought to this question. Change management is

a big part of the NOHT and have new expectations on how all of this work is done and how the system can be better navigated.



MHAWG\_2022\_09\_26\_  
presentation.pptx

- Community Accountability Planning Submission (CAPs) Update – There is no update at this time. January 31<sup>st</sup> is the final submission deadline. CMHA Niagara submitted with a letter back in December. There will likely be a time extension or the changes might be accepted as submitted. The funding is down 25.6% and an increase is needed to sustain the programs and staffing required.

## **AGENDA**

The agenda was approved by all.

Moved by: Chris Ventura

Seconded by: Kelly Pilato

**That the Agenda for the Board Meeting of January 26, 2023 be adopted as circulated with the changes listed above.**

**Carried.**

## **MINUTES OF PREVIOUS BOARD MEETING**

The minutes were approved by all.

Moved by: Faith Scott

Seconded by: Kelly Pilato

**That the Minutes of the Board Meeting held Thursday November 24, 2022 be adopted as circulated.**

**Carried.**

## **CONSENT AGENDA**

Minutes from the December 13, 2022 and January 10, 2023 Committee of the Whole Meeting

Moved by: Chris Ventura

Seconded by: Matthew Mahler

**That the Consent Agenda information be received.**

**Carried.**

## REPORT FROM THE EXECUTIVE DIRECTOR

- CMHA Niagara Game Day with Niagara Ice Dogs is February 7, with approximately 50 tickets sold to date. Each ticket sale includes a CMHA branded toque, which will help raise our presence and awareness of our agency and services at the game.
- CMHA Niagara has applied to be a Provincial Data Set Champion organization, which would see our branch working closely with CMHA Ontario and Ontario Health towards developing work plans and facilitating connection to other health service provider partners to help prepare their agencies to submit data to the developing provincial data set. More information to follow as available.
- 12th Annual Women and Wellness fundraiser is February 21, 2023, at Club Roma with live entertainment by local mental health advocate Samantha Marchionda. Board Chair and ED will speak on behalf of agency and Board to welcome guests. Tickets still available through Eventbrite.
- Executive Director attended a half day Funder's Alliance Round Table event which was an opportunity to meet with various funders in Niagara and ask questions about opportunities and criteria for funding. Many funders mostly referred to their websites for information, and it was a good opportunity to network with other agencies and at least put a face to the name of our organization for relationship purposes.
- Clinicians have been recruited and in the process of being on boarded to deliver Ontario Structured Psychotherapy in Niagara. One clinician started in early January and is currently completing the mandatory training before offering service to client (anticipated in mid-February), with the second clinician scheduled to start training February 13, 2023. Attempts to recruit bilingual clinicians were not successful.
- Continue to be challenged with recruitment to replace Program Manager, Longer Term Services, position which has been vacant since August 2022. Continue to receive insufficiently qualified and responsive applications. Other members of Leadership are covering duties and tasks in the interim, and are in agreement that it is preferred to wait for the right person, rather than fill the position quickly. We continue to assess what the agency needs and opportunities to achieve outcomes in innovative ways.
- Bargaining has been started with CUPE, and has needed to be rescheduled from the union side due to various reasons.
- For the Board's awareness, two of our service locations have been impacted and affected by water damage incidents in the last month. Firstly, our Jarvis Street location in Fort Erie has been closed until repairs can be completed after a burst pipe during the storm over the holiday season. Secondly, a pipe burst at 264 Welland Ave the weekend of January 14, which resulted in extensive damage to our COAST service area. In both situations, staff have been relocated and client service continues in alternate ways through alternate work spaces provision in the interim. Our Safety and Facilities team is working closely with internal team, as well as landlords/property managers and insurance inspectors, to monitor and oversee this work.

Moved by: Kelly Pilato

Seconded by: Chris Ventura

**That the ED Report for January 2023 be accepted.**

**Carried.**

## **NEW BUSINESS**

- Matrix Update – Andrew, Chris V and Christopher Y discussed the matrix and some ideas that could be implemented are listed below: Clifton Strengths Program (details and the 34 strengths can be found at website: <https://www.gallup.com/cliftonstrengths/en/253715/34-cliftonstrengths-themes.aspx>), thinking about skills, what the board is actually looking for, vs what the board says they are looking for. Possibly taking off the legal background skill, however someone in the law field has a very different way of thinking about things and they process information differently, so could be of value. The CS breakdown of strengths looks very over-ambitious and quite a departure from what the board does now, the idea of grouping skills together and perhaps repositioning some skills with identified strengths could be an interesting way of getting to the brass tax of what is actually wanted in board members. A first step suggested is grouping some of the skills together. Categories could be something like: Strategic Thinking, Relationship Building, Health & Wellness, and Specialized Skills. From that, grouping the existing skills/re-evaluate them/see what's missing. Suggested as a first draft:

- 1) Strategic Thinking - Strategic Planning Experience, - Business Experience, - Board Experience, - Risk Management
- 2) Relationship Building – **Team building instead of relationship building,** - Advocacy, - Fundraising, - Networking\*, - Public Speaking\*,
- 3) Health & Wellness - Medical/Social Service Delivery\*, Medical/Social/Wellness Experience\*, - Quality Assurance (Service & Health)\*
- 4) Specialized Skills - Financial Experience (Budget, Audit, etc.), - Legal, - Marketing, - [whatever we think we're missing from our board]

This is more skills instead of less, but thinking from a Board perspective, finding a good balance of the three overall groupings, and making sure the board to have at least 1 or 2 of the specialized skill folks that is needed (particular emphasis on financial), giving a more well-rounded board and an easier time thinking through recruiting. On the demographics side, defer to you Chris Y as this is his area of expertise. The geographical component is important given the peculiarities of the Region, life/family experience and the identified points of demographic need seem fine. There is not a rush, but still move forward with the current slate of potential candidates. Not foreseeing any major re-alignment of overall skills, and as for the recent candidates, they have a lot of strategic/board experience that would make them assets regardless. More discussion to come at the COTW meeting in February.

- Upcoming Events - CMHA Niagara Game Day with Niagara Ice Dogs is February 7 at 7:00pm. The 12th Annual Women and Wellness fundraiser is February 21, 2023, at Club Roma, doors open at 6:30pm. Both are a great opportunity to get in front of the community and CMHA Niagara staff, supporting and giving your face to a name.
- Recruitment Update – There were 4 new candidates that applied to become board members. Three responded that they were still interested in becoming a board member and Andrew spoke with them asking them 3 questions. No red flags and would like to recommend them to be interviewed. Faith, Chris V and Tara to sit on the interview panel, interviews to be held over the next couple weeks. Moving forward if there are any applicants, the board welcomes any and all applicants to apply.

## **OTHER BUSINESS**

Link to Meeting survey: <https://www.surveymonkey.com/r/FYRSVZ3>

- February meeting for the COTW was scheduled for February 14<sup>th</sup>, could have both COTW and board meeting on Feb 23<sup>rd</sup>. March meeting for the COTW is during March break, could have 1 or 3 options: Keep as is, have both on March 23<sup>rd</sup>, move the COTW meeting to March 7<sup>th</sup>. Sherry will send doodle poll out and majority vote will be the deciding dates.

Moved by: Faith Scott

Seconded by: Chris Ventura

**Carried.**

## **ADJOURNMENT**

Andrew Bassingthwaighte moved to adjourn the meeting at 7:03 p.m.