



MINUTES of the **BOARD OF DIRECTORS** meeting held on **Thursday, November 6, 2025**, 1700 hours, VIA ZOOM and live streamed on YouTube.

PRESENT:

Paul Lachance, Chair	Linda Staudt	Karen Riddell (ex-officio, non-voting)
Jamie Skutovich	Patti France	Dr. Wassim Saad (ex-officio, non-voting)
Laura Copat	Cynthia Bissonnette	Dr. Larry Jacobs (ex-officio, non-voting)
Mary Dawson	Genevieve Isshak	Dr. Kristen Demarco (ex-officio, non-voting)
Nila Das	Anna Kirby	
Chris Lanoue	Wes Vickers	
Nadine Manroe-Wakerell		

STAFF:

Executive Committee

REGRETS:

Ian McLeod
David Malian
Dr. Irram Sumar (ex-officio, non-voting)

1. CALL TO ORDER:

The meeting was called to order at 1700 hours with Mr. Lachance presiding as Chair (in Mr. McLeod's absence) and Ms. Sutherland recording the minutes.

2. DECLARATIONS OF CONFLICT OF INTEREST:

None declared.

3. PREVIOUS MINUTES:

The minutes of the October 2, 2025, Board meeting had been previously circulated.

MOVED by Ms. L. Staudt, **SECONDED** by Ms. G. Isshak and **CARRIED**

THAT the minutes of the October 2, 2025, Board of Directors meeting be approved.

4. REPORT FROM THE PRESIDENT & CEO / CNE

Ms. Riddell reported. Highlights are outlined below.

We held our quarterly Town Hall on October 23rd. The NWEACH project team presented an overview of the work completed to date for the new hospital planning and provided an opportunity for questions. There was great engagement with over 100 people in attendance.

The Nurse Police Team (NPT) program received a \$500,000 grant from the government. This will enable the NPT to continue providing on-scene treatment to those in need. The NPT program has attracted attention across North America, mainly due to its operational success.

The Windsor Regional Hospital Foundation would like to thank the Funkenhauser Family for their most recent donation of \$13,300 from funds raised from the annual ‘Trevor Louis Funkenhauser - A Day For A Life’ golf tournament, in honour of Gunther and Judy’s son, Trevor, who passed away tragically in 2006 following a courageous battle against endocarditis.

WRH was thrilled to announce the grand opening of the newly renovated 4West Atrium-renamed the Stephanie and Barry Zekelman Atrium, designed specifically for patients and their families. The revitalization of this area was made possible through the generous contribution of \$100,000 from Transition 2 Betterness (T2B) and their incredible donors, including the Stephanie and Barry Zekelman Foundation. The atrium welcomes visitors daily from 8 a.m. to 8 p.m., offering a peaceful retreat for patients and their families to relax and socialize away from their rooms during their stay.

We were also honored to celebrate the 6th annual Sail into Summer Cheque Presentation in the amount of \$80,000. This year’s event helped purchase a state-of-the-art Hemo Cardiovascular Information System, which will be part of the newly renovated Cardiac Catheterization Lab at the Ouellette Campus of Windsor Regional Hospital

Our Carve 4 Cancer event raised over \$16,000 for a grand total raised of \$93,408 since 2018 for the Windsor Regional Cancer Centre.

The Redevelopment Team and WRH User Group Members have been working closely with the experienced planners at Stantec Architecture and Agnew Peckham on a set of rules and requirements for the new build, along with early and illustrative drawings – both key components of the eventual Request for Proposals (RFP) used as part of a competitive procurement process to determine who will deliver the project. The project team is also making strong progress in the corporate renaming and rebranding engagement initiative. Since launching the engagement survey in September – which is now available in 10 target languages on the project website - more than 1,450 survey responses have been completed.

Ms. Krywionek provided an IPAC update. WRH currently has six COVID cases, one influenza case and one RSV – a paediatric case. WRH continues to monitor trends closely using the Ontario Respiratory Virus tool. We kicked off our staff flu vaccine clinics in October. This is a collaborative effort between our Pharmacy team and Employee Health.

WRH is proud to announce the successful transition of our Gestational Diabetes Program to the Windsor-Essex Community Health Centre (WE-CHC), now offered through their Diabetes Wellness Clinic. This move enhances accessibility for expectant mothers across our region, ensuring they receive high-quality, community-based care from expert nurses and dietitians.

The new DI careers page is now live launching just in time for MRT Week to support recruitment outreach. Recruitment in DI continues to present some challenges, consistent with broader trends across the sector. We'll be promoting it on social media to help raise awareness of our DI opportunities and incentive programs.

5. **REPORT FROM SCHULICH:**

Dr. Jacobs' report included some very positive metrics on recruitment:

- Increase in physicians since 2009:
 - Family Medicine – 52%
 - Specialists – 51%

- Increase in Family Medicine physicians that trained at Western:
 - 2009 – 39
 - 2024 - 154

6. **FINANCIAL PRESENTATION (September 30, 2025, Results):**

Mr. Lanoue reported.

Slide 2 – Financial Results – YTD September 2025

- The net deficit after building amortization is \$15,156,000 which is \$1,252,000 better than budget
- We expect some catch-up on building amortization with capitalization of the LINAC project
- Hospital Margin is negative \$11,326,000 which is \$662,000 better than plan

Slide 3 – Significant Variances

Chart indicates expense variances and the offsetting revenue:

- Salaries and Benefits continue to trend positively and in a combined surplus of \$1,457,000
- Medical Staff Fees \$1,164,000 deficit
 - \$1,017,000 in offsetting funding (Emergency & NICU Alternate Funding) and patient services revenue for diagnostic services
- Medical/Surgical Supplies had a surplus of \$627,000 mainly in the perioperative program with lower than planned volumes
- Drugs \$470,000 surplus
- Other Supplies \$1,074,000 deficit – no offsetting revenue
 - Pressure points: building and equipment maintenance, patient transportation, contrast media and physician recruitment costs

Slide 4 – Sick and Overtime Benchmarks

Metric is Sick/Overtime Hours as a Percentage of Total Worked Hours

For the *month* of September – unionized staff

- Sick Percentage at both Campuses is above the target of 4.8% with Met at 6.1% and Ouellette at 6.2%

- Overtime Percentage at Met Campus is 4.3% and Ouellette is 7.0% versus the target of 4.0%.

Slide 5 – Sick and Overtime Benchmarks

For the *month* of August – non-union staff

- Sick Percentage is 1.0% - below the target of 2.2%
- Overtime Percentage is 0.0% which is the target (non-union overtime is extremely rare)

MOVED by Mr. C. Lanoue **SECONDED** by Mr. D. Malian and **CARRIED THAT** the November 6, 2025, Financial Presentation (as of September 30, 2025), be accepted.

7. CONSENT AGENDA:

MOVED by Mr. C. Lanoue, **SECONDED** by Ms. C. Bissonnette and **CARRIED THAT** the report from the October 27, 2025, Finance/Audit & Resources Committee meeting be accepted.

8. CORRESPONDENCE/PRINTED MATTER:

- a) Media Report – FYI only.

9. BOARD MEMBER QUESTIONS, COMMENTS OR NOTICES OF MOTIONS:

None.

10. NEW BUSINESS:

None.

11. DATE OF NEXT REGULAR MEETING:

Thursday, December 4, 2025 - Auditorium, MET Campus

12. ADJOURNMENT:

There being no further business to discuss, it was **MOVED** by Ms. M. Dawson, **SECONDED** by Ms. A. Kirby and **CARRIED THAT** the November 6, 2025, Board of Directors meeting be adjourned at 1715 hours.

Paul Lachance, Chair
Board of Directors

Dawn Sutherland
Recording Secretary