SRCHC BOARD OF DIRECTORS' MEETING
MINUTES
April 16, 2026

Present: A. Hamidian, E. Hill, S. Pivko, E. Speicher, M. Cheng, J. Fetros, A. Simard, K. Rahi
Staff: S. Wiens, S. Puri (recorder), R. Merritt, K. Foley, N. Lewin, A. O'Neil (recorder)
Regrets: K. Bataa (recorder), B. Bereket, R. John, P. Berger, N. Hariharan, R. Ho (Chair)

1.1-1.4 Welcome, Conflict of Interest, Confidentiality, Code of Conduct

The Chair welcomed the Board and reminded Directors of Code of Conduct & Confidentiality.

A. Simard shared a personalized Land Acknowledgement.

1.5 Confirmation of Quorum and Approval of Agenda

Committee reports were moved to take place before the break.

MOTION TO APPROVE THE AGENDA
(1) E. HILL (2) E. SPEICHER CARRIED

2.0 Communication and Counsel

2.1 Operational Health Systems – Digital Enhancements & EMR Optimization

N. Lewin, Decision Support and Health Analytics Coordinator at SRCHC, joined R. Merrit to provide an overview of the digital enhancements and EMR optimization initiatives currently underway in the organization.

2.2 CEO Report

The CEO highlighted key items from her written report:

- **HR**: Eighty positions were filled over the last fiscal year, and turnover rate is significantly lower this fiscal year compared to the previous one.
- **Primary care expansion**: Significant work is underway in both the east and downtown east areas.
- **Leadership**: The new Director of Integrated Primary Care will begin on May 11th. Work is underway to be develop their 30-, 60-, and 90-day orientation plan.
- **Labour management**: All labour related increases were implemented on April 1st, 2026, including unionized and non-unionized staff.
- **Board engagement**: Board members have been active in participating in organizational events- staff have shown appreciation for their involvement.

3.0 Committees & Workgroups

3.1 Nominations

The Nominations Committee met this week to review the applications received. Four applicants met the eligibility requirements outlined in the bylaws and will be interviewed. The interview panel will consist of one Board member, one community member, and the CEO. Scheduling is currently underway.

Two members are up for re-election and have indicated their interest in continuing, and there are two total vacancies.

The Committee also reviewed and refined the interview and reference questions in preparation for candidate interviews and screening.

3.2 CEO Performance Appraisal

The CEO Performance Appraisal survey will be circulated in the coming week by N. Hariharan.

3.5 Alliance

There was nothing to report at this time.

3.6 Anti-Black Racism Workgroup

MOTION: THE BOARD DISSOLVE THE ANTI-BLACK RACISM WORKING GROUP, EFFECTIVE IMMEDIATELY, ON THE BASIS THAT ITS MANDATE IS BEING FULLY OPERATIONALIZED WITHIN THE ORGANIZATION THROUGH THE IDEAAS COMMITTEE
(1) M. CHENG (2) J. FETROS CARRIED

3.7 Advocacy Workgroup

The workgroup met at the end of March and discussed the scope and purpose of the group. At this time, it will continue to operate as a workgroup.

M. Cheng is developing the terms of reference and will share them with the workgroup at the next meeting.

The CEO will provide updates as needed regarding CTS-related matters and advocacy efforts. Another staff update on CTS is expected to be distributed on Monday and will also be shared with the Board.

3.8 Strategic Planning

All Board members attended the strategy intensives. There have been 405 engagements to date, with an average of 30 participants per session for the Strategy Intensives.

The consultants will attend the next Board meeting to provide updates. Prior to that, they will meet with the Steering Committee and the Leadership Team.

At the May Board meeting, the new draft strategic directions and related materials will be shared for review and approval. The organization remains on track to launch the strategic plan by the AGM.

4. 0 Financial and Funding Motions

MOTION TO APPROVE ONTARIO HEALTH FUNDING OF UP TO $58,492 FOR FY 2025-26 ONE-TIME REALLOCATION OF PHYSICIAN SURPLUSES TO ENSURE CONINUITY OF CARE TO COVER NP SALARIES

(1) S. PIVKO (2) M. CHENG CARRIED

5.0 Consent Agenda

The CEO noted that she has made several updates to the EDI and governance policies to ensure alignment with organizational standards and good governance practices. The organizational policies included in the consent agenda are not fully formatted, as they are being transitioned to a new system. The current layout will not reflect the formatting used in the new system.

MOTION TO APPROVE CONSENT AGENDA
(1) E. HILL (2) E. SPEICHER CARRIED

6.0 Community Feedback

There was no feedback to report this quarter.

7.0 Meeting Feedback

The Board shared their feedback on the meeting.

8.0 In-Camera Session

The Board went in-camera.

9.0 Meeting Adjournment

MOTION TO ADJOURN MEETING AT 8:16 PM
1) A. SIMARD 2) E. SPEICHER CARRIED

Rebecca Ho

Rebecca Ho, Chair **Matthew Cheng, Secretary**