SRCHC BOARD OF DIRECTORS' MEETING
MINUTES
November 20, 2025

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

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.

The Land Acknowledgement video was shared.

R. Ho attended a conference today, where a shift in language was observed regarding care for Indigenous people. Cultural safety is being recognized as equally important as physical safety.

1.5 Confirmation of Quorum and Approval of Agenda

Agenda item 5.1 d) 2.10.2 Confidentiality was pulled out of the consent agenda for discussion.

MOTION TO APPROVE THE AGENDA
1) S. PIVKO (2) R. JOHN CARRIED

2.0 Communication and Counsel

2.1 CEO Report

The CEO flagged key pieces from her written report:

- The Mental Health and Substance Use team completed Critical Time Intervention training this past month. This training is intended to help staff better hone their skills in supporting clients through transition.
- The organization will be launching our staff engagement survey with Talent Map in early January to assess impact of changes over the past 15 months.
- The funding received for retention and recruitment can only be used for core CHC funded positions, excluding MDs and midwifery. Positions funded by our core CHC funding include the general clinic, DECNET, self-management program, regional diabetes coordination, diabetes eye screening, management and leadership, executive and medical administration, health promotion and chiropody. All bargaining unit positions received an increase of 3.5% effective April 1st, 2025, so any positions funded through CHC core funds have received an increase. Human Resources is now working on a plan to ensure CHC core funded non-bargaining unit positions also receive an increase retroactive to April 1st, 2025, based on the funding criteria.

- The CEO met with VP of OH Toronto Region, Wilfred Cheung, to discuss CHC and systems pressures and opportunities.

2.2 Harmony Hall Lease

SRCHC has a cost-sharing arrangement with the landlord at 2 Gower, where Harmony Hall operates. The CEO and R. Merritt are currently working with the landlord towards a new arrangement that would align with SRCHC long term infrastructure plan.

3.0 Board Evaluation

3.1 Board Self-Inventory Summary

The Board discussed the results of the Board Self-Inventory survey. The results highlight gaps and areas for opportunity within the Board. This will form the basis of the recommendations made to the Nominations Committee and will guide the recruitment process for the next Board year.

For future surveys, it was suggested to add the prompt "select all that apply" to questions with multiple options, so that respondents are aware to choose all answers that apply to them.

3.2 Board Retreat Debrief

The Board reflected on last week's retreat, expressing appreciation for the opportunity to meet in-person and engage with staff. The Board commended the facilitators on their work in creating an inclusive, engaging space where Board members felt empowered and valued.

The format of the retreat, Friday evening and Saturday morning, worked well for most. The Board meeting and the Retreat took place in the same month, which resulted in increased workload for both staff and Board members. Next year we may consider not having a Board meeting in the month of the retreat.

There will be at least one more in-person Board meetings this Board year.

4.0 Committees & Workgroups

3.5 Alliance

E. Hill shared the meeting information for the upcoming Alliance webinar on November 25th from 5:30-7:00pm. The webinar is open to all Board members and will bring the latest updated on changes underway in Ontario's health system.

3.7 Advocacy Workgroup

Members of the Boards of South Riverdale CHC, Parkdale Queen West CHC, Regent Park CHC and Casey House will be meeting in January 2026 to discuss opportunities for collaboration in providing substance use care. The Executive and Advocacy Committee have been canvassed for their availabilities.

South Riverdale CHC has sent words and tokens of support to both Parkdale Queen West CHC and Sanctuary. Given the loss of funding for the CTS, Parkdale Queen West CHC has been forced to close their CTS operations although their exemption was valid for another 2 years.

3.8 Strategic Planning

The first Strategic Planning Work Group meeting is scheduled for December 2nd from 5:30-7:00pm. Board members can reach out to A. Hamidian with any ideas or questions related to strategic planning process.

5.0 Consent Agenda

Agenda item 5.1 d) 2.10.2 Confidentiality was pulled out of the consent agenda for discussion on how to clarify the implications of a confidentiality breach.

The following clarifications were suggested:

1. Personal Accountability: Board members may face personal accountability, which can include censure, removal from the board, or even legal action. The severity of the consequences depends on the nature and implications of the breach.
2. Reputation Damage: Breaching confidentiality can harm the board's reputation, leading to loss of trust among board members, the organization's funders and the public.
3. Trust Loss: Trust within the board and the organization can be lost, which can have longstanding effects on the board's ability to function effectively.
4. Legal Consequences: In some cases, breaches of confidentiality can lead to legal action against the board member, depending on the circumstances and the laws applicable.

The Board discussed the following options:

a. Add the suggestions to existing policy; and
b. Incorporate the suggestions as part of orientation for new Board members.

The CEO will review the policy and suggestions, and consult legal counsel as needed and get back to the Board in the new year regarding recommended next steps. The Board agreed that any non-essential updates to the policy be made only when the confidentiality forms need to be signed again.

MOTION TO APPROVE THE POLICY AS WRITTEN WITH THE RECOMMENDATION FOR THE CEO AND TEAM TO CONSIDER THE PROPOSED UPDATES AND TO MAKE THOSE UPDATES, IF THEY ARE CONSIDERED NON-ESSENTIAL, WHEN THE CONFIDENTIALITY FORMS NEED TO BE SIGNED AGAIN

1) S. PIVKO 2) R. JOHN CARRIED

MOTION TO APPROVE CONSENT AGENDA

1) A. HAMIDIAN 2) E. HILL CARRIED

6.0 Monitoring Reports not in Consent Agenda

6.1 Financial Condition

The CEO reviewed 4.10 Financial Condition Monitoring Report and its variances.

The variance between the Balance Sheet and the Quarter Report are due to new revenue coming in after the budget was approved in May.

MOTION TO APPROVE Q2 4.10 FINANCIAL CONDITION MONITORING REPORT AND ACKNOWLEDGE VARIANCES NOTED IN THE FINANCIAL REPORT

1) E. HILL 2) A. SIMARD CARRIED

7.0 In-Camera Session

The Board went in-camera.

8.0 Meeting Feedback

The Chair reviewed meeting feedback from the October 16th, 2025 Board meeting. A new survey link was shared for the Board to provide feedback on this month's meeting.

9.0 Meeting Adjournment
MOTION TO ADJOURN MEETING AT 8:42 PM

1) R. JOHN 2) A. HAMIDIAN CARRIED

Rebecca Ho
Rebecca Ho, Chair

Arman Hamidian
Arman Hamidian, Vice-Chair