

<b>Chair / Acting Chair:</b>	Ms. Angela Carter
<b>Minutes taken by:</b>	Christine Wignall
<b>Appointed record custodian:</b>	Christine Wignall

**OPEN SESSION**

**Voting Trustees:** Mr. B. Lawler, Mr. P. DiPaola, Ms. A. Carter, Mr. J. Rollo, Ms. R. McDonald, Ms. N. Medulun Burke, Ms. H. Irwin, Ms. M. Woodhead, Mr. F. Bagatto

**Non- Voting Trustees:** Dr. D. Ceglie, Dr. G. Arvinte, Dr. W. Reimer

**Also Present:** Dr. Z. Ismail, Ms. A. Vander Wier, Sister L. Dillon

**Regrets:** Ms. B.L. Souter, Ms. A. Atkinson, Bishop G. Bergie, Ms. J. Hansen, Ms. K. Manzi, Mr. R. Mauro, Mr. B. Smith

**Guest:** Ms. Ariel Jackson, Director, Human Resources

Land Acknowledgement Statement:

*Let us take a moment to recognize and show our respect for the Indigenous Peoples on whose land we live and work. Hotel Dieu Shaver Hospital is situated on treaty land in Niagara. This land is steeped in the rich, traditional history and is the territory of Anishinaabeg (ah-ni-shi-nah-bay), Haudenosaunee (hoe-D-no-show- knee), and Attawandaron (atta-wan-da-ron) peoples. This territory is covered by the Upper Canada Treaties and the Dish with One Spoon Wampum Agreement. We recognize and deeply appreciate their historic connection to this territory and the contributions of Métis, Inuit, and other Indigenous peoples, in both shaping and strengthening the community in which we all live. May we continue to reconcile and flourish collectively.*

**1. Call to Order & Opening Prayer**

The meeting was called to order. Quorum was achieved. Sister Louise opened the meeting with a prayer, which included a moment of silence in recognition of the recent passing of two HDS nurses.

**Approval of the Meeting Agenda**

**Motion**            **Moved by:**            **Ms. M. Woodhead**  
                         **Seconded by:**        **Mr. J. Rollo**

**“That the meeting agenda be approved.”**

**CARRIED**

### **Decision Making Matrix / Reserved Powers**

The Corporate Decision Making Matrix and Reserved Powers of the Members of the Corporation are included in the package for information and reference.

### **Declaration of Conflicts**

This item allows trustees the opportunity, based on the approved agenda, to express conflict of interest with any items. No conflicts were expressed at this time.

### **Presentation – Employee & Physician Engagement Survey results – Ariel Jackson**

Ms. Jackson was introduced and welcomed to the meeting. She presented the results of the most recent employee and physician engagement surveys to the Board, highlighting high satisfaction levels, areas for improvement, and the impact of Diversity, Equity, and Inclusion initiatives.

The Employee survey achieved a 55.7% response rate (goal of 50% or greater) and the physician survey achieved a 26% response rate (the Physician survey group is small and the 50% or higher response rate is not applicable). The areas of measurement and drivers (each driver serves as a 'predictor' of engagement for each 'level' and survey outcomes reflect employee engagement with their job as well as with the organization). Overall, the employee survey shows high staff satisfaction scores, supporting the claim that our culture, mission, and safety remain our greatest strengths. Key opportunities for improvement related to fair distribution of work and individual and team recognition were highlighted noting that several improvement initiatives were underway prior to the initiation of the survey. Lower levels of physician satisfaction were evident with the physical work environment which is challenging due to lack of space on the floors. Job engagement and satisfaction with physician leadership remains high.

Ms. Jackson was thanked for the presentation and excused from the meeting.

### **POLICY REVIEW**

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### **2. CONSENT AGENDA (includes Minutes, Reports & Information)**

No items within the Consent Agenda were identified to be moved to the Strategic Agenda.

*On a move forward basis, questions that may arise during pre-meeting review of the materials are requested to be submitted to allow staff the opportunity to prepare responses.*

- **Board of Trustees meeting minutes, April 14, 2026**

The minutes were presented, reviewed, and approved through the Consent agenda motion.

- **Medical Advisory Committee minutes, April 29, 2026**

The minutes were presented, reviewed, and approved through the Consent agenda motion.

**Motion**                      **Moved by:**                      **Mr. J. Rollo**  
   **Seconded by:**                      **Ms. R. McDonald**

**“That the Consent Agenda items be approved.”**

**CARRIED**

### **3. Business Arising**

#### **-Major Community Events & Healthcare Sector Updates**

Canada Health Day mass will be held in Cahill A/B meeting room on Thursday, May 14<sup>th</sup> – all are welcome to attend.

Hotel Dieu Shaver will hold a Smudging Ceremony on June 2<sup>nd</sup> at 1 p.m. in the Healing Garden. All are encouraged to attend.

At the request of the City of Welland, the CEO and CFO will visit to discuss budget planning for the local share of the capital expansion project.

The annual Medical Staff Association meeting was recently held, and Dr. Reimer was elected as President for the upcoming year.

### **4. Correspondence:**

#### **Pre-circulated:**

- Daily news
- Letters of thanks/Acknowledgements

There were no letters of appreciation to circulate.

### **5. STRATEGIC AGENDA**

#### **Minutes:**

- **Audit Committee minutes, April 21, 2026**

The minutes dated April 21, 2026, were presented and reviewed.

**Motion**            **Moved by:**            **Mr. B. Lawler**  
                         **Seconded by:**        **Ms. R. McDonald**

**“That the Audit Committee minutes dated April 21, 2026, be approved.”**

**CARRIED**

**6. Business Arising**

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**7. Foundation Report – May 2026**

In the absence of Foundation representation, the CEO provided several highlights including:

- ✓ The Foundation is completing the year end audit and the AGM is scheduled on June 22<sup>nd</sup>. Four new Board members will join the Board in June to bring the total number to 14 members
- ✓ The Foundations’ spring mailer will be sent out across the Region this week. The mailer features a message from HDS Physiotherapist, Julie Horrocks, about her experience working with patients at HDS
- ✓ The Rankin Cancer Run is on May 23<sup>rd</sup> and all are welcome to the join the HDS Rehab Rockstars Team. Donations are also welcome.

**8. Reports/Other Business**

- **Leadership Report – May 2026**

Many initiatives over the past month were highlighted in the Leadership Report including GPA (Gentle Persuasion Approach) training for dementia care, the Niagara College student massage therapy clinics at HDS and the abundant professional development activities undertaken by senior staff.

- **Communications/PR Report – May 2026**

The May Communications/PR report was presented and reviewed.

- CHI Board Self-Assessment Process to begin

The annual Board self-assessment process will be initiated, and trustees were advised that the survey link will be emailed to them from Catholic Health International staff.