



Board of Directors Special Meeting Minutes
October 25, 2023
12:00 noon – 1:00 PM on Microsoft Teams

In Attendance: DeAnn Hunter; Jim Klinge; Kim Collister; Steve Burford; Sarah Fox Junker; Clarissa Robinson; Greg Erickson; Erika Rebus; Andre Tinio; Dan Yereniuk; Alannah Price
Regrets: Christine Moore, Marissa Tordoff

1. Welcome

The meeting began by establishing quorum, followed by a land acknowledgement.

2. JHSA Review Ad Hoc Committee

The Insurance and Benefits Summary document was reviewed as well as the motion from the September Board meeting. Highlights from the discussion included:

- The timeline to transition to a new benefits option would be approximately two months. The current shared and self-insured benefits plan is set to renew in January and given the timing, the plan will be renewed.
- EJHS will have the opportunity to learn about benefits options from the current and ongoing work of JHSA as JHSA and each local are working together on alternative benefit options (insured vs. self-insured) for the JH group.
- EJHS has also engaged its own benefits broker to review options.
- At the suggestion of the Board, DeAnn will raise with her ED counterparts the potential of a shared benefits plan that can accommodate the local needs of each JH.
- The JH EDs are meeting tomorrow with JHSA and a benefits advisor to receive an update on options.
- The Board discussed and clarified their understanding of the benefits section of the Terms of Association.

DeAnn acknowledged the Board for their support of the organization through the implementation of the new strategic plan. Staff are feeling this and it is a positive thing.

DeAnn emphasized that EJHS has undergone a significant amount of change in the last 18 months including a new CEO, a new strategic direction and a new organizational leadership structure to achieve the new direction. This has been invigorating for many employees and also fatiguing. While the organization is becoming more effective and sustainable in its operations (more transparent and strategic, more growth opportunities for employees, enhanced compensation and decreased side of desk work) change is still work and adapting to change takes time and effort.

In addition, client acuity is high in some of EJHS's programs given the post-COVID world we live and work in. With a new leadership team and changing expectations of leaders and front-line employees, EJHS must balance any new major change with organizational health.

It may not be an ideal time to share news of more change. While DeAnn and her Executive team are supportive of the change, there could be opportunity to rethink the timing and delay until spring/summer.

The Board acknowledged DeAnn's comments and were supportive of the potential to delay communications of another change. The staff have faced a significant amount of change in the past year and finding an appropriate time to share news of more change will be paramount to avoid burnout and change fatigue. It was acknowledged that a change in benefits alone could provoke anxiety in some employees.

Generally, there was consensus from the Board on the Sept 19, 2023 motion. The Board requested that the Ad hoc Committee consider the timing of the change within the motion before bringing back to the Board at its November meeting.

The Business case was requested by the Board in advance of the November Board package to give appropriate consideration.

MOTION: Steve/Sarah – That the Ad Hoc Committee review the motion from the Sept 19, 2023 Board meeting in light of the discussion at the Oct 25, 2023 Special Board meeting and bring back the motion to the Nov 28, 2023 Board meeting; and that the Board receive the business case a minimum of two weeks prior to the Nov 28, 2023 Board meeting.

CARRIED

MOTION: Steve – To adjourn meeting