



Board of Directors Meeting
MINUTES - September 19, 2023
IN-CAMERA

In attendance: Jim Klingle, Marissa Tordoff, Greg Erickson, Steve Burford, Kim Collister, Sara Fox-Junker, Faye Hamilton, Andre Tinio, Lorne Penner, Erika Rebus, Dan Yereniuk, DeAnn Hunter (staff), Christine Moore, Alannah Price

1.0 Call to Order

The in-camera portion of the meeting was called to order at 6:45 p.m.

2.0 JHSA Review Ad Hoc Committee

DeAnn provided an overview of the documents included in the package, including the briefing note and risk management plan. A business case has been drafted by the Ad Hoc Committee, including the information presented today and will be brought to the Board in November.

The Ad Hoc Committee provided a presentation to the Board including background on the formation of the Ad Hoc Committee; steps taken by EJHS to obtain information on the process for leaving the JHSA brand and affiliation, including legal advice; Connective summary, including why and how they rebranded. Recommendations were also reviewed and a fulsome discussion took place about the risks versus benefits of the options presented.

In response to a question about the position of other local JH's, it was noted that it is difficult to know whether there will be a domino effect if EJHS leaves. Regardless, EJHS would advise the other societies right away after giving notice to JHSA.

The Board questioned what happens if JHSA decides EJHS cannot remain on the insurance policy. There is a good chance EJHS will be asked to stay but if not, DeAnn has been in discussion with the insurance company. There could be up to a 15-20% increase if we were to leave the globalized insurance, meaning the cost would be approximately \$167,000 next year.

DeAnn shared additional information about benefits from a recent JHSA ED meeting. An independent broker was engaged by JHSA to review the current self-insured, shared benefits plan and to determine if another option (e.g. insured plan) would be more sustainable and applicable to local John Howards and the JHSA. Generally, self-insured plans are used by employers with several hundred to 1000 employees. An insured benefits plan may be a better option for local John Howards who only have approximately 200 full-time employees across the province. DeAnn also clarified that a globalized insurance plan does not require a parental relationship (Terms of Association) but a benefits plan does. If we leave the Terms of Association, we will need to secure our own benefits plan. DeAnn is working with brokers to find solutions and more information will be presented at the next board meeting.

In response to a question about the impact of EJHS leaving and our relationship with the other local JH societies, it was noted that EJHS has good relationships with the other agencies. We also have no joint programs with the other JHs at this time. If the EDs continue working together, there is no reason the positive relationship cannot continue similar to other community agencies.

The Board agreed that the Ad Hoc Committee's due diligence is evident from the detailed information presented. Leaving the association could be an opportunity.

It was acknowledged that there is a risk to EJHS's reputation if we remain under JHSA, particularly if the JHSA speaks to the media right away. There must be a well-developed communications plan in place.

It was acknowledged that there is a risk of losing CBSA funding from JH National. We have the funding until March. On the whole, this would not be a big loss for EJHS. It is an underfunded program for the amount of work required.

In response to a question about risk and timing, it was confirmed that there is minimal risk from a contract and insurance perspective. The risk is higher in terms of remaining connected to a provincial organization like JHSA with ineffective governance including no audited financial statements presented in the last few years, no strategic plan and no strategic discussions at the Board level.

Other risks to consider include how EJHS will fund a new brand and marketing strategy to support as well as the health of the organization (continuing to manage the current transformation and how this brand change will be articulated and rolled out). The business case will include details about these areas.

The Board confirmed that this information must remain confidential until a final decision is made and communications plan approved.

MOTION: Steve/Greg

That the EJHS Board, subject to a special Board meeting to review and receive additional information on a sustainable benefits option:

- Terminate its involvement in the Terms of Association between the JH Society of Alberta, Calgary JH Society, Edmonton JH Society, JH Society of Grande Prairie; Lethbridge JH Society; JH Society of Red Deer; JH Society of Cold Lake
- Provide notification of termination to JHSA and each local society in writing by January 1, 2024
- Confirm EJHS's intention to continue in the shared, globalized insurance policy and if not agreed to by JHSA, seek its own insurance plan

CARRIED

MOTION: Greg/Dan – To move out of in camera at 7:30 p.m.

CARRIED