



MINUTES of the **BOARD OF DIRECTORS** meeting held on **Thursday, September 4, 2025**, 1700 hours, Auditorium, MET Campus, 1995 Lens Avenue, Windsor, Ontario.

PRESENT:

Ian McLeod, Chair	Jamie Skutovich	Karen Riddell (ex-officio, non-voting)
Paul Lachance	Patti France	Dr. Wassim Saad (ex-officio, non-voting)
Laura Copat	Cynthia Bissonnette	Dr. Larry Jacobs (ex-officio, non-voting)
Mary Dawson	Genevieve Isshak	
Nila Das	Anna Kirby	
Nadine Manroe-Wakerell	Chris Lanoue	
Wes Vickers	David Malian	

STAFF:

Executive Committee

REGRETS:

Linda Staudt
Dr. Kristen Demarco (ex-officio, non-voting)
Dr. Irram Sumar (ex-officio, non-voting)

1. CALL TO ORDER:

The meeting was called to order at 1700 hours with Mr. McLeod presiding as Chair and Ms. Sutherland recording the minutes.

2. DECLARATIONS OF CONFLICT OF INTEREST:

None declared.

3. PREVIOUS MINUTES:

The minutes of the June 5, 2025 Board meeting had been previously circulated.

MOVED by Ms. M. Dawson, **SECONDED** by Ms. C. Bissonnette and **CARRIED**
THAT the minutes of the June 5, 2025 Board of Directors meeting be approved.

4. REPORT FROM THE PRESIDENT & CEO / CNE

Ms. Riddell referred to her written report and provided the following highlights.

WRH has launched the autologous stem cell transplant program for patients of Windsor-Essex. This is a specialized form of cancer treatment where a patient's own stem cells are collected and then re-infused with other specialized medications to treat a range of blood-based cancers. The new program allows patients to receive this care here in their home community. Congratulations to all of our staff who have worked on this program.

A special announcement took place on August 14, 2025 confirming that the New Windsor/Essex Acute Care Hospital will be named The Fancsy Family Hospital, in recognition of a transformational gift of approximately \$40 million from the Estate of the late John Thomas Fancsy. This is the largest publicly known gift in the Windsor-Essex Region and is among one of the most generous known bequests ever made to a single organization in Canada.

Windsor Regional Hospital held a number of successful outdoor employee events this summer organized by its Healthy Workplace Committee including an outdoor guided circus play, Yin Yin Yoga, Family Outing Essex Fun Fest and a Vet Tech Pet Walk and Talk. Each month we have a calendar of events throughout our community for employees and their families to enjoy.

Also in August, EllisDon was selected as the construction manager to lead the first phase of construction on the largest infrastructure investment in the region's history. They will oversee the Enabling Works construction which will include an Education and Administration Centre with an auditorium, simulation training centre, classrooms and office space for support staff and a multi-level parking garage that will connect to the new facility.

Over the next year, we will engage in a comprehensive renaming and rebranding process that will result in:

- A new corporate name
- A new logo that visually represents our identity and values
- A refreshed visual identity across – including signage, printed materials, digital content, and uniforms – to ensure a consistent, modern brand experience

Ms. Riddell provided a brief update with respect to Measles and ED wait times.

5. REPORT FROM SCHULICH:

Dr. Jacobs reported and provided some highlights:

- New school year – 46 students starting in Windsor this year, 17th year.
- White Coat Ceremony was held last week and Dr. Velehorsch addressed the class.
- Welcoming Dean next week for meet and greet on Sept 10, 2025 at the Medical Education Building
- Dr. Alice Tsui has been named Assistant Dean Undergraduate Medical Education - Curriculum of the medical school.
- For the residency programs, there are 19 residents, 4 Internal Medicine, 4 Psychiatry, and 11 family medicine.
- Starting discussions with the London campus to create Windsor Streams for Emergency Medicine.

6. **FINANCIAL PRESENTATION (March 31, 2025 Results):**

Mr. Lanoue reported.

Slide 2 – Financial Results – YTD July 2025

- The net deficit after building amortization is \$13,386,000 which is \$1,136,000 worse than budget
- Hospital Margin is negative \$10,826,000 which is \$1,525,000 worse than plan

Slide 4 – Significant Variances

Chart indicates expense variances and the offsetting revenue

- Salaries and Benefits have improved when compared to the previous month (June 2025) year to date
- Medical Staff Fees \$1,031,000 deficit
 - \$909,000 in offsetting funding (Emergency Alternate Funding) and patient services revenue for diagnostic services
 - ICU med fees over budget & funding amounts, payments discontinued in July 2025
- Medical/Surgical Supplies minimal \$17,000 deficit
- Drugs \$124,000 deficit
 - Offset by \$650,000 revenue in retail pharmacies
- Other Supplies \$1,061,000 deficit – no offsetting revenue
 - Pressure points: electricity, building and equipment maintenance, patient transportation and physician recruitment costs

Slide 5 – Sick and Overtime Benchmarks

Metric is Sick/Overtime Hours as a Percentage of Total Worked Hours

For the *month* of July – unionized staff

- Sick Percentage at both Campuses is above the target of 4.8% with Met at 6.6% and Ouellette at 5.4%
- Overtime Percentage at Met Campus is 4.7% and Ouellette is 7.0% versus the target of 4.0%. The target is higher than in the previous fiscal year as no overtime savings is included in the 2025-2026 budget

For the *month* of July – non-union staff

- Sick Percentage is 0.5% - well below the target of 2.2%
- Overtime Percentage is 0.0% which is the target (non-union overtime is extremely rare)

MOVED by Mr. C. Lanoue **SECONDED** by Ms. G. Isshak and **CARRIED THAT** the September 4, 2025 Financial Presentation (as of July 31, 2025), be accepted.

7. **CONSENT AGENDA:**

MOVED by Mr. C. Lanoue, **SECONDED** by Ms. L. Copat and **CARRIED**

THAT the report from the June 23, 2025 Finance/Audit & Resources Committee meeting be accepted.

8. CORRESPONDENCE/PRINTED MATTER:

a) Media Report – FYI only.

9. BOARD MEMBER QUESTIONS, COMMENTS OR NOTICES OF MOTIONS:

10. NEW BUSINESS:

None.

11. DATE OF NEXT REGULAR MEETING:

Thursday, September 4, 2025, Auditorium, MET Campus

12. ADJOURNMENT:

There being no further business to discuss, it was

MOVED by Ms. M. Dawson , **SECONDED** by Mr. J. Skutovich and **CARRIED**

THAT the September 4, 2025 Board of Directors meeting be adjourned at 1725 hours.

Ian McLeod, Chair
Board of Directors

Dawn Sutherland
Recording Secretary