

Meeting:	Board of Directors			
Date:	February 12, 2026			
Time:	5:00pm			
Place:	Boardroom			
Our Shared Purpose:	People First			
Committee Members in Attendance:				
☒ C. Gilmer, Chair	☒ M. McAllister, VC		☒ M. Noel	☒ M. Cassaday
☒ D. Morrison	☒ B. Nixon		☐ S. Anderson (R)	☒ C. Gervais
☒ S. Walsh	☐ C. Low (R)		☒ L. Savoy	☒ K. Simmons
☒ L. Andrews	☒ P. Ketov		☒ K. Everdell	☒ C. Bell-Smith
☒ D. O'Brien	☒ L. Obomighie		☐ M. Cunningham (R)	☒ L. Orpana
☒ J. Fleming	☒ K. Zimmerman		☒ J. Gillard	☒ A. Wright
☐ B. Oliver (R)	☒ R. Stevenson		☒ M. Cocchetto	☒ D. O'Brien
☒ C. Nasmith (quest) media	☐		☐	☐

1.	TERRITORIAL ACKNOWLEDGEMENT
	L. Orpana provided the territorial acknowledgement
2.	CALL TO ORDER
	C. Gilmer called the meeting to order at 5:03pm.
3.	EDUCATION SESSION: OPG/Wesleyville Project
	Carrie-Anne Atkins Senior Manager Stakeholder Relations OPG and Mike Melinyshyn CAO Port Hope attended the meeting to provide an overview of the new nuclear facility slated for development in Wesleyville. OPG explained this is a multiyear project, currently in stage one - the planning phase. Impact assessments kicked off Jan. 12 and closed Feb. 11th to provide the public with an opportunity to share their feedback on the proposed project. A presentation was shared that outlined an overview of OPG, why Wesleyville, timelines and economic benefits to the community. OPG committed to engagement at every point of decision making with the community and requested representation from the Board including a physician to share their voice to feed into OPG's assessments. C. Gilmer thanked both Carrie-Anne and Mike for attending and extended an invitation to continue to connect with the Board and the community at large.

4.	CONFLICT OF INTEREST
	No conflict of interest was declared.
5.	APPROVAL OF PREVIOUS MINUTES – Dec. 11, 2025
	The previous minutes of December 11, 2025, were pre-circulated with the agenda package. The minutes of Dec. 11, 2025, were approved on a Motion by M. McAllister and Seconded by M. Cassaday. Carried.
6.	CONSENT AGENDA
	The consent agenda matters were reviewed and approved on a Motion by K. Simmons and Seconded by L. Orpana. Carried.
7.	NEW BUSINESS
	<u>7.1 Report from the Board Chair</u> C. Gilmer welcomed everyone to the February meeting of the Board. We continue to actively participate in the hospital's Master Planning process. This represents a significant and foundational body of work for NHH. The education session presented by Mr. Melinyshyn, CAO of Port Hope and Ms. Atkins from OPG is one important step in this process and continued communication with both Port Hope and OPG will be vital as we move forward. It is essential that we develop a comprehensive understanding of both current and emerging factors that may impact our communities – whether ongoing developments or new initiatives on the horizon – so that NHH can proactively plan to meet the evolving needs of our patients. The master plan will provide NHH with a high-level, long-term view of the organization's anticipated needs and priority projects over the next ten to twenty years. It will be informed by our strategic goals, population growth projections, and an assessment of our current facility infrastructure. A well-executed master plan reflects the organization's sustained commitment to delivering high-quality, accessible health care and to ensuring that we are well positioned to serve our community now and into the future. Speaking of quality patient care, Northumberland Hills Hospital is currently preparing for its Accreditation review in March. The Accreditation program evaluates organizations against rigorous standards established by Health Standards Ontario (HSO), international standards such as ISO, and other frameworks developed in partnership with providers, patients, and policymakers. This review presents an important opportunity not only to highlight the many exemplary practices in place at NHH, but also to identify opportunities for continuous improvement and to learn about emerging approaches to patient care. Accreditation is truly a team effort. C. Gilmer extended sincere appreciation to the team led by Susan Walsh and the Senior Leadership Team, as well as the key lead Sarah Dolson, Clinical Informatics Specialist, whose expertise has been instrumental in coordinating this work. Cyndi also recognized every member of our staff whose day-to-day responsibilities have been impacted s part of this comprehensive preparation.

We will continue to keep you informed as the process unfolds, including the site visit by the Accreditation surveyors, and the release of the results.

7.2 Report from the CEO

Susan Walsh provided an update on key hospital activities since the last meeting of the board. Following the declaration that the outbreak was over in January gratitude goes out to all who took on additional shifts to support the community's needs during unprecedented surge.

NHH announced the launch of a new Newborn, Perinatal and Reproductive Care Clinic (NPR) on Jan. 19th. The Clinic provided in-hospital, non-urgent ambulatory services to support women's wellness and newborn health in the antenatal and postpartum phases of care for patients across Northumberland County.

The Clinic is accepting obstetrical patients attached to a delivering care provider at NHH, newborns (birth to 6 weeks), including newborns recently discharged from NHH, postpartum follow-up for wound assessment and hypertension.

NHH transitioned from outsourced echocardiography (Echo) service to a fully hospital-managed program. This phased approach ensured a smooth and seamless transition for patients, staff and referring providers. By bringing Echo services in-house, NHH is building the foundation to expand cardiac diagnostic care in the years ahead, continuing our commitment to putting patients first and improving access to essential services close to home.

Work on NHH's next Master Plan continues with progress moving very well. Internally, the second round of user group meetings have concluded. Externally our community engagement efforts are also showing results.

As of January 16, our survey received 133 responses with more coming in daily. Generative discussions with a wide variety of volunteer and community groups have been held, including the NHH Board (Nov. 13), the NHH Auxiliary General Meeting (Nov. 26), PFAC (Dec. 12), the NHH Foundation Board (Dec 17) and area youth, via local high school civics classes (Jan. 14) have been highly informative.

Most recently, NHH and area physicians and primary care providers had an opportunity to provide input through an early morning generative discussion and senior leadership teams at both PRHC and Lakeridge Health have been engaged directly and shared valuable input as well.

The third Growing Care for the Future public forum in NHH's Master Planning engagement was held via Zoom Jan. 28th. In total, over 150 individuals have engaged in group generative discussions to date with more planning in February and March.

The Northumberland PACE Speakers Series kick off its 2026 season Feb. 26th at 5:30 with Mood, Metabolism, Immunity: Meet the Microbes Behind it all with guest speaker Dr. Barbara Weiss, Naturopathic Doctor, facilitated by Dr. Mukesh Bhargava, Internal Medicine Specialist on behalf of the PACE partners.

NHH will once again support Canada's Coldest Night of the Year fundraising event in support of Green Wood Coalition. The event takes place Feb. 28th. NHH has a goal of raising \$1500 this year and we are already 57% of the way to meeting that goal.

NHH's EDIAC Committee has planned several events and activities to celebrate Black History Month, starting with the raising of the Black History Month flag through February and a hybrid fireside chat on Feb. 17th 12:30-1:30 featuring Dr. Mojola Omole, General Surgeon at Scarborough Health Network and Taya Sinclair Deputy Chief People Officer, North America for Save the Children. This will be moderated by Ackeisha Hamilton. The official theme that marks the 30th anniversary of Black History Month in Canada is Black Brilliance Across Generations to Tomorrow's Visionaries.

The results of our Global Workforce Survey and second annual Volunteer Experience Survey were shared with you. The results are also being shared throughout the hospital and to volunteer partner tables in the coming weeks.

A combined total of 465 staff, physicians and midwives completed the anonymous Global Workforce survey for a 53% completion rate, exceeding our required participation rate. The survey questions included, but were not limited to, people's sentiment towards their work team, well-being and engagement, leadership, and patient safety.

Some highlights include 86.3% of respondents felt positive about their work team and 82.9% of respondents felt positive about NHH's commitment to people-centred care. Staffing, workload, and scheduling as well as leadership communication and resources, equipment and technology ranked among the top opportunities identified for improvement.

The second annual Volunteer Experience survey opened on Nov. 28 and closed on Jan. 11 and achieved a 54% completion rate. All volunteers across NHH were invited to participate. Of note, 70% of respondents strongly agree/agree that they are involved in decisions that impact their volunteer efforts at NHH. Ninety-three percent strongly agree/agree that NHH provides them with the training, resources, and environment to enable them to be successful volunteers and 99% of respondents said they would recommend NHH as a place to volunteer. Ninety-six percent of respondents strongly agree/agree that they feel valued for their volunteer contributions at NHH. Full results will be released to all volunteer teams in the coming weeks with action plans developed to address opportunities.

NHH has been invited to participate in the Caregivers as Partners Knowledge Mobilization Day 2026 on Feb. 26th. The unique full-day, by-invitation event, hosted by the Ontario Caregiver Organization in collaboration with Trillium Health Partners' Institute for Better Health, will share the growing moment for integrating caregivers as essential care partners and advance the adoption of practices that support caregivers in healthcare settings across Ontario.

NHH in collaboration with the OHT-N is piloting an Essential Caregiver Program on its first-floor inpatient units. With the aim of spreading the program beyond the first floor to other units and eventually out to the community. Representing NHH as the session will be Jennifer Gillard, VP Patient Experience, Public Affairs and Strategic Partnerships, Courtney Shields, Director Health Information, Patient Experience and Privacy with Northumberland caregiver representative Howard Goodfellow and OHT-N Project Manager Lindsay Henderson.

NHH's unique pilot was featured earlier this month in the OCO's Partners in Care Winter Bulletin as well as featured by local and provincial media outlets, including CBC's Ontario Morning.

7.3 Report from the NHH Auxiliary

Rick Riley, NHH Auxiliary President was unable to attend. Cyndi Gilmer shared the auxiliary report on his behalf.

Petticoat Lane is doing well with a couple of reduced days in January due to inclement weather impacting sales to some degree. We are still down slightly year over year. We are hoping to expand the footprint of this store through continued discussions with the Landlord and hope to have some news in the coming months to update to the Board. An expansion would help our storage of the continued donations and hopefully allow us to carry small furniture items. Donations to Petticoat Lane are always appreciated.

The Little Treasure Shop continues to post sales increases year over year, and January was no exception with an 8% increase. As Valentine's Day approaches please visit the Little Treasure Shop for that special card and gift!

The Auxiliary bylaws require the formation of a Governance Committee and so at the last meeting of the Board Jan. 14th we formed a committee and thank Deb Smelko for agreeing to Chair this committee. Now there are no issues to deal with but it is reassuring that if something arises, we have a committee in place. Additionally, we will continuously review our bylaws and recommend any updates prior to our Annual Meeting this summer.

We looked forward to the Joint Boards getting together last month, which was cancelled due to inclement weather and hopefully will have full Board participation at the rescheduled event.

Our next Auxiliary General Meeting is scheduled for Wed. February 18th from 10-12 and you are certainly invited to join us.

Finally, I am amazed at the work our volunteers do in the hospital daily and a special thank you goes out to the entire team! This especially includes the amazing work of Rachael Milne, Volunteer Lead and the continued guidance of Jennifer Gillard, VP Patient Experience, Public Affairs and Strategic Partnerships.

7.4 Report from the NHH Foundation

Carrie Low, Chair NHH Foundation, was unable to attend. Denise O'Brien, Vice Chair, provided the report on Carrie's behalf.

Denise shared she is pleased to report that the Foundation is having a banner year-in fact, the most successful fundraising year in our 33-year history. As of January 31, 2026, revenues topped \$7.2M, exceeding our objective of \$5.8M and reaching 122% of goal.

This success is spread across a number of programs. Most recently, the Light Up a Life campaign posted a record-breaking result of \$415,000. In fact, almost every program is on track to exceed its goal. This speaks to the community's high level of satisfaction with our hospital's leadership, the exceptional care provided by our medical team, and the trust donors have that their charitable dollars are being well spent.

We have now moved into the planning cycle for the year ahead, with work underway on the FY27 operational plan and budget. While there is no guarantee we will have another year like this one, I can assure you that we will work hard to do our absolute best.

Earlier today, we hosted the annual candy bar for staff, and it was yet another hit. Hundreds came out to fill a bucket of sugar, and there were plenty of smiles. This will be followed by NHH movie day on Family Day Monday. We are offering two movies for NHH staff and volunteers to choose from, and to date, more than 230 people have signed up. It is not too late to join in on the fun – if you would like to attend, please reach out to Katie in the Foundation office.

Finally, it is my pleasure this evening to present a Gift of Gratitude to two deserving Board members, Cyndi Gilmer and Michael McAllister. This honour was made possible through a nomination from your colleague, Kendra Simmons. Kendra shared how impressed she is by the leadership Cyndi and Michael demonstrate in carrying out their roles. "I see the work, I see the time they spend, and the dedication they devote on behalf of the community. Cyndi and Michael, you are appreciated. Thank you for your leadership."

7.5 Governance Committee Motions

Motion #1 PFAC Representation Board and Ex-Officio Membership

Carol Anne Bell-Smith provided the Governance Committee update on behalf of Chair Sharon Anderson. The Governance Committee reviewed at their Jan. 22nd meeting a briefing note outlining the next step in bringing the patient and caregiver voice through PFAC engagement throughout the hospital and to the Board through an ex-officio capacity.

The recommendation approved by the Governance Committee is to have the PFAC Chair participate as a non-voting member of the Quality and Safety Committee as well as ex-officio representative on the Board. This would be a similar role as Auxiliary and Foundation ex-officio members on the Board. An ex-officio membership would provide a standing voice consistently.

C. Bell-Smith noted there will be a requirement to amend the corporate by-laws to update 3.01 Board composition to eight members as it currently states “seven members shall be Ex-officio non-voting Directors, and the rest shall be elected voting Directors.” By-law 3.03 would be amended to add PFAC Chair to the list of Ex-officio Directors.

On a Motion by C. Bell-Smith and Seconded by L. Orpana the Board of Directors approved the recommendation to add PFAC Chair as a member of the Quality and Safety Committee and non-voting Ex-officio member of the Board. Carried.

Motion #2 – Conflict of Interest Policy

A working group was established to review and develop a conflict-of-interest policy based on the OHA conflict of interest policy template, the Not-for-Profit Corporations Act, NHH Board Member Code of Conduct Policy I-002, the Corporate by-laws, and Nominations Committee terms of reference. The focus was on adding definitions related to potential, perceived and actual conflict and clarifying roles and language. The Governance Committee reviewed and approved the final version of the policy and recommended it to the Board of Directors for final approval.

On a Motion by C. Bell-Smith and Seconded by L. Savoy the Board of Directors approved the final version of the conflict-of-interest policy as presented. Carried.

	7.6 <u>Finance and Audit Committee – Motion</u> M. McAllister indicated the details of the financial status of the organization as of Dec. 31, 2025, were highlighted in the Finance and Audit minutes. The Finance and Audit Committee have reviewed the December financial report as presented at the Jan. 28th meeting of the Committee and are recommending approval of same to the Board of Directors. On a Motion by M. McAllister and Seconded by L. Andrews the Board of Directors approved the Dec. 31, 2025, financial report as presented. Carried. On a Motion by L. Andrews and Seconded by M. McAllister the Board accepted all reports as presented. Carried.
8.	OTHER BUSINESS/CORRESPONDENCE
	There was no other business or correspondence to discuss.
9.	IN-CAMERA SESSION
	On a Motion by L. Orpana and Seconded by C. Gilmer the meeting moved to In-camera. The In-camera meeting addressed matters related to medical human resources and financial matters.
10.	ADJOURNMENT/NEXT MEETING
	On a Motion by L. Andrews and Seconded by C. Gervais the Board rose from In-Camera. There being no other business to discuss, the meeting was adjourned at 7:25pm on a Motion by M. Cassaday. The next meeting of the Board of Directors is scheduled for April 9, 2026, at 5:00pm.