



			LC reported a vibrant, dedicated committee however it lost a few members and LS and LC will be doing exploring strategies to recruit new members.		
	5.	<b>CEO Update</b>	<p>VP presented key highlights from the Senior Leadership Team Report.</p> <p><b>VP presented the highlights of the report:</b></p> <p>Financial Update</p> <ul style="list-style-type: none"> <li>• Due to current pandemic state, Ontario Health Central will not require CAPS reporting and submission from Lumacare. SAA extended to March 31, 2023.</li> <li>• Ontario Health Central confirmed additional base funding for Lumacare in the amount of \$171,296 in 2021-2022.</li> <li>• Lumacare had an operating surplus of \$792,400 as of December 31, 2021 and is forecasting a year-end operating surplus of \$253,600 for which former Interim CEO LH recommended 2 strategies on the use of available surplus:             <ol style="list-style-type: none"> <li>1. Salary adjustment to staff, based on Market research study A high-level market research study conducted by S. Piccoli confirmed, that Lumacare compensation is at 25th percentile compared to relevant external market which has made it difficult for Lumacare to retain and attract staff.</li> <li>2. Convert part-time PSWs working full time hours to full-time status.</li> </ol> </li> <li>• The challenge with implementing these strategies using one-time operating surplus is fiscal sustainability for fiscal year 2022-23.</li> <li>• Lumacare's benefits are expensive, approx. \$5000 per employee per month for full-time staff. Management will explore opportunities to reduce benefit costs.</li> <li>• Management is undertaking a detailed review of the high-level compensation analysis to determine salary adjustments for a few critical/high priority roles and one-time bonuses for the majority of roles.</li> <li>• The CEO will review management's progress and plan of action with the Audit and Finance Subcommittee, which has planned two additional meetings before fiscal year-end.</li> <li>• Board approved motion for management to award compensation increases to eligible staff, subject to funding availability and to review their plan with the Audit and Finance Subcommittee before pay-out.</li> </ul> <p>Further the CEO indicated the following in response to questions from Board members:</p> <ul style="list-style-type: none"> <li>• Performance review will be completed prior to pay-out.</li> <li>• Pay-out amount to be accrued in 2021-22 and is expected to occur in early April 2022</li> <li>• Management is reviewing next steps to conduct a more fulsome compensation review</li> </ul> <p><b>Programs and Services</b></p> <ul style="list-style-type: none"> <li>• Secured more grants (more details on the report included in the meeting package)</li> <li>• VET awarded with \$250,000, \$120,000 for Faith ambassador framework till June 2022 to continue to their work</li> <li>• Lumacare applied for one-time funding of \$24,611 from Ontario Health – Central Region in 2021-22 for Covid-19 response</li> <li>• As of Q3 2021-22, most programs have performed below target. Currently exploring and identifying virtual programming supports in alignment with Chapter 10 definitions. Expect program volumes and service levels to increase.</li> </ul> <p><b>Accreditation Canada</b></p> <ul style="list-style-type: none"> <li>• Lumacare is Accredited with Commendation.</li> <li>• Lumacare met over 94% of high priority standards and over 95% of all other standards, as it did not meet compliance in 3 of the required operational practices (ROPS) under Governance, it did not receive Exemplary status.</li> <li>• The Manager of Quality and Risk will review the report in depth and recommend an action plan to meet the unmet criteria and ensure Lumacare's ongoing compliance with Qmentum standards.</li> </ul>	For Approval	VP
				<p>LC forwarded a motion to support Versha and team regarding the use of the surplus fund in accordance with financial affordability.</p> <p>PG seconded with an amendment of making finance committee up-to-date before any final decision is made, VP agreed.</p> <p>All Board Member present approved.</p>	

		<ul style="list-style-type: none"> <li>• Accreditation will transition into a yearly approach – standards will be broken down by year; Lumacare is awaiting updates from Accreditation Canada on the new framework.</li> </ul> <p><b>Operations</b></p> <ul style="list-style-type: none"> <li>• HVAC installation expected to be completed by February 28, 2022.</li> <li>• A report from Lumacare’s annual HR engagement survey focus group engagement is being completed by SP, capturing key themes with an action plan to make improvements. Summary report will be shared with Stewardship Committee and the Board.</li> <li>• Recruitment – ongoing effort; some key roles were successfully filled; 2 openings in the HR department.</li> <li>• Organizational Structure – an internal review of the finance function was completed and is being reviewed to determine implementation priorities. An internal review of the HR function led by S. Piccoli is underway and is expected to be completed by end of February 2022.</li> </ul> <p><b>Covid-19 Report</b></p> <ul style="list-style-type: none"> <li>• Closure of Valleyview Day Program due to exposure of staff and clients in early January 2022</li> <li>• On-site Rapid Test Kit Screening program in partnership with Canadian Red Cross was rolled out.</li> <li>• Take home Rapid Test Kits provided to 115 staff at the beginning of January 2022.</li> <li>• Mask fit testing will be completed in early February 2022.</li> <li>• Vaccine engagement team working with the community to support uptake of vaccine booster</li> </ul> <p>VP mentioned KC submitted resignation due to personal reasons.</p>		
	6.	<p><b>Adjournment</b> - Motion by LS, Seconded by PG, approved by all</p> <ul style="list-style-type: none"> <li>• In- Camera</li> </ul>	For Approval	FC