



# Interlake–Eastern Regional Health Authority

**Board of Directors Meeting**  
**Thursday, January 23, 2025**  
**Selkirk United Church – 202 McLean Ave., Selkirk, MB**  
**Meeting Number 08.2025.01.23**

## MINUTES

**Present:** Michele Polinuk; Chair  
Cyndi Typliski, Vice-Chair  
Susan Bater  
Steven Brennan (*virtual*)  
Debbie Fiebelkorn  
Arnthor Jonasson  
Murray Werbeniuk

**Regrets:** Penny-Anne Wainwright

**Absent:**

**RHA Staff:** Marion Ellis, CEO  
Lorianne Kowaliszyn, Executive Lead, Corporate Service and Chief Financial Officer  
Julene Sawatzky, Executive Lead, Human Resources  
Tanya Cheetham, Executive Lead, Acute Care and Chief Nursing Officer  
Corrie Cole, Executive Assistant (Recorder)

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### 1. Call to Order

M. Polinuk, Chair, called the meeting to order at 2:48 p.m.

### 2. Welcome

M. Polinuk welcomed everyone to the meeting.

B. Zelenitsky, Quality & Accreditation Coordinator and K. Podaima, Director Health Services, Quality, Patient Safety & Accreditation joined virtually at 2:48 p.m. to provide an update on the Strategic and Annual Operating Plan.

### 3. Treaty Land Acknowledgement

D. Fiebelkorn addressed the Treaty Land Acknowledgment.

“Interlake-Eastern Regional Health Authority delivers services on First Nation Treaty Territories 1, 2, 3 and 5 and on the homeland of the Red River Métis Nation. We respect that First Nations treaties were made on these territories, acknowledge past and current day harms and wrongs.

The Interlake-Eastern RHA also acknowledges its responsibility under the treaties to commit to actions. This includes actions in: addressing jurisdictional discrimination and systemic racism, growing cultural competency capacity, implementing an antiracism action plan, addressing health equity gaps, increasing the

number of Indigenous employees, building Indigenous patient advocacy services, and increasing access to traditional healing.

The Interlake-Eastern RHA offers an accountability promise to report annually on its reconciliation journey actions and outcomes.”

#### **4. Adoption of Agenda**

The Board reviewed the agenda and there were no additions brought forward.

**Moved by S. Brennan, seconded by M. Werbeniuk**

**BE IT RESOLVED THAT:**

**The agenda be adopted as presented.**

**MOTION CARRIED: 08.2025.01.4.0**

#### **5. Attendance**

M. Polinuk, Chair provided roll call.

P.A. Wainwright sent regrets. S. Brennan joined virtually. All other Board of Directors attended in person at the Selkirk United Church.

**Moved by C. Typliski, seconded by M. Werbeniuk**

**BE IT RESOLVED THAT:**

**The Board of Directors excused P.A. Wainwright. All other Board of Directors are in attendance virtually at the January 23, 2025 meeting.**

**MOTION CARRIED: 08.2025.01.5.0**

#### **6. Adoption of previous minutes (November 28, 2024)**

The November 28, 2024 Board of Directors minutes were reviewed.

**Moved by A. Jonasson, seconded by D. Fiebelkorn**

**BE IT RESOLVED THAT:**

**The minutes from the November 28, 2024 Board meeting be adopted as presented.**

**MOTION CARRIED: 08.2025.01.6.0**

#### **7. Business Arising – None**

#### **8. New Business**

##### **8.1 Annual Operating Plan/Strategic Plan Update**

B. Zelenitsky, Quality & Accreditation Coordinator and K. Podaima, Director Health Services, Quality, Patient Safety & Accreditation provided a status update on all things planning related to the 2025-2030 Strategic & 2025/26 Annual Operating Plan.

The goal is to provide a summary of work done to date and provide an overview of the content requirements in both the strategic and annual plan. This discussion is important in helping to prepare for next month, where we will be looking to get board approval for the strategic plan and annual plan.

Included in the package is a copy of the Planning Guidance that Service Delivery Organizations are expected to develop and submit two separate, but aligned plans:

1. The revised Five-year Strategic Plan (2025-2030)
2. The Annual Operating Plan (AOP), including the required templates

B. Zelenitsky shared the key work that has been done within the region and what we anticipate to come over the next month:

#### June 2024

- Call Letter from Manitoba Health sent to Board Chair and CEO.
- Guidelines and templates circulated (Note: with exception to the summary budget template).

#### June to September 2024

- Template preparation by senior leaders.
- IERHA participate in Provincial Planning Forums.
- Board & Senior Leadership Strategic Planning session (September 23, 2024).

#### October 2024

- 2025/26 Summary Budget template provided to Service Delivery Organizations.
- Launched the “Refining our strategic focus” survey, which generated 300+ responses.

#### November 2024

- November 21, 2024 the IERHA hosted Strategic Focus Update session with partners.
- November 28, 2024 Summary Budget for 2025/26 Approved by the Board.
- Submission of draft Strategic & Annual Operating Plan (AOP) to Manitoba Health (validation process).

#### January 2025

- Awaiting Manitoba Health feedback letter.
- Incorporate suggested edits and finalize content.

#### February 2025

- Final Board Approved Strategic & Annual Operating Plan (AOP) to be submitted after February 2025 meeting.
- Socialize and communicate the plan broadly to inform 2025/26 planning

B. Zelenitsky focused on the Strategic Plan content requirements outlined in the planning guideline to ensure our strategic plan on a page meets the recommendations for approval. In addition, Breann provided an overview of the structure and content requirements for the Annual Operating Plan.

#### Next steps

- Awaiting Manitoba Health validation process/feedback letter.
- Review feedback and finalize content.
- Circulate for Board approval the 2025-2030 Strategic Plan and 2025/26 Annual Operating Plan.
- Upload final board approved documents to Manitoba Health after the February meeting.
- Launch 2025-2030 Strategic Plan in spring 2025.

Opportunity for questions was provided.

The Board thanked B. Zelenitsky and K. Podaima and they left the meeting at 3:35 p.m.

## 9. Chair's Report

Michele Polinuk provided her Chair's report:

- As reported at the last meeting, the Minister of Health reached out twice in November 2024 to discuss the importance of our organization meeting our mandate. No further calls have been scheduled at this time.
- With J. Cameron's departure from the Board, the Regional Ethics Council requires a Board Liaison for the March 12, 2025 meeting. The Board Chair asked the Board if there was any interest to step forward for the March meeting.
  - The Board will elect a new liaison at the Inaugural meeting in April 2025. Other future dates for the Ethics meeting are June 11, September 10 and December 10, 2025. The meetings are slated for one hour in length.
  - No Board member stepped forward for the March meeting. The Board Chair will attend the March 12, 2025 meeting. A new liaison will be elected at the April 2025 Inaugural meeting.
- We continue to connect with Agencies, Boards and Commissions (ABC) with regards to Board vacant and interest for reappointment letters positions. There has been a request to have an Indigenous member be appointed to the Board. Applications go to the Minister for appointments. Any recommendation can be brought forward and we can guide them through the application process.
- The Board Chair read out an email that was shared with her by the Deputy Minister with regards to positive feedback from several municipalities about the IERHA CEO, Marion Ellis. The Board requested that a copy of this email be placed on the CEO personal file.

## 10. Chief Executive Officer Report

The January 2025 CEO Report to the Board was distributed and reviewed for information.

Marion Ellis, CEO, provided a high-level executive summary overview in camera to the Board on progress around the current Provincial initiatives; local community engagement and operational table updates; and operational program updates.

**Moved by C. Typliski, seconded by A. Jonasson**

**BE IT RESOLVED THAT:**

**The meeting moved "in camera" at 3:53 p.m.**

**MOTION CARRIED: 08.2025.01.10A**

**Moved by M. Werbeniuk, seconded by D. Fiebelkorn**

**BE IT RESOLVED THAT:**

**The meeting moved "out of camera" at 4:33 p.m.**

**MOTION CARRIED: 08.2025.01.10B**

Opportunity for questions was provided.

## **11. Committee Reports**

### **11.1 Finance Committee of the Whole**

The November 2024 Finance Committee minutes were approved by the Board at the January 23, 2025 Finance Committee (of the Whole) meeting.

The Financial statement for the period ending November 30, 2024 were reviewed and accepted at the January 23, 2025 Finance Committee (of the Whole) meeting.

### **11.2 Audit Committee**

#### **11.2.1 Approved Audit Committee Minutes (September 19, 2024)**

The approved Audit Committee minutes from September 19, 2024 are included in the Board package for information.

### **11.3 Quality and Patient Safety Committee of the Whole**

No report. Next meeting is scheduled for February 27, 2025.

### **11.4 Education, Policy and Planning Committee**

#### **11.4.1 Approved Education, Policy and Planning Minutes (November 21, 2024)**

The approved Education, Policy and Planning minutes from November 21, 2024 are included in the Board package for information.

#### **11.4.2 Policy Review**

Included in today's package was a copy of the recommended changes to policies;

- BC 2 – CEO Job Parameters
- Appendix 9 – CEO Job Description
- Appendix 10 – CEO Engagement
- BC 4 – CEO Salary
- EO 1 – General Obligations
- EO 2 – Staff and Volunteers
- EO 3 – Occupational Safety and Health
- EO 4 – Protection of Staff and Volunteers

The Education, Policy and Planning Committee's recommendation is to approve the track changes to the policies listed above.

**Moved by: A. Jonasson, seconded by M. Werbeniuk**

**BE IT RESOLVED THAT:**

**The Board of Directors approves the recommended changes to policies;**

- BC 2 – CEO Job Parameters
- Appendix 9 – CEO Job Description
- Appendix 10 – CEO Engagement
- BC 4 – CEO Salary
- EO 1 – General Obligations
- EO 2 – Staff and Volunteers
- EO 3 – Occupational Safety and Health
- EO 4 – Protection of Staff and Volunteers

as presented.

Motion Carried: 08.2025.01.11.4.2

### 11.5 Indigenous Health Advisory Committee

Next meeting is scheduled for March 20, 2025.

The CEO met with the Indigenous Health leadership team, recommendation is to keep the Indigenous Health Advisory Committee governance model, but move to three meetings per year. The three meetings would consist of;

- The Indigenous Health team attend a Board meeting to provide updates that will focus on reporting out on progress and priorities.
- Host a Fall in-person meeting with community and tribal council Health Directors, with the focus on listening to feedback to help inform strategic priorities.
- Host a Spring virtual meeting with community and tribal council Health Directors, with the focus on listening to help inform on current community gaps and priorities.

The CEO recommended that we keep the March 20, 2025 meeting and present this recommendation to the Committee.

The Board supports this recommendation.

### 12. For Information - None

### 13. Next Meeting

- Thursday, February 27, 2025 @ 1:45 p.m.  
Selkirk United Church – 202 McLean Ave., Selkirk, MB

### 14. In Camera - None

### 15. Adjournment

Moved by M. Werbeniuk, the meeting be adjourned at 4:59 p.m.