



# Interlake–Eastern Regional Health Authority

**Board of Directors Meeting**  
**Thursday, March 27, 2025**  
**Selkirk United Church – 202 McLean Ave., Selkirk, MB**  
**Meeting Number 10.2025.03.27**

## MINUTES

**Present:** Michele Polinuk; Chair  
Arnthor Jonasson  
Susan Bater  
Debbie Fiebelkorn  
Cyndi Typliski; Vice-Chair,  
Murray Werbeniuk  
Steven Brennan  
Penny-Anne Wainwright

**Regrets:**

**Absent:**

**RHA Staff:** Marion Ellis, CEO  
Lorianne Kowalyszyn, Executive Lead, Corporate Service and Chief Financial Officer  
Julene Sawatzky, Executive Lead, Human Resources  
Corrie Cole, Executive Assistant (Recorder)

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### **1. Call to Order**

M. Polinuk, Chair called the meeting to order at 2:06 p.m.

### **2. Welcome**

M. Polinuk, Chair welcomed everyone to the meeting.

A. Sanderson, Director of Indigenous Health and J. Boyer, Manager of Indigenous Health were welcomed to the Board meeting.

### **3. Treaty Land Acknowledgement**

C. Typliski 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 D. Fiebelkorn, seconded by M. Werbeniuk**

**BE IT RESOLVED THAT:**

**The agenda be adopted as presented.**

**MOTION CARRIED: 10.2025.03.4.0**

#### **5. Attendance**

M. Polinuk provided roll call.

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

**Moved by S. Brennan, seconded by S. Bater**

**BE IT RESOLVED THAT:**

**All other Board of Directors are in attendance virtually and in person at the March 27, 2025 meeting.**

**MOTION CARRIED: 10.2025.03.5.0**

#### **6. Adoption of previous minutes (February 27, 2025)**

The February 27, 2025 Board of Directors minutes were reviewed.

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

**BE IT RESOLVED THAT:**

**The minutes from the February 27, 2025 Board meeting be adopted as amended.**

**MOTION CARRIED: 10.2025.03.6.0**

#### **7. Business Arising – None**

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

##### **8.1 IERHA Indigenous Health (Waabishkaa Binesi-anynce “White Thunderbird”)**

A. Sanderson, Director and J. Boyer, Manager presented an Indigenous Health program update. Highlights on the work that the IERHA Indigenous Health program have been working on include:

- Interlake-Eastern Regional Health Authority (IERHA) commitment to reconciliation through reconcili-action.
- New Indigenous Health leadership and team.

- Recruitment plans for the Selkirk Regional Health Centre and Ashern expansions.
- The new Indigenous Health identity and spirit name: Waabishkaa Binesi-aynce – “White Thunderbird”
  - Thunderbirds are spiritual sky beings and protectors that are the link between the physical and spiritual world.
  - The work we do is guided by our Ancestors who are in the spirit world, rooted in love and relationships, recognizing that we are all related.
  - Waabishkaa Binesi-aynce – “White Thunderbird” role is to address areas in the broader health care system that may cause harm to our relatives and create partnerships with Indigenous communities to address health disparities and inequities guided by the definition of health and well-being.
- New Physical Indigenous Representation at Selkirk Regional Health Centre and Ashern sites:
  - Incorporating Indigenous language into the signage and art from known and new upcoming Indigenous artists.
  - Language is the foundation of culture and was incorporated into the signage at Ashern Hospital.
  - When you include art into spaces, the art carries the spirit of the artist and their ancestors. Art has always been culturally significant to Indigenous peoples as evidenced by the numerous examples of petroglyphs found across Turtle Island.
- New Social Work Services to support discharge planning.
- New access to Traditional Healing (i.e. smudging and family teachings).
- New Indigenous Employee Advisory Council:
  - The Purpose of the IERHA Employee Indigenous Health Advisory Council is to provide direct consultation with frontline Indigenous employees of the IERHA in matters that address Truth and Reconciliation Calls to Action 22, 23, and in part 24; where the IERHA seeks Indigenous frontline staff input to inform work being done around intercultural competency, recruitment and retention, conflict resolution, human rights, and anti-racism.
  - The IERHA Employee Indigenous Health Advisory Council sets out to achieve inclusion and representation of Indigenous employee feedback in IERHA policies that impact the health of Indigenous peoples and to create an inclusive and support work environment for Indigenous employees.
- Support for new Sagkeeng License Practical Nurse training program.
- Support the Micro-Credential Health Care Aide course by partnering with Seymourville, Lake Manitoba and Black River.
- Breaking down jurisdictional barriers by:
  - Providing Allied Health and Home Care services in First Nation communities, in partnership with local health teams to supplement local services.
  - Partnering with Sagkeeng First Nation and Brokenhead First Nation to support delivery of Home Care services.
  - Reducing health inequities and erasing jurisdictional barriers.
- Selkirk Huddle partnering; IERHA Indigenous Health Elder and Skaabe is offering cultural services to community members who access Selkirk Huddle every other Friday afternoon.
- New High School partnerships.
- New Fisher River Cree Nation partnerships.
- New Interlake Regional Tribal Council partnerships.

- New IERHA Anti-Racism policy, launched December 12, 2024. The purpose of the policy is to addresses feedback that the Interlake-Eastern RHA staff provided in the provincial racial climate survey, as well supports the Truth and Reconciliation Calls to Action.
- IERHA Annual Truth and Reconciliation Accountability Report:
  - The first annual report took place in 2023/23.
  - The second annual report for 2024/25 is scheduled for completion in August 2025.
    - The focus of the report is on the Truth and Reconciliation Calls to Action #18 to 24.
    - Describes IERHA progress mad in each are and gaps remaining.
    - This is an engagement report for further discussions, planning and collaboration.
- Enhanced Cultural Awareness Training approach.
- New IERHA Indigenous Procurement policy launch:
  - The IERHA is committed to economic reconciliation and procurement practices that are inclusive, equitable, and sustainable.
  - Economic Reconciliation: creating meaningful partnerships and mutually beneficial opportunities based on a holistic, values-driven approach to attaining community economic prosperity. Reconciliation requires trust building, joint leadership, accountability, and transparency.
  - The IERHA will encourage and increase the participation of Indigenous business providing goods and services; procurement practices will assist the development and maximize opportunities of Indigenous business.

Opportunities for questions was provided.

A. Sanderson and J. Boyer ended the meeting by sharing some experiences that have been shared by patients/families.

The Board thanked Jamie and Adam for coming to share this progress update. They left the meeting at 3:15 p.m.

## **8.2 Accreditation – Governance Workbook**

B. Zelenitsky, Quality & Accreditation Coordinator joined the meeting virtually at 3:06 p.m. to present the Accreditation Governance update, the revised 2025-2030 Strategic Plan, and the revised 2025/26 Annual Operating Plan.

B. Zelenitsky followed up from the February Board meeting and has included in the package the IERHA Accreditation Governance Standards Workbook. Breann noted that the feedback received from Board members have been incorporated in the workbook.

The Boards in-person meeting with the Accreditation Canada surveyor is set to take place Tuesday, May 27, 2025 form 8:30-9:30 a.m. at the Selkirk Corporate Office Boardroom.

The attached workbook is to help the Board prepare for the in-person meeting with Accreditation Canada. Next steps will be to build on the hyperlinks and ensure all resource material is accessible to the Board in preparation for Governance Mock Tracer at the April Board meeting and the Accreditation meeting on May 27, 2025.

In addition, part of the Accreditation Governance standards, the Board will receive a presentation on the Global Workforce Survey results.

Any further feedback can be directed to B. Zelenitsky prior to the April Board meeting.

### **8.3 2025-2030 Strategic Plan**

B. Zelenitsky shared the revised key work that has been done within the region, the content requirements that are included in the 2025-2030 Strategic Plan, and the one-page 2025-2030 Strategic Plan document that guides our revised purpose, our vision, our values, strategic directions and our Indigenous Health strategic direction.

The Board is required to approve the revised report prior to submitting to Manitoba Health.

B. Zelenitsky noted that the 2025-2030 Strategic Plan document will be a public facing document.

Opportunity for questions was provided.

**Moved by P.A. Wainwright, seconded by D. Fiebelkorn**

**BE IT RESOLVED THAT:**

**The Board of Directors approves the revisions to the 2025-2030 Strategic Plan, for submission to Manitoba Health, Seniors and Long-Term Care, as presented.**

**MOTION CARRIED: 10.2025.03.8.3**

### **8.4 2025-2026 Annual Operating Plan**

B. Zelenitsky presented the revised key structure and content requirements for the 2025-2026 Annual Operating Plan that has been included in the document.

The Annual Operating Plan is refreshed annually and submitted to Manitoba Health to ensure that service delivery organizations (SDOs) remain aligned to local (IERHA Strategic Plan 2025-2030) priorities and demonstrate the intent to progress to system priorities.

B. Zelenitsky noted that the 2025-2026 Annual Operating Plan will still be considered as planning advice to the Minister of Health, and therefore it is not a public facing document.

Opportunity for questions was provided.

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

**BE IT RESOLVED THAT:**

**The Board of Directors approves the revisions to the 2025-2026 Annual Operating Plan, for submission to Manitoba Health, Seniors and Long-Term Care, as presented.**

**MOTION CARRIED: 10.2025.03.8.4**

The Board thanked B. Zelenitsky and she left the meeting at 3:51 p.m.

### **8.5 HEPP and HEBP Trust Agreement – Signatories**

L. Kowaliszyn noted that updates are required to the signatories listed for both our HEBP and HEPP Trust Agreements. The approach to address this issue is to present a joint submission to the Courts to accept the

updated signatory list. This will require an Affidavit and an Amending Agreement signed by each Union Signatory and each Employer Signatory for updates to both the HEBP and HEPP Trust Agreements.

In preparation of the appropriate documentation legal counsel has asked us to confirm the name of the Authorized Signing Person from the Interlake-Eastern Regional Health Authority to sign these documents.

To assist you in determining the appropriate person we have the following guidance from our legal counsel: "Each of the Signatory Boards will have to identify the appropriate person, who has the authority to execute a document on behalf of each organization."

It's important to note that it is the Interlake-Eastern Regional Health Authority Board who is the actual signatory to the plans not the Interlake-Eastern Regional Health Authority itself.

It is recommended that the appropriate person would be the Board Chair for the Interlake-Eastern RHA, based on the specific authorities within our organization.

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

**WHEREAS, the Board of Directors of the Interlake-Eastern Regional Health Authority needs to designate an authorized signatory to execute certain documents on behalf of the organization at the request of HEB Manitoba;**

**AND WHEREAS, the Interlake-Eastern Regional Health Authority is required to execute an affidavit to be filed in the Court of King's Bench to authorize the amending agreements to the existing HEPP trust agreement and the HEBP trust agreement (collectively, the trust agreements);**

**AND WHEREAS, the Board acknowledges and advises the signatory that the final approval for the execution of the amendments to the trust agreements may be subject to further review and approval by the Board.**

**BE IT RESOLVED THAT:**

**Michele Polinuk holding the position of Interlake-Eastern RHA Board Chair, is hereby authorized and directed to execute and deliver on behalf of the Interlake-Eastern Regional Health Authority:**

- 1) The affidavit in support of the amending agreements of the trust agreements; and**
- 2) The amending agreements to the trust agreement.**

**Provided that the execution of the amending agreements to the trust agreements by the designated signatory shall be contingent upon further review and prior approval by a resolution of the Board of Directors if the amendments to the trust agreements include more than just an update to the signatories to each agreement.**

**MOTION CARRIED: 10.2025.03.8.5**

## **9. Chair's Report**

Michele Polinuk provided her Chair's report:

- On March 5, 2025 the Board Chair attended the Interlake Eastern Health Foundation meeting as a Board liaison. Averill Stephenson, Director of the Interlake Eastern Health Foundation continues to do an exceptional job. Averill is working hard to build relationships and increase the awareness of the Foundation. With some of the new and existing initiatives that have launched this past year (i.e. Staff Five Dollar Club, One Great Lottery) has helped increase supports and donations to the Interlake-Eastern Regional Health Authority (IERHA) facilities and programs to enhance extraordinary patient care, close to home.

- On March 12, 2025 the Board Chair attended the Ethics Council quarterly meeting as a Board liaison. Michele noted that she will be attending the Ethics Council Accreditation Canada Surveyor meeting the week of May 26, 2025.
- Reminder to the Board that the IERHA Board Inaugural meeting will be taking place April 24, 2025. IERHA Board members will be asked to serve as an IERHA Board liaison on the Interlake Eastern Health Foundation and Ethics Council for a one-year term. Meetings take place quarterly and liaisons will be asked to report updates at Board meetings.

## **10. Chief Executive Officer Report**

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

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

Opportunity for questions was provided.

The Board has requested a presentation update at the April Board meeting on the Hip & Knee launch.

## **11. Committee Reports**

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

The February 27, 2025 Finance Committee minutes were approved by the Board at the March 27, 2025 Finance Committee (of the Whole) meeting.

The Financial statement for the period ending January 31, 2025 were reviewed and accepted at the March 27, 2025 Finance Committee (of the Whole) meeting.

### **11.2 Audit Committee**

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

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

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

The November 28, 2024 Quality and Patient Safety Committee minutes were approved by the Board at the February 27, 2025 Finance Committee (of the Whole) meeting.

No report. Next meeting is scheduled for May 22, 2025.

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

#### **11.4.1 Approved Education, Policy and Planning Minutes (January 16, 2025)**

The approved Education, Policy and Planning minutes from January 16, 2025 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;

- GP.1 – Governance Style
- GP.2 – Board Job Description

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

**Moved by: M. Polinuk, seconded by M. Werbeniuk**

**BE IT RESOLVED THAT:**

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

- GP.1 – Governance Style
- GP.2 – Board Job Description,

**as presented.**

**Motion Carried: 10.2025.03.11.4.2**

#### **11.4.3 Board Skills, Knowledge and Training Matrix**

C. Typliski and A. Jonasson provided an update on the plans for revising the current Board Skills, Knowledge and Training Matrix.

Recommendation is to look and simplify the tool to ensure that the necessary competencies and skills of existing members are being assessed. This will help to identify the needs, and potentially see where there may be gaps. Look at enhancing the documentation of key process with Board policy to allow for standardization.

Recommendation would be to look at two separate documents, one for skills and one for education. Move away from ranking and look at how we can recognize designations and certifications of Board members that have been appointed.

Moving in this direction will also align with the recommendations that came out of the audit.

Next steps will be to build the new matrix and bring back to the Board, Education, Policy and Planning Committee for input.

#### **11.5 Indigenous Health Advisory Committee**

##### **11.5.1 Approved Indigenous Health Advisory Committee Minutes (October 17, 2024)**

The approved Indigenous Health Advisory minutes from October 17, 2024 are included in the Board package for information.

D. Fieblekorn noted that at the March meeting, the Committee was notified of the new structure/format for the Indigenous Health Advisory Committee going forward, whereas:

- The full Board will continue to be involved and invested on matters affecting Indigenous people to ensure that there is consistency within the IERHAs vision, mission, values, strategic plan, legislation, commission reports, other relevant sources and with a focus on the Indigenous Health strategic directions.
- The membership of the Committee shall consist of all First Nations Community and Tribal Council Health Directors and Métis Community representation.
- The new format will be:
  - Two (2) meetings per year with representation from First Nations and Métis Communities;
    - o Spring virtual meeting, with a focus on listening to feedback to help inform the strategic priorities and reporting back to communities.
    - o Fall in-person meeting, with a focus on listening to feedback to help inform strategic priorities.
  - One (1) meeting per year with operations;
    - o IERHA Indigenous Health Program – New name: Waabishki Binesi-aynce (White Thunderbird) will attend a Board meeting before fiscal year end with a focus on reporting out progress, priorities and outcomes.

## 12. For Information - None

## 13. Next Meeting

- Thursday, April 24, 2025
    - Inaugural meeting @ 11:00 a.m.
    - Board Finance Meeting @ 12:15 p.m.
    - Board Regular Meeting @ 1:30 p.m.
- Selkirk Canalta Hotel – 1061 Manitoba Ave., Selkirk, MB

## 14. In Camera

L. Kowaliszyn, J. Sawatzky and C. Cole left the meeting at 4:33 p.m.

Moved by S. Bater, seconded by P.A. Wainwright

BE IT RESOLVED THAT:

The meeting moved “in camera” at 4:33 p.m.

MOTION CARRIED: 10.2024.03.14A

Moved by M. Werbeniuk, seconded by D. Fiebelkorn

BE IT RESOLVED THAT:

The meeting moved “out of camera” at 4:39 p.m.

MOTION CARRIED: 10.2024.03.14B

## 15. Adjournment

Moved by S. Brennan, the meeting be adjourned at 4:40 p.m.