



**BOARD OF DIRECTORS
MEETING MINUTES**

Zoom

Wednesday February 25, 2026 – 5:30PM – 7:00PM

Present: R. Ridge, P.Fergus, G.Kalopsis, W.Lawson, T.Riviere, S.Lal, MJ. DeSousa

Regrets: U.Tamberg, A.Rice, J.Blums

Absent:

Guest:

Staff: M. Ray-Daniels, J. Roberts (recorder), G.Imrie, J.Bonneville,

ITEM	DISCUSSION	FWD	ACTION
1. Board Education	Health System Opportunities M. Ray-Daniels presented background information about strategic alliances in the health sector generally. The Board began a conversation about the importance of ensuring any potential strategic conversations align with HIRO's long-term mission, fiscal sustainability, and quality of care for clients and staff experience. The Board articulated an openness to having conversations with other providers and academic institutions to achieve outcomes such as staff learning and development and improving quality client care. <i>G.Kalopsis left the meeting</i>		

2. Approval of the Agenda	Motion That the agenda be approved as circulated. Moved by W. Lawson Seconded by: P.Fergus All in favour: all Opposed: none Motion Carried. Declaration of Conflict of Interest No conflict of interest was declared.		
3. Approval of Consent Agenda	A. Governance Committee Update The Governance Committee brought forward the Annual Board Workplan and Strategic Dashboard for fiscal 2026/27, noting that both were reviewed with no concerns. The Committee reported that the Foundation was formally dissolved. A draft In-Camera Policy was reviewed and will return to the Committee for further revisions prior to Board approval. A draft Whistleblower Policy will be presented at the next committee meeting alongside the review of relevant governance policies. The Committee also advised that the CEO Year-End Review process is underway, with a Board survey circulated for feedback. Planning for the upcoming Board Retreat is in progress. B. Finance Committee Update The Finance Committee brought forward the Q3 Financial Report for Board approval, noting that no concerns were identified during its review. The 2026/27 budgeting process is underway. The draft budget will be presented to the Committee in early March and circulated to the full Board via Aprio for approval. It was noted that the implementation of standardized assessments through interRAI could help better reflect client needs.		

	C. Quality Committee Update The Quality Committee will be meeting in early March to review the Quality Improvement Plan for 2026/27 and will be circulating it to the full Board for approval. Motion That the Consent Agenda consisting of the following be approved: • Governance Committee Minutes February 5, 2026 • Finance Committee Minutes February 11, 2026 • Board Meeting Minutes November 26, 2025 Moved by: S.Lal Seconded by: W.Lawson All in favour: all Opposed: none Motion Carried.	x x	Management to circulate draft budget to the Finance committee and then to Board via Aprio for approval in March. Management to circulate Quality Improvement Plan to the Board via Aprio for approval in March.
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4.CEO Report and Strategic Dashboard	M. Ray-Daniels provided an overview of the Strategic Dashboard, highlighting the Q3 year to date results and answered questions. It was noted that the Univeristy of Waterloo has requested an extension on the InterRAI work. The work is gaining momentum in Ontario and internationally.		
5. New Business	A. Finance Committee Approvals Motion That the Board approves the Finance Committee consent agenda consisting of the Q3 Financial Report as presented. Moved by: S.Lal Seconded by: P.Fergus All in favour: all Opposed: none		

	Motion Carried. B. Governance Committee Approvals Motion That the Board approves the Annual Workplan Strategic Dashboard 26/27 as presented. Moved by: T.Riviere Seconded by: W.Lawson All in favour: all Opposed: none Motion Carried.		
7. Meeting Evaluation	R. Ridge provided a summary of the evaluation from the last meeting with no concerns to note.		
8. Adjourn	P.Fergus moved to adjourn the meeting		
9. Next Meeting	Tuesday June 23, 2026		