

Holland Bloorview Board of Directors Meeting Minutes
Wednesday, November 19, 2025
5:30 p.m. – 7:45 p.m.

Attendance

Present: Irene Andress; Michelle Caturay; Jonathan Davey; Sonya Fraser; Megh Gupta; Julia Hanigsberg; Helen Hayward, Secretary and Interim Vice Chair; Sarah Kramer; Jean Lam; Rhonda McEwen; Golda Milo-Manson; Melanie Penner; Ivona Novak; Catherine Roche, Chair; Lisa Richardson; Paul Spafford; Michael Wasserman; Heather Watt

Sr. Management: Evdokia Anagnostou; Enza Dininio; Sandra Hawken; Joanne Maxwell; Tracey Millar; Stewart Wong

Regrets: Alycia Calvert, Treasurer

1.0 Call to order

The Chair, C. Roche called the meeting of the Holland Bloorview Kids Rehabilitation Hospital Board of Directors to order at 5:30 p.m. In opening she welcomed everyone including members in virtual attendance and those in-person. She further acknowledged Rhonda McEwen who has been awarded a Women's Executive Network (WXN) Top 100 most powerful women for 2025.

Approval of agenda

The Chair then requested approval of the agenda.

MOTION: It was MOVED by L. Richardson, and seconded by M. Gupta, that the Board of Directors approve the agenda as pre-circulated.

Richardson/Gupta

CARRIED

Disclosure of Conflicts of Interest

The Chair asked whether anyone wished to declare a conflict of interest on any of the items slated for discussion at this Board meeting, and there were none.

1.3 Board Education

Federal Government Landscape/Research and Innovation Update

J. Hanigsberg introduced M. McLean, President and CEO of HealthcareCAN to share an update on the Federal Government's forecast on research and innovation. The presentation provided an overview of the Federal government's landscape on federal advocacy with emphasis on the following:

- Federal Landscape Overview – Era of High Risk and Reward
- Federal Budget Health Highlights and 2025 Takeaways
- Changing Health Research Agenda
- HealthcareCAN Focus
- Opportunities for Holland Bloorview

In conclusion, M. McLean commended Holland Bloorview as a national leader and a trusted, advisor in many areas of government's focus and emphasized the need for the Hospital to concentrate on the economy based on the attention of the current government.

2.0 Discussion Agenda

1.1 Caring Safely

S. Kramer, Chair, Quality Committee shared a brief overview of an excellent presentation offered by two family health leaders at the December 10th Quality Committee meeting on the Family of Faculty program for patients awaiting diagnosis for the Autism program. Members heard of the challenges faced by families in the process of diagnosis of autism for their child and the beneficial guidance provided through this program.

2.1.1 Post Accreditation Update

J. Maxwell informed members that the Hospital has received its final report from Accreditation Canada with a 100% score for the fourth consecutive time. She provided an overall update on the Accreditation process and the feedback provided by the surveyors. Members were advised that the surveyors met with staff in scheduled and unscheduled/real life situations and were convinced that the scheduled and real-life situations were in total harmony.

J. Maxwell thanked all Board members and especially the Accreditation Governance Committee. In support, C. Roche agreed that the surveyors, the Accreditation Governance Committee and the hospital were well prepared and thanked everyone for their support during this process.

1.2 Employment Engagement Survey

T. Millar provided an update on the 2025 Employee Engagement Survey Results and Findings; the survey was administered by external consultant, TalentMap.

The presentation demonstrated employees' responses, which emphasized high levels of pride in work, roles and responsibilities' satisfaction, optimism about the hospital's future, confidence in the hospital's direction and a strong willingness to recommend Holland Bloorview as an employer.

Key engagement drivers identified included a strong organizational culture grounded in inclusion, respect and purpose, access to opportunities for growth and development and the availability of mental health resources and support.

Members raised questions relating to retention and attrition and T. Millar provided additional information and a commitment to updating the board periodically.

1.3 Teaching and Learning Institute Update

G. Milo-Manson introduced Shauna Kingsnorth, Director, Academics Affairs. S. Kingsnorth provided members with a high-level overview of the Teaching and Learning Institute. G. Milo-Manson, acknowledged the importance of the Foundation's continued support in moving this mandate forward in teaching the next generation

The presentation focused on the core purpose, strategic priorities and the role of Evidence to Care, in advancing education, knowledge mobilization, and learner experiences within Holland Bloorview's academic health sciences environment.

Members engaged in a discussion on the process particular to international students, and the direction students take following their experience.

1.4 2030 Strategic Plan Progress Update

J. Hanigsberg introduced this item and encouraged members to contribute by offering feedback and raising questions. E. Anagnostou, supported by I. Andress led the presentation by providing an update on the 2023 – 2030 Strategic priorities and momentum related to clinical and research integration showcasing work being done with the autism service area. Members engaged in a discussion on how to best move from the requirements of a vertical ladder to execution.

1.5 President and CEO Report

J. Hanigsberg presented the final President and CEO report for 2025 providing a general overview of the 2023-2030 strategic plan with a focus on sustainability and transition, key performance areas and the rationale for the number of organizational strategies with the associated priorities.

Members were reminded that the strategy was meant to integrate into every area of the hospital. While acknowledging that some strategies are going well, there are areas that reflect the need for additional dedicated support.

With this being the last Board of Directors meeting for the President and CEO, the Board Chair, C. Roche and the Secretary and Interim Vice-Chair, H. Hayward recognized J. Hanigsberg for her contribution and commitment to Holland Bloorview Kids Rehabilitation Hospital over the past ten years. Members applauded and showed their appreciation for the strong leadership of the outgoing President and CEO.

2.0 Consent Agenda

The Chair noted the following items under the Consent Agenda requiring Board approval.

- 2.1 Minutes of Board of Directors Meeting – September 17, 2025
- 2.2 Appointment of following Credentialed Professional Staff –
 - Dr. Wailan Chan
 - Dr. Andrea Johnstone
 - Dr. Catia Giambasttistini

MOTION: It was MOVED by M. Caturay, and seconded by M. Gupta, that the Board of Directors approve the consent agenda as pre-circulated.

Caturay/Gupta

CARRIED

Adjournment

In closing the Chair reminded everyone of the next Board meeting scheduled for the new year on January 21, 2026. There being no further business for discussion, the meeting was adjourned at 8:20p.m.

Catherine Roche
Chair, Board of Directors
:CW