



MUSKOKA ALGONQUIN
HEALTHCARE

Board of Directors

Learn more about being a Director
or Committee Appointee Member



Help shape the Made-in-Muskoka Healthcare System

Who is “The Board”?



12 Elected Directors

- voluntary, no compensation
- elected in rotation for 3-year terms

5 Ex-officio Directors

- President & CEO
- Chief of Staff
- President, Credentialed Staff
- Vice-President, Credentialed Staff
- Chief Nursing Executive



Committee Appointee Members

- voting members of Board Standing Committees
- renewable 1-year appointment

Board Skills & Knowledge Matrix



Core to the culture of Muskoka Algonquin Healthcare is quality. One determinant of board quality includes a complementary broad mix of skills, experience and knowledge of the board's directors.

Directors and Committee Appointee Members are selected based this collective set of abilities which is the foundation for us in creating an effective governing body.

In deciding on a final slate to recommend, the Nominations Committee focusses on ensuring that there is a diverse but complementary skill set across the Board.

Skill/Knowledge

- Financial
- Business & Management
- Strategic Planning
- Enterprise Risk Management
- Integration and Systems Enabler
- Innovation
- Community Relationship Building
- Quality and Performance
- Communications and Marketing
- Human Resources Strategy
- Environmental, Social, and Governance (ESG)
- Health Care

Board Skills & Knowledge Matrix Continued...



For the 2024 recruitment process, the Nominations Committee is particularly interested in individuals who possess skills, knowledge and experience in four areas:

Quality and Performance

- Quality and safety expertise in business or industry; understanding of quality of care issues and performance measurement; benchmarking experience; experience in process improvement methodology

Health Care

- Experienced in or understanding of health care leadership or a practitioner with experience and/or understanding of health care operations, funding and systems.
- Understands the principals and processes of funding for healthcare and the administration of funding relationships.

Board Skills & Knowledge Matrix Continued...



Environmental, Social, and Governance (ESG)

- Demonstrated knowledge of environmental, social, and governance (ESG) issues, including inclusion, diversity, equity, and anti-racism issues

Community Relationship Building

- Has been actively engaged in the community and is seen as a community leader/influencer.
- Understanding of broader stakeholder environments.

[Click here to view the Nominations to the Board policy with the descriptions for all skills along with the assessment ratings.](#)

Time Commitment



Board Director

- Up to a 3 year term, renewable to a maximum of 9 years
- At least 25 hours monthly

Committee Appointee Members

- 1 year term, renewable
- 5 hours bi-monthly

- Meeting preparation
- Meetings alternate sites
- Community/special events

- Orientation – 2, 3 hour sessions
- Full day retreats, education sessions

What Does the Board Do?



Board Roles

Policy Formulation
Decision Making
Oversight

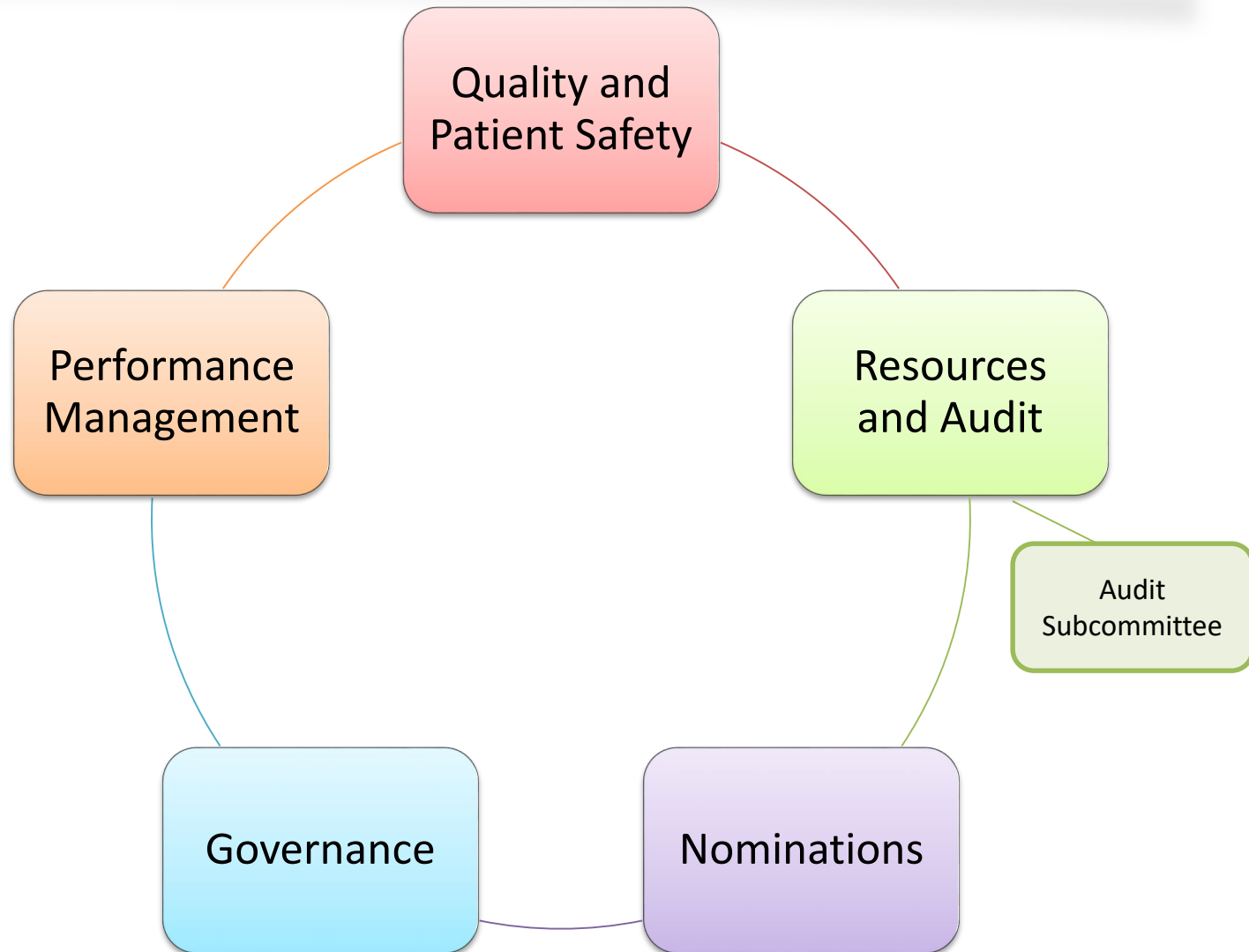
Board Responsibilities

Program Quality
Strategic Direction
Management Performance
Financial Oversight
Board Effectiveness
Foster Relationships

Fiduciary Duty

Act honestly, in good faith and in the best interest of the hospital and to apply the level of skill and judgement that is reasonable to expect of a person with their knowledge and experience

Standing Committees



Special
Committees:

+ Capital
Redevelopment
Steering

+ Local Share
Committee

Board Evaluation



1. Board of Directors Meeting Evaluation
2. Board Self-Assessment Tool
3. Director Assessment Tool
4. Standing Committee Evaluation
5. Orientation Program Evaluation



Mentorship Program



- peer resource assigned to share knowledge and experience
- one-on-one, formal, time-focused relationship
- enhance professional growth and development in order to maximize the new Director's orientation





STRATEGIC PLAN

Our Mission

Working together to provide outstanding integrated health care to our communities, delivering best patient outcomes with exemplary standards and compassion.

Our Vision

As a trusted partner, we strive to improve the delivery of health care to our communities and to be known as an outstanding place to work, learn, live and be cared for.

Our Values and Behaviours



Accountability

- Taking personal responsibility
- Being honest and transparent in actions and communication
- Doing the right thing the right way with integrity

Respect

- Showing compassion for patients, families, and our colleagues
- Treating others as they want to be treated
- Thoughtfully making difficult choices
- Expressing kindness and empathy

Optimism

- Understanding that together, almost anything is possible
- Seeking to achieve outcomes that will be positive and desirable
- Seeking opportunities and a better path forward

Leadership

- Acting with integrity and building trust
- Communicating effectively while guiding and providing support
- Being a role model and motivating colleagues to be their best
- Encouraging innovation and championing change

Engagement

- Collaborating with our colleagues and partners
- Taking a systems approach
- Including stakeholders in planning and decision making

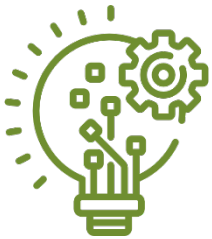
Our Strategic Themes



**Quality Care
and Safety**



**Partnerships
and Collaboration**



**Innovation
and Technology**



**Sustainable
Future**



People

[Click here to view the full Strategic Plan](#)

Key Focus Areas and Opportunities



In addition to our commitment to quality care and safety:

- Post Pandemic Recovery
- Health Human Resources
- Integrated Health System Transformation
 - Muskoka and Area Ontario Health Team
- Funding
- Capital Redevelopment – two new hospital sites

Key Focus – Made-in-Muskoka Healthcare

- Together, we are investing in and building **Made-in-Muskoka Healthcare**: a system infrastructure that matches our unique region, the changing population of its municipalities and all the communities that surround it.
- Anchored by two regional, flex-designed hospital sites, we will coordinate care and services based on collaboration, advanced technology and a world-class approach to healthcare partnership.

Interested - What Happens Now?



- ▶ Submit application by **March 10**
- ▶ Meet with Nominations Committee (**mid-April**)
- ▶ Initiate Police Criminal Record Check
- ▶ Board Decision by **June**
- ▶ Annual General Meeting **June 24**



Questions?



For more information or to speak directly to a current Director about their experience, email the Board Liaison Office at tammy.tkachuk@mahc.ca

or call

705-789-2311 ext. 2342.

