



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 on 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

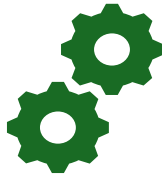
# Board Skills & Knowledge Matrix Continued...

For the 2025 recruitment process, the Nominations Committee is particularly interested in individuals who possess skills, knowledge and experience in three areas:



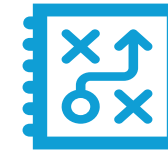
## Community Relationship Builder:

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



## Integration and Systems Enabler:

Has led or been part of, in a management or governance capacity, integration initiatives such as mergers and acquisitions.  
Understands the reasons for ongoing organizational and system behaviour, and then underlying problems, opportunities or political forces affecting the organization and the health system



## Strategic Planning:

Macro level understanding of the health care system & the longer-term implications and opportunities. Have been actively involved in previous strategic plan development, implementation and monitoring. Have a very strong understanding of the purpose and processes related to strategic planning and the Board's role in the development, agreement & monitoring of the strategic progresses.

Advises Board on processes to define an organization's direction and provide potential decisions on the allocation of resources required to pursue a strategy. Able to look at issues in a broad context, taking into account a wide range of influences and circumstances, and see the implication of decisions. Strategic horizon responsibility includes monitoring existing strategic plan delivery and organizing & planning beyond existing strategic plan

[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

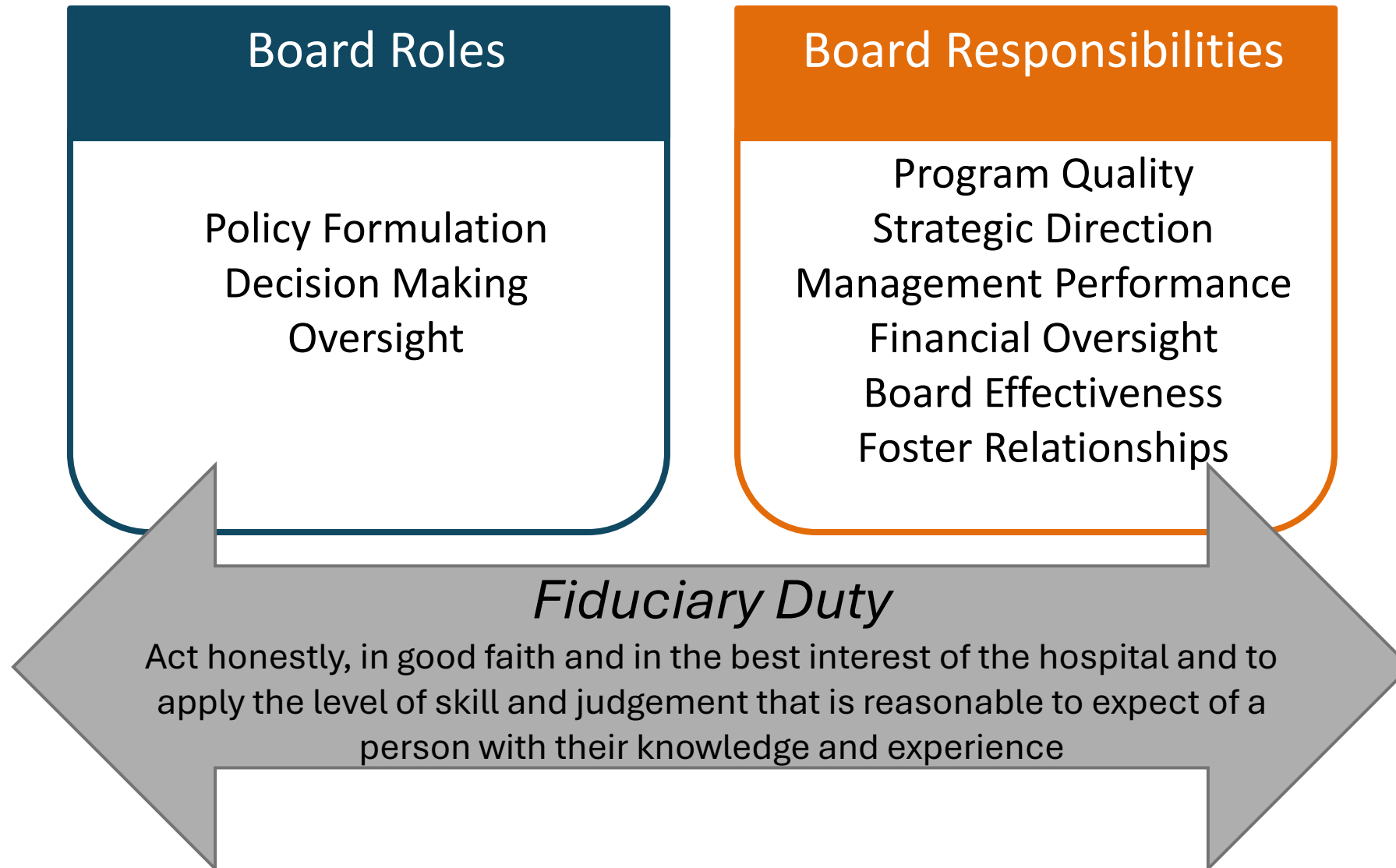
## Committee Appointee Members

- 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

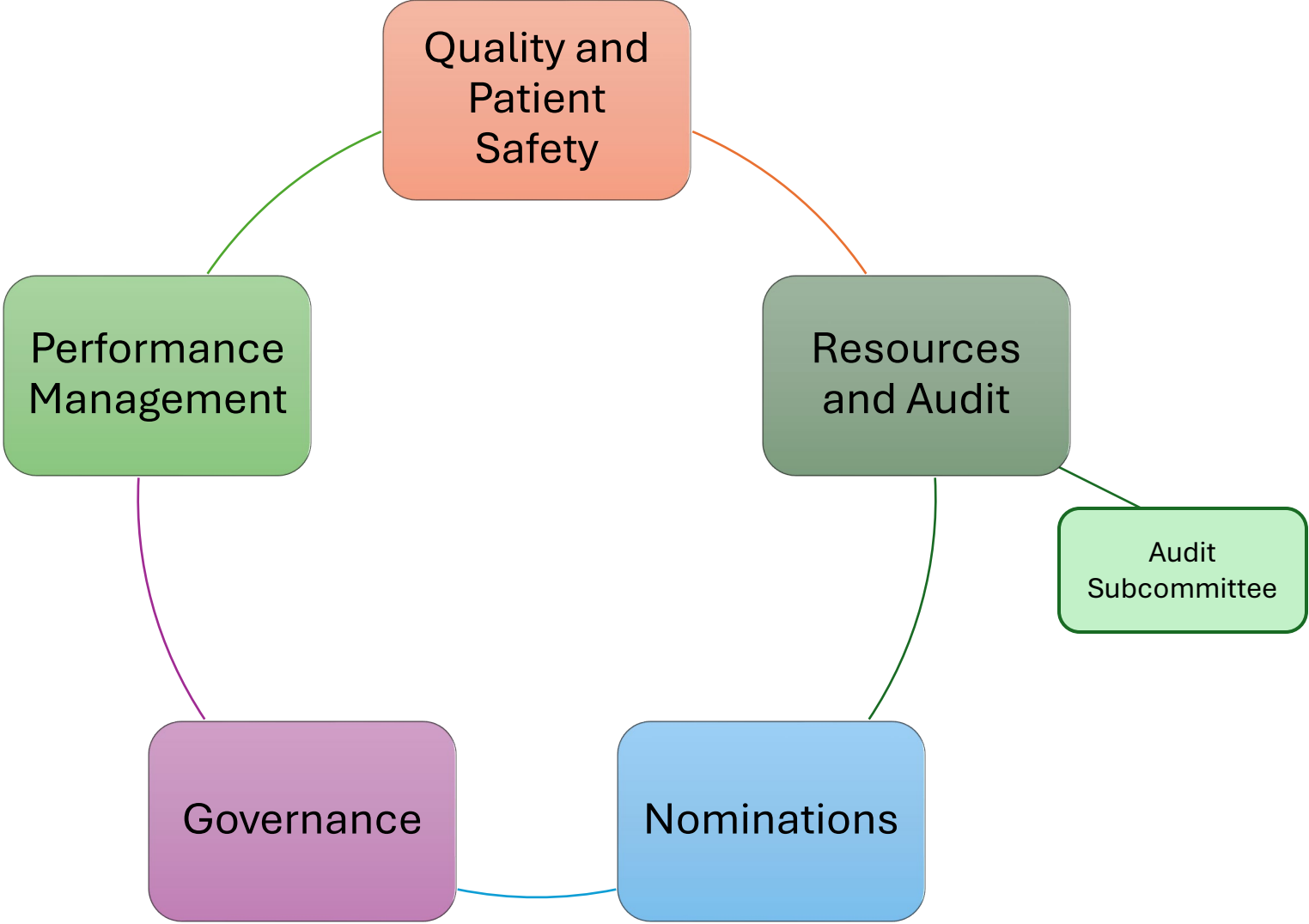
# What Does the Board Do?



# Standing Committees of the Board

[Click here to view the Terms of References.](#)

Special Committees:  
Capital Redevelopment Steering  
Local Share Committee



# Evaluations



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

[Click here to view the Evaluations Policy.](#)



# 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



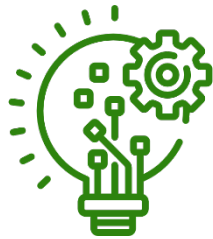
# Our Strategic Themes



**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 7**
- ▶ Meet with Nominations Committee (**mid-April**)
- ▶ Initiate Police Criminal Record Check
- ▶ Board Decision by **June**
- ▶ Annual General Meeting **June**



# 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](mailto:tammy.tkachuk@mahc.ca) or call 705-789-2311 ext. 2342.

[Board of Director Application](#)