



Timeline (guide):

- 5:15 Call to order
- 5:15 Regular board meeting

Standard Meeting Documents

- [Consent agenda information \(what is it and how is it used?\)](#)
- [Motions cheat sheet](#)
- [Board Governance Decision Matrix](#)
- [Policy 22 – Code of Conduct](#) (reference to Conflict of Interest)
- Meeting Minutes
- Board Reports
 - Board Executive (no report)
 - Finance & Investment
 - Nominating
 - Policy & Governance (no report)
- CEO Report to the Board

Additional Meeting Documents

- Mentorship Program Description DRAFT
- Board Policy 2.3 Recruitment
- HSO Board Governance Body Assessment
- Bylaws

Board of Directors

Arab, Rachel	R	Kaur, Anuroop	P	Rizzetto, Maria (Vice Chair)	R
Bernard, Miranda	P	Kieft, Michael	P	Sullivan, Vickie (Co-Vice Chair)	P
Bhangale, Chirag	P	Landy, Mark (Chair)	P	Vossen, Emma	P
Frost, Jon	A	MacLean, Matthew	R	Mason-Browne, Anne (CEO)	P
Grant, John	V	Nakhla, Nardeen	P	Leslie, Kimberlee (Exec. Assistant)	P
Haley, Matthew (Sec-Treasurer)	P				

Guests:

- Mr. Bob Kolanko, Director of Finance and Operations (P)
- Dr. Greg Noel, Director of Adult and Mi'kmaq Hearing and Speech Services (P)
- Ms. Ferne Mardlin-Smith (Patient Advisor to the Board) (P)
- Ms. Courtney Douglas (Patient Advisor to the Board) (P)
- Ms. Alayne MacDonald (Communication Partner for Patient Advisor) (P)

Present: (P) Videoconference: (V) Regrets: (R) Absent: (A)

5:15 pm	1. Call to Order The meeting was called to order at 5:17 PM
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5:15	<p>2. Retirement Celebration: Anne Mason-Browne & Dinner</p> <p>The Board thanked Ms. Mason-Browne for all she has done for the organization and the Board. The Board presented Ms. Mason-Browne with a gift and wished her a happy retirement. Photos were taken.</p> <p>At this point, Ms. Mason-Browne left the meeting.</p>
6:15	<p>3. Consent Agenda</p> <p>3.1 Board meeting agenda 3.2 Previous meeting minutes 3.3 Board Executive Report (no report) 3.4 Committee Reports</p> <ul style="list-style-type: none"> • Finance & Investment • Nominating • Policy & Governance (no report) <p>MOTION: that the Board of Directors approve the consent agenda. Motion was moved and seconded. Motion carried.</p>
6:20	<p>4. Announcements</p> <p>4.1 Regrets: Ms. Arab, Mr. McLean 4.2 Declarations of potential conflict of interest: None 4.3 Other:</p> <ul style="list-style-type: none"> • Mr. MacLean has tendered his resignation from the Board effective immediately. • Mr. Frost and Dr. Grant have given notice that they will be retiring from the Board in June at the end of their term.
6:25	<p>5. Strategic Plan Update</p> <p>Mr. Landy provided an update on the initial meeting held with Ms. Maureen Reid from BoardWorks. In consideration of the current work before the Board, the Strategic Plan will be worked on gradually. Ms. Reid will be provided with a package of HSNS documents to assist her in her initial planning. The next step will be to determine the strategy for client, partner, and community engagement. The preparatory work will take place over the summer, with the main work beginning in Fall 2026.</p> <p>A communication will go out to staff and the new Strategic Planning Core Committee.</p> <p>The Board will be updated when there is something to report.</p>
6:35	<p>6. CEO Report</p> <p>6.1 Monthly Update</p> <p>Dr. Noel presented the monthly CEO update, highlighting:</p> <ul style="list-style-type: none"> • HSNS' continued work on translation with their first Mi'kmaq translation. • The update on the extension of the NSH Service Agreement • The HSO staff workforce survey <p>Mr. Kolanko provided an update on the change to corporate services and job title for the clinical administrative staff.</p>

	<p>Q: The Board received a memo regarding the change in executive staffing. Can you share any information? A: HSNS is not able to share the details of the decision.</p> <p>Q: What support is being offered for the person stepping into the role of acting director? A: There has been a lot of work from the management team to develop a plan. Their manager portfolio has been shared amongst the other managers. The continuity plan will be finalized next week.</p> <p>Q: Is the acting director known to the partners? A: Yes. They had been working closely with our partners in their manager role.</p> <p>Q: Will HSNS be engaging a search agency for the recruitment of the Director position? A: Yes, HSNS will be working with HANS Igility.</p> <p>Q: What is the predicted turnaround? A: Mr. Kolanko has a meeting with HANS Igility on Monday. This will be discussed then.</p> <p>At this point, the Patient Advisors, Ms. Mardlin-Smith and Ms. Douglas, along with Ms. MacDonald, left the meeting.</p>
6:45	<p>7. Nominating Committee 7.1 Update</p> <ul style="list-style-type: none"> • Mentorship Program Description DRAFT (revised) The mentorship program description was revised based on feedback from the Board. • Recruitment The Nominating Committee has received four (4) expressions of interest so far this year. The committee will discuss follow-up from the recommendations at the next meeting. <p>The Board were reminded of Policy 2.3 and their commitment to identify and reach out to people. Experience in finance is needed.</p>
6:55	<p>8. Old Business 8.1 HSO Board Governance Body Assessment – review of problematic questions The Board reviewed some of the problematic questions submitted.</p> <p>#25: What do you mean by carbon footprint?</p> <ul style="list-style-type: none"> • This shows that HSNS needs to better explain what they are doing about sustainability • Examples include: <ul style="list-style-type: none"> ○ Battery recycling ○ Sustainability included in contracts

	<p>#33: Organization’s quality performance on the Board’s agenda</p> <ul style="list-style-type: none"> An update is provided every month in the CEO report as well as reported on quarterly via the Integrated Quality Care and Patient Safety Scorecard. <p>The Board can send any feedback to Ms. Leslie. This feedback will be reviewed by the P&G Committee, which will come up with a list of possible education for the Board (including definitions and evidence provided to the Board).</p> <p>Q: Will the survey change? A: Not that HSNS is aware of. The current survey was a significant change from the one that the Board completed during the Accreditation cycle.</p> <p>8.2 Bylaws Review – Recommendations from the Board</p> <p>The Board discussed any recommendations for revisions to the bylaws. The discussion was focused on the recommendation from Accreditation Canada to extend the role of Patient Advisors to include voting. Should the Board decide to proceed, it would require a change in the bylaws.</p> <p>Q: What is Accreditation Canada’s expectation around Patient Advisors being voting members of the Board? A: It was a suggestion that would integrate client and family voices in decision-making.</p> <p>The discussion and feedback will be reviewed by the P&G Committee at their next meeting.</p>
7:20	<p>9. New Business</p> <p>9.1 Annual Board Chair Evaluation</p> <p>The annual Board Chair Evaluation will take place in April. Ms. Leslie will be sending out an email next week regarding the evaluation. Please complete the evaluation and send it to Ms. Leslie by April 17, 2026.</p>
7:25	<p>10. Members’ Comments</p> <p>None</p>
7:30	<p>11. In-camera session</p> <p>MOTION: that the Board of Directors move to in-camera session. Motion carried</p> <p>MOTION: that the Board of Directors move to adjourn the in-camera session. Motion carried.</p>
7:40	<p>12. Date of next meeting: April 30, 2026 (In person – HSNS Provincial Office)</p>
7:45	<p>13. Adjournment</p> <p>MOTION that the Board of Directors move to adjourn the meeting. Motion carried.</p>

	Meeting adjourned at 7:51 PM.
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