



Tavistock Community Health Inc.

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Thursday February 19, 2009

1.0 Call to Order and welcome by Anne.

1.1 Roll Call and Moment of Reflection – Present: Ross Campbell, Anne Gregory, Dean Jutzi, Lois Kalbfleisch, Mary McTavish, Jim Piggott, Bob Quehl, Barry Ruby, Grace Thier, Ron Totten, Brenda West, Marilyn Zehr
Guests – Dr. Paul Bartlett and Colleen Card
Barry read a couple of quotes from Zen that were relevant to today.

1.2 *Motion* to approve the agenda made by Lois Kalbfleisch, seconded by Ron Totten, carried.

1.3 *Motion* to approve minutes of previous meeting, made by Lois Kalbflesich, seconded by Barry Ruby, carried.

2.0 Committee Reports

2.1 Communication – Brenda West emailed Bob Gladding to see if he would link TCHI website to the Tavistock Gazette's website, but she has received no response as yet.

2.2 Facilities – Barry Ruby reported that another independent cleaning company, plus Doug Sparling have been asked to give quotes for the cleaning of the clinic. Barry Ruby offered the services of his three teen-agers to do their community hours for school by cleaning windows and raking grass. This offer was greatly appreciated. The physicians turned down an application by a chiropractor who had inquired about renting space in the clinic.

2.3 Human Resources – No report

2.4 Liaison – Anne Gregory reported next liaison meeting will be April 14, 2009

2.5 Nomination – Ron Totten reported that we have two new members, Steve Bender and Marcia Bender.

2.6 Recruiting – No report – Dr. Paul Bartlett reported receiving an expression of interest in coming to the clinic as a locum. He will follow up.

2.7 AGM – Anne Gregory asked all committee chairs to submit their year end reports by March 8th. Ross Campbell has agreed to take over the Chair position and Bob Quehl will take over as Vice-Chair. Anne Gregory thanked both of them for agreeing to do this.

3.0 Treasurers Report – Dean Jutzi distributed copies of Famme & Company's year end

TCHI financial report. He went over it with explanations on changes from last year.

- 4.0 Changes taking place within the TCHI structure – We need further discussion with the Liaison Committee to brainstorm ideas to see what will work and what won't. Costing and accountability should be looked after jointly between physicians and designated board members. Suggested board members, Ross Campbell, Bob Quehl and Dean Jutzi.

Motion was made by Jim Piggott and seconded by Marilyn Zehr, that Bob Quehl, Dean Jutzi and Ross Campbell form a committee to come up with ideas for financial planning on the future of the clinic, carried.

Betty Blasdell was advised by Anne Gregory, Dr Ken Hook and Dean Jutzi, that due to cost cutting and restructuring, her position as business manager was being eliminated. Six weeks salary, and benefits for the six weeks, were offered and accepted. Dean Jutzi will draft a letter of severance for Betty Blasdell, and will have it vetted by his lawyer. A letter of thanks was received from Betty Blasdell. Dr. Paul Bartlett spoke on the employees benefit package. The renewal of the existing package must be signed by the end of February. Only 4 staff members really need benefits. Dr. Bartlett suggested that we talk to Blain McCutchen of the Star Family Health Team to discuss what benefits their staff have. Small changes have been made in the interim, but we must come up with final package by the end of June 2009.

Dr Chin, a possible hire for us has decided to work in Kitchener.

Another article was in the Gazette on problems in running the clinic with fingers pointing at the board as the cause of the problems.

Motion by Jim Piggott, that Dr. Paul Bartlett write a letter, to be agreed to by all the physicians and the board, and to be put into the Tavistock Gazette as information to the general public.

- 5.0 Date of next meeting – March 19, 2009

- 6.0 Closing moment – Bob read some quotes from the book of Drucker.

- 7.0 Meeting adjourned at 6.05pm

D. Anne Gregory, Chair

Grace B. Thier, Secretary